

## Oregon District Continuous Improvement Plan

School Year	2021-22
District	Grant School District

### District Direction Section

Vision	Grant School District #3 schools embrace the ever-increasing challenges of living in the world today and thus seeks to engage the community in united efforts that will ensure all children reach their fullest development in academic, vocational, physical, and social education.
Mission	All Grant School District #3 students will engage in meaningful programs which meet the highest educational and ethical standards with a safe, caring, collaborative learning community ensuring each student achieves academic and personal excellence by becoming a lifelong learner and a responsible citizen.

### Comprehensive Needs Assessment Summary

**What data did our team examine?** We reviewed formative and summative student achievement data in the areas of ELA and Math, behavioral data, and attendance data. For academic achievement, we reviewed state assessment scores, district level assessment data (DIBELS, iReady) and curriculum-based measures. We reviewed behavior data collected in SWIS and other district developed tracking systems to better understand when, where, and why adverse behavior instances occur. Attendance data collected through our student information system was analyzed. Additional data examined included the results of the Health Teens Survey, school culture surveys, and stakeholder meetings.

**How did the team examine the different needs of all learner groups?** We looked at all subgroups when reviewing academic achievement, behavior, and attendance data. The subgroups of special education and low SES have a higher number of students demonstrating adverse behavior and mental health concerns, however, all groups of students show a need.

**How were inequities in student outcomes examined and brought forward in planning?** We triangulated the data and saw a strong correlation between academic performance, behavior, and attendance. This brought forth the need to take a closer look at the antecedents to behavior, reasons for missing school, and the impact on academic achievement and educational progression.

**What needs did our data review elevate?**

Further analysis of behavior data indicates that our students affected by trauma, depression, anxiety, lack of impulse control, and other mental health challenges have more difficulty meeting academic standards and attending school regularly. This elevates the need to provide mental health and behavioral support to increase attendance and academic success.

**How were stakeholders involved in the needs assessment process?**

- Community Input Night
- Staff Meetings
- Title I Parent Meeting
- Teen Truth Survey
- Input from the Board of Directors

**Which needs will become priority improvement areas?** *Note: Priorities describe where the team intends to go but do not describe how the team will get there. An example priority might be to improve graduation rates or that all students will meet their growth goals.*

Vision	Grant School District #3 schools embrace the ever-increasing challenges of living in the world today and thus seeks to engage the community in united efforts that will ensure all children reach their fullest development in academic, vocational, physical, and social education.		
Our top priority is to support students experiencing mental health challenges that are having an adverse effect on their academic achievement, behavior and attendance.			
<b>Long Term District Goals &amp; Metrics</b>			
Student focused, aspirational, aligned with needs, written for all students. Example: <i>All students will meet their annual growth targets in math.</i> Metrics are outlined for the year(s) to come.			
Goal 1	<b>All students K-12 will develop the social, emotional, and behavioral skills needed to be successful learners, prepared to successfully participate in their own future and community.</b>		
Metrics	By (June 2020)	By (June 2021)	By (June 2022)
	We will see a 2% decrease in the number of discipline referrals and a 2% increase in regular attenders	We will see a 4% decrease in the number of discipline referrals and a 6% increase in regular attenders	We will see a 2% decrease in the number of discipline referrals and a 2% increase in regular attenders
	100% of staff will be trained in working with students to develop strong relationships	100% of staff will have one or more strategies to support students in crisis	100% of teachers will have four or more strategies to support students in crisis
	60% of students will have training on the importance of building positive relationships with peers	100% of students with behavior incidents will have access to a mental health specialist	100% of the student will have one or more staff they can access for mental health needs
Student leaders will work on an action plan for changing culture around bullying	Student leaders will engage in peer mediation planning	Student leaders will implement a mentoring program for all underclassman	
Goal 2			
Metrics	By (year)	By (year)	By (year)
Goal 3			
Metrics	By (year)	By (year)	By (year)

**Initiative Alignment to Support District Goals**

*Oregon Department of Education – May 10, 2019*

Examples: High School Success, Chronic Absenteeism, 21<sup>st</sup> Century Grant, EL Success Program, Improvement Partnership

