

Pleasant Hill R- III School District
Comprehensive School Improvement Plan
2022-2025

Priority 1: Teaching and Learning

Goal 1: We will focus on continuous improvement for instruction and student learning.			
Objective A Ensure the district provides quality curriculum, resources, and instructional practices to support all learners.		Responsible Parties	Funding Sources
Action Step 1	Each grade level will increase the percentage of students performing at the advanced and proficient levels by 3% annually on each required state ELA assessments. (Ongoing)	C&I Team Building Administrators	General PD
Action Step 2	Each grade level will increase the percentage of students performing at the advanced and proficient levels by 3% annually on each required state Math assessment. (Ongoing)	C&I Team Building Administrators	General PD
Action Step 3	Each grade level will increase the percentage of students performing at the advanced and proficient levels by 3% annually on each required state Science assessments. (Ongoing)	C&I Team Building Administrators	General PD
Action Step 4	Vertically align science curriculum in kindergarten through high school level courses (complete in '24)	C&I Team Building Administrators Science Teachers	General PD
Action Step 5	Continue supporting the implementation of PLTW in the district (Ongoing Evaluation)	C&I Team Building Administrators Science Teachers	General PD
Action Step 6	Each grade level will increase the percentage of students performing at the advanced and proficient levels by 3% annually on each required state Government assessments. (Ongoing)	C&I Team Building Administrators	General PD

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Action Step 7	Vertically align social studies curriculum at the secondary grade level (complete in '24)	C&I Team Building Administrators Social Studies Teachers	General PD
Action Step 8	Review FastBridge data cycles to monitor individual student progress in the area of ELA and Math for students in grades K-10. (Ongoing)	C&I Team Building Administrators ELA & Math Teachers	General PD
Action Step 9	Continue to implement with fidelity the Units of Study in kindergarten through 8th grade and continue to revise the ELA curriculum for students in grades 9-12. (Ongoing)	C&I Team Building Administrators ELA Teachers	General PD
Action Step 10	Implement with fidelity the Eureka Math ² in kindergarten through algebra I and continue to revise the math curriculum for students taking geometry, algebra II, Trigonometry, and beyond (Ongoing)	C&I Team Building Administrators Math Teachers	General PD
Action Step 11	Implement the practice of students taking benchmark assessments in all content areas. (complete in '24)	C&I Team Building Administrators Content Teachers	General PD
Action Step 12	Provide quality professional development on engagement strategies (Ongoing)	C&I Team Building Administrators	General PD

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Objective B Develop a systematic approach to a district-wide implementation of Multi-Tiered System of Support (MTSS) to support the needs of all students.		Responsible Parties	Funding Sources
Action Step 1	Use FastBridge data and benchmark cycles to support the implementation of the MTSS process to provide focused and intense interventions to all students. (Ongoing)	C&I Team Building Administrators Teachers	General PD
Action Step 2	Continue to identify and utilize district-wide interventions. (Ongoing)	C&I Team Building Administrators Teachers	General PD
Action Step 3	Ensure all sites have a trained and functioning Assisting Learning Intervention Resource Team (ALIRT) team. (complete in '23)	C&I Team Student Support Team Building Administrators	General PD
Action Step 4	Develop an MTSS implementation plan for all sites. (complete in '24)	C&I Team Student Support Team Building Administrators	General PD
Action Step 5	Implement an MTSS process for all sites. (complete in '25)	C&I Team Student Support Team Building Administrators	General PD

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Objective C Graduating cohorts will increase ACT composite score by .2 points from the previous year		Responsible Parties	Funding Sources
Action Step 1	Create a specific plan outlining the offerings for student preparation for ACT, including embedded strategies within courses for ACT preparation (Complete in '24)	C&I Team HS Building Administrators	General PD
Action Step 2	Create a specific plan outlining professional development for staff members in ways to improve ACT scores through the curricula available at the high school (complete in '25)	C&I Team HS Building Administrators	General PD
Action Step 3	District funds norm-referenced (ACT, ASVAB, Compass, etc.) assessment opportunities (one time cost) for juniors or seniors (Ongoing)	Superintendent Board of Education HS Building Administrators HS Counselors	General
Objective D More than 90% of all students will have 90% or better attendance annually		Responsible Parties	Funding Sources
Action Step 1	Actively track attendance rates of all students. (Ongoing)	Building Administrators Parents Students	General PD
Action Step 2	Consistently hold data talks with students about FastBridge and Illuminate data in order to educate students about the correlation between attendance and achievement. (Ongoing)	Building Administrators Teachers Students	General PD
Action Step 3	Increase parental awareness and notification of attendance (Ongoing)	Building Administrators Teachers Parents Students	General PD

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Action Step 4	Develop and continue to grow relationships with outside agencies to help educate parents and students about the importance of excellent school attendance. (Ongoing)	Building Administrators Counselors Social Worker Students	General PD
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Priority 2: Positive Climate and Culture

Goal 1 We will create and sustain a positive climate and culture district-wide.			
Objective A: Create and sustain a positive climate and culture for staff.		Responsible Parties	Funding Sources
Action Step 1	Annually retain at least 90% of our certificated employees.(Ongoing)	District Administrators Board of Education Parents Community	General PD
Action Step 2	Annually retain at least 90% of our classified employees. (Ongoing)	District Administrators Board of Education Parents Community	General PD
Action Step 3	Provide competitive salary and benefits packages. (Ongoing)	District Administrators Board of Education	General PD
Action Step 4	Provide support for new staff members throughout their first year at both the building and district levels. (Ongoing)	PDC C&I Team Building Administrators	General PD

