

**Neosho R-5 School District
Neosho Junior High
Building Improvement Plan
2011-2012**

Mission Statement: The Mission of the Neosho R-5 School District is to inspire high academic achievement and maximize personal potential in all students.

Goal 1: Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.

Objective 1: The district will address areas of concern under the mandates of the No Child Left Behind Act as indicated on the Adequate Yearly Progress report by increasing the percentage of students scoring in the Advanced and Proficient levels on the MAP and EOC exams by at least 5% annually as the district strives to reach the Annual Proficiency Targets set for all subgroups.

Strategy 1: Teachers will provide prescriptive tutoring to students before and after school as needed for remediation. Tutoring will be offered 2-4 days a week in all core subject areas.

Strategy 2: Teachers will provide differentiated instructional methods to ensure that all types of learners are being reached during classroom instruction.

1. Action Step: Regular and Special Education students below level in reading and/or math will have the opportunity to enroll in an Academic Strategies class.

Strategy 3: All 8th grade students will take a semester of "math lab" and a semester of "communication arts lab" classes. These classes will be geared at targeting MAP skills. They will focus on hands-on, discovery activities to strengthen skills.

Strategy 4: Missing work will be monitored daily.

1. Action Step: CAT teachers will target students daily regarding missing assignments.

Strategy 5: English language services for all ELL students will be provided at the building level until the students are proficient in the English language and are exited from the program.

1. Action Step: The principal will observe SIOP strategies being used in the classroom during observations.
2. Action Step: Teachers will meet quarterly regarding ELL students and accommodations.

Objective 2: District teachers and administration will meet during each school year to review assessment data, revise and realign curriculum, discuss instructional methods, and develop common assessments.

Strategy 1: Department Chairs will work with administration to ensure that at least one common assessment is given per quarter. After the data is received, detailed analysis will be conducted and based upon the data outcome, teaching strategies will be discussed during collaboration.

Strategy 2: The culture core teachers, administration, and counselor, will meet regularly to discuss educational/building level issues. Their goal is to monitor programs and recommend added programs that will positively impact the building.

Strategy 3: ESL teachers, classroom teachers, and administrators will meet to determine the best approaches and methodologies for providing English language instruction and academic content instruction for LEP, migrant, and immigrant students.

Objective 3: The district will put programs in place to increase the graduation rate by 2% annually.

Strategy 1: The Junior High will focus on creating a positive culture for students and staff.

1. Action Step: A team of teachers, administrator, and counselor, will begin the implementation phase of PBIS.

Objective 4: The district attendance policy will be implemented in order to keep the district attendance percentage equal to or greater than 93%.

Strategy 1: Student incentive program based on grades, attendance and behavior will be implemented in the 2009-10 school year.

1. Action Step: Students will be involved in character celebrations quarterly.

Goal 2: Recruit, attract, develop, and retain highly qualified staff to carry out the LEA (local educational agency)/District mission, goals, and objectives.

Objective 1: District personnel will recruit, attract, develop, and retain highly qualified staff, as defined by the NCLB Act of 2001, in order to carry out the district mission, goals, and objectives.

Strategy 1: Administration will actively seek teachers that are highly qualified and work to recruit them to the district.

Strategy 2: New Teachers will be involved in a mentoring program with veteran teachers to assist them in their professional development. New teachers will observe mentors and mentors will observe mentees.

Strategy 3: The building-level administration will develop a professional relationship with new teachers to ensure that they are utilizing differentiated instruction. Observations will be made to determine the progress teachers are making in the development of their teaching strategies and overall instructional delivery.

Goal 3: Provide and maintain appropriate instructional resources, support services, and functional and safe facilities.

Objective 1: The board and district administration will provide and maintain appropriate instructional resources, support services, and functional, safe facilities.

Strategy 1: Faculty and staff will be diligent in reporting safety issues.

Strategy 2: The building level Safety Committee will meet quarterly to review safety concerns, needs, and emergency drill procedures/results.

Strategy 3: Faculty and staff will be provided with the necessary instructional resources to enhance the learning environment.

1. Action Step: Classroom instruction in violence prevention is facilitated through a character education book study.
2. Action Step: Classroom instruction incorporates teachable moments that reinforce the character education program.

Strategy 4: Teachers will utilize the librarians as a resource for content-area instruction.

Strategy 5: Neosho Junior High personnel will be provided collaboration time and on-site training.

1. Action Step: Technical assistants from aha! Process will observe, collaborate, and provide feedback to teachers regarding strategies and practices that will improve student achievement.
2. Action Step: Technical assistants from PLC will work with teachers to implement strategies and practices that will improve student achievement.

Goal 4: Promote, facilitate, and enhance parent, student, and community involvement in LEA/District educational programs.

Objective 1: District personnel will continue to promote and encourage parent and community involvement in educational programs and activities.

Strategy 1: Power School will be available to all students' parents to inform them of their child's grades, attendance and discipline.

Strategy 2: Teachers are required to make parent contacts regarding low grades at each 3 week grading period.

Strategy 3: Each parent or guardian will receive a positive postcard at least once from a member of the faculty/staff during the course of the school year.

Strategy 4: Community members, parents, and businesses will be encouraged to support the character education program.

Strategy 5: Parent Nights will be held to inform parents/students of the differences in HS and 8th grade. Information will also be provided about how students can become prepared for college.

Strategy 6: Parents of LEP students will be encouraged to participate in school activities and to serve on building committees.

Goal 5: Govern the LEA/District in an efficient and effective manner providing leadership and representation to benefit the students, staff, and patrons of the district.

Objective 1: The school board will provide leadership and representation to sustain a learning environment that is conducive to improving student performance.

Strategy 1: Building-level administrative reports are provided to the Board of Education and staff.