Initiative/Program	How this initiative/program supports the district to meet goals
TAP Grants	We are at the beginning of the process for assessing our facilities. The assessment is looking at changing the facilities to meet the educational needs of today's learners.
HSS Grant	Our HSS grant has focused on the increase of CTE courses for student. We believe this engages students in the school. When students feel connected to school the social emotional part of life improves. The target is to have programs running well, giving a positive outlook to what students can do in our school and community.
Attendance initiatives	We had an Attendance Matters grant last year. With that money we started a community campaign enlisting the help of businesses to help keep our students in school. This campaign will also be an important part of our change in the needs of our students.
City of John Day Gateway project	The city is working on improving amenities to the city. They are opening housing and working on infrastructure for the area. The process they have gone through sets in motion a positive mindset. Our district wants to align with this change and do similar work at the same time so our partners are all working together.

### Annual Evidence Based Strategies, Measures and Actions (to meet district goals)

<i>District Goal this strategy supports</i>	Goal 1: All students will develop the social, emotional, and behavioral skills needed to be successful learners, prepared to successfully participate in their own future and community.			
<i>What are we going to do?</i>	Strategy # 1.1  Written as a Theory of Action and reflects evidence-based practices	<p>If we <u>increase student contact with a mental health specialist and involve staff in the components of good behavioral health,</u></p> <p>Then <u>students will have self-management skills to manage the effects of their trauma; teachers will implement effective social emotional strategies with support from area partners. IE: CCS, Blue Mountain Hospital, Greater Oregon Behavioral Health Institute, LCAC and District Dedicated SEL staff.</u></p> <p>And <u>we will see improved academic achievement, behavior and attendance.</u></p>		
<i>How we will know the plan is working</i>	Measures of Evidence for Adult Actions ("then" statements")	<p>Fall</p> <p>Teachers' implementation of changing the culture through strong relationships measured by student surveys.</p>	<p>Winter</p> <p>Teachers will engage with students about their needs, developing a list of strategies needs in which teacher will have training. This will be measured by submittal of documents.</p>	<p>Spring</p> <p>Administration will develop plans for continued support of staff training. They will reach consensus with staff on the direction for the following year. This will be measured by the administrative report to the school board in May.</p>

District Goal this strategy supports	Goal 1: All students will develop the social, emotional, and behavioral skills needed to be successful learners, prepared to successfully participate in their own future and community.			
How we will get the work done	Measures of Evidence for Students (“and” statement)	Fall Baseline data <ul style="list-style-type: none"> <li>• Behavior incidence report</li> <li>• Regular attenders report</li> </ul>	Winter  5% decrease in the number of incidences reported.  2% increase in the number of regular attenders.	Spring  10% decrease in the number of incidences reported.  2% increase in the number of regular attenders.
	Person or Team Responsible	Action Steps To be completed this year		Due Date
	Administration	1. Student awareness training – Teen Truth		10/30/19
	Administration	2. Training for staff on building relationships-Teen Truth		11/1/19
	Administration	3. Hire elementary behavior interventionist		11/26/19
	Staff	4. Training for staff on crisis strategies (ACES)		12/6/19
	Administration	5. Increase access to wellness services (CCS and SDHC)		12/6/19
	6. Partnership with CCS, Blue Mountain Hospital, Greater Oregon Behavioral Health Institute, LCAC and District Dedicated SEL staff physical wellness supports		2/21/2020	

<i>District Goal this strategy supports</i>	<b>Goal 1: All students will develop the social, emotional, and behavioral skills needed to be successful learners, prepared to successfully participate in their own future and community.</b>	
<i>ORIS Domain Alignment</i>	ORIS Domain(s) this strategy supports	<input type="checkbox"/> Leadership <input type="checkbox"/> Talent Development <input type="checkbox"/> Stakeholder Engagement and Partnership <input checked="" type="checkbox"/> Well-Rounded, Coordinated Learning <input checked="" type="checkbox"/> Inclusive Policy and Practice

Additional strategies may be added to support this goal (example: Strategy 1.1, 1.2, 1.3 etc.)