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Action Step 5	Create a systematic process for collecting and monitoring the climate and culture of each building. (complete in '23)	Assistant Superintendent	General PD
Action Step 6	Provide quality professional development for continued professional growth of all staff members. (Ongoing)	PDC C&I Team Building Administrators	General PD
Action Step 7	Conduct exit interviews when staff separate from the district to identify and mitigate factors in an effort to improve retention. (Ongoing)	District Administration Building Administration	General PD
Action Step 8	Continue to implement Trauma Informed Care training for all staff. (Ongoing)	District Administration Building Administration Building Counselors Social Worker	General PD
Action Step 9	Continue to implement Signs of Suicide training for all appropriate levels. (Ongoing)	District Administration Building Administration Building Counselors Social Worker	General PD
Action Step 10	Train and implement a positive behavior management approach. (complete in '24)	District Administration Building Administration Building Counselors Social Worker	General PD

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Objective B: Create and sustain a positive climate and culture for students.		Responsible Parties	Funding Sources
Action Step 1	Identify and implement best practices for Social Emotional Learning at all sites. (complete in '24)	District Administration Building Administration Counselors Social Worker Teachers	General PD
Action Step 2	Create a systematic process for collecting and monitoring the climate and culture of each building. (complete in '23)	Assistant Superintendent	General PD
Action Step 3	Evaluate and monitor the number of opportunities and participation for students in grades 5-12 for extracurricular and co-curricular involvement for all students. (complete in '25)	District Administration Building Administration Counselors Social Worker Teachers	General PD
Action Step 4	Continue to implement the Signs of Suicide training for all appropriate levels. (Ongoing)	District Administration Building Administration Building Counselors Social Worker	General PD
Action Step 5	Provide professional development in all buildings to improve staff-student relationships (Ongoing)	PDC C&I Team Building Administrators	General PD

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Priority 3: Safe Schools

Goal 1 We will maintain quality learning environments for students through systematic plans to address needs.			
Objective A Maintain a safe environment in all district facilities by assessing physical safety measures each school year.		Responsible Parties	Funding Sources
Action Step 1	Conduct monthly inspections on fire extinguishers, emergency lighting, and playground equipment (Ongoing)	Director of Facilities	General
Action Step 2	Hold district safety meetings three times per year. (Ongoing)	Deputy Superintendent Assistant Sup Director of Facilities	General
Action Step 3	Conduct annual safety inspections with the fire department (Ongoing)	Director of Facilities	General
Action Step 4	Conduct safety drills (fire, tornado, and intruder) at all sites per district schedule (Ongoing)	Building Administrators	General
Action Step 5	Conduct air quality testing as needed. (Ongoing)	Director of Facilities	General
Objective B Provide a network infrastructure that is robust, reliable, secure, and supports emerging technologies.		Responsible Parties	Funding Sources
Action Step 1	Utilize network performance data to develop recommendations to maintain required network performance. (Ongoing)	Director of Technology	General
Action Step 2	Monitor the connection speeds throughout the district. (Ongoing)	Director of Technology	General
Action Step 3	Maintain viable network devices: servers, switches, and access points (Ongoing)	Director of	General

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		Technology	
Action Step 4	Maintain content filter and firewall security devices (Ongoing)	Director of Technology	General
Action Step 5	Evaluate and maintain content filters and firewall security devices.	Director of Technology	General
Action Step 6	Maintain and update the District Technology Handbook with current technology trends.	Director of Technology	General

Priority 4: Communication

Goal 1 We will develop a comprehensive communication plan to ensure regular communication with all stakeholders.			
Objective A Develop a communication plan that details strategies to increase understanding and support for the district with internal and external stakeholders.		Responsible Parties	Funding Sources
Action Step 1	Develop a multi-year district-wide communication plan (Complete in '23)	District Administration Building Administration	General
Action Step 2	Increase the District's social media presence (Complete in '23)	District Administration Building Administration	General
Action Step 3	Implement a process to share positive news in an efficient manner (Complete in '23)	District Administration Building Administration	General

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Action Step 4	Create and utilize communications calendar (Complete in '24)	District Administration Building Administration	General
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Priority 5: Financial Stability

Goal 1 We will maintain financial stability in accordance with Board policy and regulations set forth by the Department of Elementary and Secondary Education.			
Objective A The district will maintain a minimum reserve balance of 20% or higher annually.		Responsible Parties	Funding Sources
Action Step 1	Administration works collaboratively to review recurring expenditures, one-time purchases, etc. annually. (Ongoing)	Superintendent BOE District Administration Building Administration	General
Action Step 2	Review and maintain a 3 year capital expenditure budget. (Ongoing)	Superintendent BOE District Administration Building Administration	General
Action Step 3	Develop, implement, and maintain appropriate internal audit controls and procedures. (Ongoing)	Superintendent District Administration	General
Objective B The district will dedicate resources and support to fund our identified priorities.		Responsible Parties	Funding Sources

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Action Step 1	Maintain a replacement cycle for teaching and learning needs, including both instructional and infrastructure needs, to be supported by district budget. (Ongoing)	Superintendent District Administration	General
Action Step 2	Maintain a replacement cycle for district technology needs, including both instructional and infrastructure needs, to be supported by district budget. (Ongoing)	Superintendent District Administration	General
Action Step 3	Maintain a replacement cycle for district special services needs, including both instructional and infrastructure needs, to be supported by district budget. (Ongoing)	Superintendent District Administration	General
Action Step 4	Maintain a replacement cycle for district safety needs, including both instructional and infrastructure needs, to be supported by district budget. (Ongoing)	Superintendent District Administration	General
Action Step 5	Maintain a replacement cycle for district communication needs, including both instructional and infrastructure needs, to be supported by district budget. (Ongoing)	Superintendent District Administration	General