

Bainbridge Island School District

District Improvement Plan 2016-2018

“Strong Minds, Strong Hearts, Strong Community”

Our mission as a learning organization is to ensure that every student is:

- Prepared for the global workplace,
- Prepared for college,
- Prepared for citizenship in a democratic society, and
- Prepared for personal success.

TARGETED OUTCOMES

In order to prepare students for future success, The Bainbridge Island School District is committed to achieving targeted outcomes in the areas listed below.

(Progress will be assessed using performance indicators to be determined following approval of the proposed outcomes and “theory of action.”)

- Increasing readiness for career, college and citizenship
- Improving student achievement
- Ensuring academic growth for every student
- Closing opportunity gaps
- Providing safe and positive learning environments that support the social and emotional well-being of students.

THEORY OF ACTION

The District will implement the following strategies to achieve these goals:

1. **High quality instruction that ensures academic growth for every student:** The District will...
 - A. Continue to implement a multi-tiered system of support at each school focused on three tiers:
 - a. Tier I *Universal*: For all students;
 - b. Tier II *Targeted*: For students who need additional academic support or challenge;
 - c. Tier III *Intensive*: For students who require significantly greater levels of support.
 - B. Provide staffing, training, course offerings and services to address the needs of students who require additional academic support or challenge;
 - C. Support teachers in the implementation of new curriculum, classes and programs;
 - D. Enhance instructional support for classroom teachers by providing instructional coaches and intervention/differentiation specialists for grades K-12.

- E. Provide training for all teachers and school administrators who are responsible for ensuring alignment of instruction to Common Core Standards for Reading, Language Arts, and Mathematics and Next Generation Science Standards.
- F. Provide professional development to support teachers in designing lessons that incorporate digital tools and resources to promote student learning and creativity.

2. **High quality assessment and data collection tools to support student learning:** The District will...

- A. Develop and implement a robust assessment system to support differentiated instruction and a multi-tiered system of support that includes universal screening and progress monitoring;
- B. Ensure that each student makes at least 1 year of growth using multiple measures including classroom-based, district-wide and state-adopted assessment systems;
- C. Provide time for teachers to develop and administer formative and summative assessments in Gr. K-12, including common assessments for specific courses or subject areas;
- D. Continue to develop and utilize a data dashboard to collate and analyze assessment data;
- E. Utilize data to identify and serve students who need additional academic support, acceleration or challenge;
- F. Utilize formative and summative assessments to monitor and adjust classroom instruction;
- G. Provide staff training and time for collaboration to analyze and utilize assessment data; and
- H. Provide information to parents and students about potential benefits of participation in Smarter Balanced Assessment.

3. **High quality curriculum that supports instructional goals:** The District will...

- A. Continue to identify and purchase materials to support a vertically aligned multi-tiered system of academic support;
- B. Analyze results of state and local assessments to determine strengths and areas of growth for the current English Language Arts and Mathematics programs; use Smarter Balanced Assessment (SBA) results as a baseline for reviewing curricular alignment with Common Core standards.
- C. Continue program review of K-8 Science in 2016-17 and implement recommendations approved by the Board of Directors;
- D. Complete program review of K-12 Counseling in 2016-17 and implement recommendations;
- E. Conduct program review for K-12 Health and Fitness in 2016-18, addressing new state standards including social-emotional learning goals;
- F. Expand secondary course offerings that emphasize college and career readiness in a variety of subjects including STEAM-related subjects, career-technical programs, and arts/humanities courses; and
- G. Provide course offerings and program services for students who need additional academic support or challenge.

4. **High quality staff who promote student learning:** The District will...

- A. Develop and implement strategies to attract, recruit and retain high quality staff;
- B. Implement a new teacher induction program to ensure understanding of curriculum, assessment, and instruction that increases student learning;

- C. Provide quality professional development and training that support and enhance district improvement goals;
- D. Support teachers in obtaining National Board Certification or participating in other high-quality, research based programs that support “best practice” and the district’s instructional framework;
- E. Refine and implement evaluation systems that emphasize professional growth;
- F. Continue support of teachers and administrators in the evaluation systems to ensure understanding of and ability to apply evaluation criteria, frameworks, and relevant research; and
- G. Identify professional development needs of classified staff and develop annual plans for training and support aligned with those needs.

5. **High quality environment that promotes safety and positive culture:** The District will provide safe and positive learning environments by...

- A. Continuing district-wide efforts to create a positive and supportive culture at all schools with emphasis on promoting safe, respectful and responsible behavior;
- B. Increasing support for safety, security and supervision at all schools;
- C. Continuing district-wide use of an electronic system for registering volunteers and visitors; and
- D. Expanding opportunities for community partnerships that support student engagement and learning including: job shadows, guest speakers, internships, mentorships, tutoring, community service activities and youth advisories.