## District Plan Self-Monitoring Routines

Please describe the district plan to install quarterly plan-review/monitoring routines (see example below):

	Update Date	Strategy	What does your evidence show?	What is working? What is not?	What will you do? What adjustments are needed?	What supports are being provided? Are they helpful? What more is needed?
Performance Updates	8/24/2021	1.1	10% of students getting behavior health services	Staff recognizing students need help	Hire a behavior interventionist	Assistant principal CCS counseling. Need more contact with counseling or behavior interventionist.
	9/20/2021	1.1				
	12/17/21	1.1				
	1/6/22	1.1				
	2/18/22	1.1				
	3/18/22	1.1				
	4/20/22	Review and revise plan and adjust strategy				

### Routine Example:

The chart below does not need to be completed prior to installation of district self-monitoring routines. It is placed here as a preview for the types of information a quarterly self-monitoring routine aims to answer and the subsequent steps and actions taken after each routine.

- What did we say we were going to do?
- How are we doing?
- How do we know?
- What will we do next?

<i>Date/Event Title</i>	<i>Description</i>	<i>Target Audience</i>	<i>Promotional Tools</i>
August 16, 2021 Staff In-Service	During our annual in-service meeting the SSA, SIA, and CIP will be discussed. Staff will complete a needs assessment survey which addressed areas of success and needs. The leadership team will prioritize areas	<ul style="list-style-type: none"> <li>• Grant School District staff</li> </ul>	<ul style="list-style-type: none"> <li>• Email</li> <li>• USPS mailer</li> </ul>
September 15, 2021 Board Meeting	During the monthly board meeting discuss/present the components of the SIA, and CIP. The board will complete a needs assessment survey which addressed areas of success and areas of need. this will be compared to the leadership team prioritization list.	<ul style="list-style-type: none"> <li>• Board members</li> </ul>	<ul style="list-style-type: none"> <li>• Meeting agenda</li> <li>• Flyer</li> <li>• Website</li> </ul>
February 23, 2022 Community Engagement: Zoom	Discuss the components SIA, and CIP and asked willing individuals to complete the needs assessment.	<ul style="list-style-type: none"> <li>• Grant SD community</li> </ul>	<ul style="list-style-type: none"> <li>• Facebook</li> <li>• Flyers</li> <li>• Website</li> <li>• Auto caller</li> </ul>
February 23, 2022 Community Engagement: Grant Union School	Discuss the components of, SIA, and CIP and pass out to those present to discuss the five questions at their tables and record answers.	<ul style="list-style-type: none"> <li>• Parents</li> <li>• Community members</li> </ul>	<ul style="list-style-type: none"> <li>• Facebook</li> <li>• Flyers</li> <li>• Email</li> <li>• Phone calls</li> </ul>
March 2, 2022 7 <sup>th</sup> – 12 <sup>th</sup> Grade Student Survey	Discuss the components SIA, and CIP and asked the students to fill out the survey.	<ul style="list-style-type: none"> <li>• 7<sup>th</sup> – 12<sup>th</sup> grade students</li> </ul>	<ul style="list-style-type: none"> <li>• none</li> </ul>
March 2, 2022 Kindergarten – 6 <sup>th</sup> Grade Student Survey	Discussed the components of the SIA, and CIP and asked the students to fill out the survey.	<ul style="list-style-type: none"> <li>• Kindergarten – 6<sup>th</sup> grade students</li> </ul>	<ul style="list-style-type: none"> <li>• none</li> </ul>

March 11, 2022 Staff Meeting	Reviewed the components of the SIA, and CIP and discuss general commonalities in findings.	<ul style="list-style-type: none"> <li>• Grant School District staff</li> </ul>	<ul style="list-style-type: none"> <li>• Email</li> <li>• Word of mouth</li> </ul>
March 18, 2022 Data Review & Goal Setting Meeting	Form goals, make strategies, write action statements, set budget	<ul style="list-style-type: none"> <li>• Open to all staff, community, board</li> </ul>	<ul style="list-style-type: none"> <li>• Email</li> <li>• Word of mouth</li> </ul>
April 13, 2022	Propose plan and approve	<ul style="list-style-type: none"> <li>• Board meeting</li> </ul>	<ul style="list-style-type: none"> <li>• Board notification process.</li> </ul>