

**Brentwood School District
Comprehensive School Improvement Plan (CSIP) 2011-2012**

Goal 1 Improve student achievement in science, mathematics, communication arts, and social studies in all grade levels on the district’s standardized test and on the state test to meet Missouri School Improvement Program (MSIP) Standards.

Objective 1A

Improve student achievement in communication arts, mathematics, social studies and science on the MAP/End-of-Course (EOC) test, the ACT, and other assessments by:

- 1) Exceeding the adequate yearly progress (AYP) target for communication arts, mathematics and science.
- 2) Increase student participation and achievement on the ACT.
- 3) Exceeding state and national averages on social studies and science standardized assessments.
- 4) Maintaining student achievement above the national average on the Terranova.

MSIP Standard/ Indicator	Action Step	Implementation Strategy	Person Responsible	Time Frame	Status	Funding Source
6.2/6.3	1	Principals will meet with teacher teams/departments on a regular basis to analyze norm-referenced test data, MAP/EOC test data and reading level data to determine areas for improvement in communication arts, mathematics, social studies, and science.	Principal	2011- 12	4	District
6.2/6.3/6.7	2	Principals and teachers will meet on a regular basis to develop specific strategies through instructional improvement plans in order to improve student achievement in the identified areas for improvement.	Principal	2011- 12	4	District Title I
6.2/6.3/6.7	3	Revise and align internal social studies benchmark assessments to establish internal norms and track progress toward end-of-course exams.	Principal, Social Studies Committee	2011- 12	2	District
6.2/6.3/6.7	4	Training will be provided for teachers: <ul style="list-style-type: none"> • Teachers will meet with consultants for training in the use of instructional improvement strategies • Teachers will be provided collaboration time for improvement of instruction. • Teacher/principal teams will refine the practice of 	Principal, PDC Coordinator	2011- 12	4	District , Title IIA Title I

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		building level Professional Learning Communities <ul style="list-style-type: none"> Teachers will complete an annual evaluation and needs assessment for professional development (required by Federal guidelines). 				
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MSIP Standard/ Indicator	Strategies	Implementation Strategy	Person Responsible	Time Frame	Status	Funding Source
6.1/6.2/6.3	5	Principals and teachers will meet to develop measurement components within the communication arts, mathematics, social studies and science instructional improvement plans. Measurements will include evaluation of progress toward improved student achievement on the MAP/EOC Test (benchmarks), grade level expectation, ACT, Terranova, Discovery Education Assessment (DEA) and Adequate Yearly Progress standards (NCLB).	Principal	2011- 12	4	District Title I
6.2/6.3/6.5/7.1	6	Principals and teachers will develop instructional improvement plans that will include a component to address strategies for improving student achievement in communication arts, mathematics, social studies and science, specifically focused on at-risk learners and targeted sub groups, including gifted and talented.	Principal	2011- 12	4	District Title I
6.1/6.2/6.3/6.7	7	Ensure the expanded use of 6+1 Traits assessment across the disciplines in grades 6-12.	Principal Teacher Trainers PDC	2011- 12	2	District
6.1/6.2/6.3/6.7	8	ACT: secondary principals and teachers will receive training on the ACT Standards of College Readiness so that they can: (1) Interpret EXPLORE, PLAN, and practice ACT curriculum reports; (2) Adapt curriculum to support individual student's gaps in requisite knowledge; and (3) Emphasize those learning objectives common to the ACT and Missouri CLEs.	Principal, College Counselor, HS/MS PDC	2011- 12	4	District
6.1/6.2/6.3/6.7	9	ACT: Teachers will receive training in interpreting the ACT test product scores (EXPLORE and PLAN) and recommendations for further study (available by January of each year).	Principal, College Counselor, HS PDC	2011- 12	4	District

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6.2/6.3/6.7	10	ACT: Teachers will link secondary curriculum to ACT CRS.	Principal, College Counselor, HS PDC	2011- 12	2	District
6.2/6.3/6.7	11	Supplemental reading programs will be provided by reading specialists to improve eligible student's academic performance.	Federal Programs Coordinator Reading Specialists	2011- 12	4	Title I District
6.2/6.3/6.7	12	Reading Recovery programs will be implemented in first grade. Training will be provided to reading specialists to support this program.	Federal Programs Coordinator Reading Specialists	2011- 12	4	Title I District

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Objective 1B

Improve student achievement in communication arts and mathematics for students who receive specialized instruction through an Individual Education Plan by:

- 1) Meeting or exceeding the Special education State Performance Plan target for communication arts and mathematics.
- 2) Monitoring student progress using weekly probes in the areas of communication arts and mathematics.

MSIP Standard/ Indicator	Action Step	Implementation Strategy	Person Responsible	Time Frame	Status	Funding Source
7.0	1	Area Coordinator and Special Education teachers/staff will meet to review current Special Education State Performance Plan Targets and review MAP data scores from the previous year.	Area Coordinator	2011- 12	4	Special School District
7.0	2	Area Coordinator and Special Education teachers/staff will develop student improvement goals based on current data.	Area Coordinator	2011- 12	4	Special School District
7.0	3	Area Coordinator and Special Education teachers/staff will monitor student progress using CBMs in the area of communication arts and math.	Area Coordinator	2011- 12	4	Special School District
7.0	4	Area Coordinator and Special Education teachers will meet monthly to review student progress and interventions being implemented using CBMs.	Area Coordinator	2011- 12	4	Special School District
7.0	5	Area Coordinator and Special Education teachers will write IEP goals that align with the student's grade level expectations and Brentwood curriculum in the area of communication arts and math.	Area Coordinator and Special Education teachers	2011- 12	4	Special School District

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7.0	6	Special Education teachers will collaborate with general education teachers through pre-determined collaborative meetings and problem solving teams at the elementary, middle, and high school levels.	Area Coordinator, Special Education Teachers, General Education Teachers, Principals	2011- 12	4	Special School District and Brentwood School District
7.0	7	Maintain methods of conducting efficient and effective IEP meetings.	Area Coordinator, Special Education Teachers, General Education Teachers, Principals & SSD Liaison	2011- 12	4	Special School District and Brentwood School District

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Goal 2 Ensure that Black and White students are achieving equally—above national averages—by August 2015.

Goal 2-1 Implement a systematic process to:

- a. assess and track achievement,
- b. diagnose reasons for deficits,
- c. implement effective and timely interventions,
- d. measure the effectiveness of interventions, and
- e. maintain annual positive growth.

MSIP Standard/ Indicator	Action Step	Implementation Strategy	Person Responsible	Time Frame	Status	Funding Source
6.2/6.3	1	Determine criteria and benchmarks for assessing each student's status according to relevant norms at each grade level (ex: KG: DIAL3; gr. 2-8, <i>Terranova</i> & DEA; gr. 3-8, MAP; HS: EOC, EPAS)	Principals, Stu. Prog. Adv. Cmte, Asst. to Supt.	1 sem., begin 10/11	2	District
6.2/6.3	2	Design an Electronic Student Portfolio (ESP) for each student to document work samples; assessments (with anchor papers); guides for interpreting standardized scores; IGP's; etc.	New ad hoc ESP cmte w/Tech advisors	1 year, beg 10/11	2	District, Title II
6.2/6.3	3	Implement a longitudinal system to document interventions, including fidelity and effectiveness, noting successful strategies. (Electronic Student Portfolio--ESP)	Principals, ESP Cmte	On- going Beg. 11/12	1	District, Titles I and II
6.2/6.3	4	For each AA student in grades K-12, write an individual growth plan to ensure that performance is at or above national norms and/or to document individual interventions to increase achievement	Counselors, Teachers, Principals	On- going Beg. 11/12	0	District, Titles I and II
6.2/6.3	5	Document periodic* review of AA students' normed performance (local and national). *Periodic defined by assessment and grade level.	Principals, Counselors, Asst. to Supt.	On- going Beg. 11/12	0	District
6.2/6.3	6	Ensure that each student's teacher has access to and has reviewed each student's Electronic Student Portfolio.	Principals	Beg. 11/12	0	District

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Goal 2-2 Increase families' capacity to support and extend their children's academic success.

- a. Ensure that families entering the District are provided with a supportive induction into the school community.
- b. Ensure that family units have an on-going contact person/relationship within the District who will commit to fostering a K-12 relationship.
- c. Identify and provide support/enrichments services needed by families at each academic level.

MSIP Standard/ Indicator	Action Step	Implementation Strategy	Person Responsible	Time Frame	Status	Funding Source
6.2/6.3	1	Develop and administer an annual survey of parents' needs, interests, attitudes toward the District's (anti-gap) efforts, and deliver the survey at a high-attendance activity.	District 4A's subcommittee	2011-2012	1	District,
6.2/6.3	2	Provide annual workshops according to set topics needed for all parents (ex: preparing for college at each school level, family reading, science and math enrichment, careers of the future, 6+1 for parents, etc.)	Principals, Counselors, Stu. Prog. Adv. Cmte.	1 sem. Fall 2010	4	District, Titles I & II
6.2/6.3	3	Prepare a District "Contract with Parents," outlining the District's commitments to its families and describing expectations of families and resources to meet common goals.	Admin Team; District 4A's subcommittee	Spr. 2011	1	District
6.2/6.3	4	Research and design a Family Advisor Program so that, beginning with the class of 2026 (fall 2012), we ensure that each new VICC family has a committed, trained Family Advisor.	District 4A's subcommittee	1 year; begin Fall 2011	1	District Children's Svcs. Fund

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Goal 2 – 3 Maintain a school culture that promotes:

- a. high academic expectations for all students,
- b. personalized attention for students and their families,
- c. innovation and initiative,
- d. teaching and leading for social justice, and
- e. a genuine and sincere respect for the dignity of each human being

MSIP Standard/ Indicator	Action Step	Implementation Strategy	Person Responsible	Time Frame	Status	Funding Source
6.2/6.3	1	To encourage individual innovation, establish an incentive fund for staff—certified and non-certified—to apply for mini-grants to implement projects to address the Goal 2.	Asst. to Supt.	1 year Beg. Fall 2011	1	TBD, possible grants
6.2/6.3	2	Implement a local Teaching and Leading for Social Justice cadre of teachers to be trained yearly to ensure that all staff in Brentwood have this professional development.	TLSJA coordinator and Adm. Team	1 yr. Beg. Fall 11/12	4	District Title I
6.2/6.3	3	Establish regular dialogue groups for TLSJA “graduates” and develop incentives for attendance.	TLSJA coordinator and Adm. Team	1 yr. Beg. Wtr. 10/11	2	District Title I
6.2/6.3	4	Ensure that at least one meeting (ex: faculty, PDC, roll through) each year is dedicated to the discussion of high expectations, avoiding the gap, academic issues specific to children of color, etc.	Principals	1 yr. Beg. Fall 2010	4	District Title I
6.2/6.3	5	Require teacher use of contact log on Infinite Campus and provide necessary training for use.	Principals, Tech. facilitator	Spring 2011	2	District
6.2/6.3	6	Develop or procure Social Justice Climate Survey to assess staff attitudes and awareness annually.	Character Cmte/ TLSJA liaison	1 sem. Beg. Spr. 2011	1	District Title I

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Goal 3 Use technology resources to support school operations, improve student learning, enhance communication, and to improve data management.

Objective 3A Maintain and enhance training and systems to improve school operations and communication.

MSIP Standard/ Indicator	Action Step	Implementation Strategy	Person Responsible	Time Frame	Status	Funding Source
6.5/8.8	1	Establish a district program to train teachers and staff to develop web sites linked to IC and/or district website.	Principals	2011- 12	2	District, Title IIA
6.3, 6.4, 6.7	2	Standard 7 of the Performance Based Teacher Evaluation will be implemented to evaluate the technology competencies of the teaching staff	Principal, Technology Committee, Tech Dept.	2011- 12	3	District
6.5, 8.8	3	Teachers will complete an annual technology needs survey in order to assess staff development needs.	Principal, Technology Committee, Tech Dept.	2011- 12	4	District
6.5, 8.8	4	The district will implement training modules for staff interested in eMINTS or who need additional technology training.	Principal, Technology Dept.	2011- 12	4	District
6.3, 6.4, 6.7	5	Time will be provided at all levels for technology training and technology implementation. (Building level, District level and out-of-district.) <ul style="list-style-type: none"> • Training will be provided for all district teachers to meet the criteria for PBTE Standard 7 on the use and integration of technology (Word, Excel, SMARTboard, Moodle, IC, Webpages, Streaming, eMINTS, etc.) 	Principal, Technology Committee, Tech Dept. Technology facilitator, PDC	2011- 12	4	District Title IIA
	6	Investigate a student portfolio data system.	Technology Dept.	2011-2012	1	District

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Objective 3-B Develop and implement a plan to improve school operations and enhance parent communication.

MSIP Standard/ Indicator	Action Step	Implementation Strategy	Person Responsible	Time Frame	Status	Funding Source
6.4	1	Replace computers: office staff, Ladyman, Hogan, elementary labs, elementary libraries, and elementary classrooms.	Superintendent, Technology Department	2011- 12	1	District
6.3/6.4	2	Investigate possibility of integrating audio conferencing features with Moodle software	Tech Dept Assistant to the Superintendent	2011- 12	2	District
6.3/6.4	3	Evaluate usage of audio system in classrooms	Superintendent, Technology Department , Principals	2011- 12	2	District
6.4	4	Replace printers as needed	Technology Department	2011- 12	2	District
6.3/6.4	5	Install smart boards in Long’s classroom.	Technology Department	2011- 12	2	District
6.3/6.4	6	Continue e-MINTS training for new staff as needed.	Technology Department Superintendent	2011- 12	2	District
6.3/6.4	7	Evaluate and replace software as needed	Principals, Technology Department	2011- 12	4	District
6.4	8	Systematically replace teachers’ and administrators’ laptop computers.	Technology Department	2011- 12	4	District
6.4	9	Investigate District bell clock system.	Technology and Maintenance Department	2011- 12	1	District

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6.4	10	Investigate purchase of PA system for each building	Technology Department	2012-2013	1	District
6.4	11	Equip new Mark Twain 5 th grade classroom with eMINTS equipment	Technology Department	2011-12	1	District

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Goal 4 Implement innovative programs to improve student performance and behavior.

MSIP Standard/ Indicator	Action Step	Implementation Strategy	Person Responsible	Time Frame	Status	Funding Source
6.3	1	Implement a K-7 Spanish program.	Assistant to the Superintendent	2011- 12	3	District
6.3	2	Initiate A+ certification program.	Assistant to Superintendent, Principals	2011- 12	2	District
6.3	3	Expand Early Childhood program.	Elementary Principals, Superintendent	2011- 12	3	District

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Goal 5 Continue working on capital improvement plan and/or deferred maintenance plan including access for persons with disabilities.

MSIP Standard/ Indicator	Action Step	Implementation Strategy	Person Responsible	Time Frame	Status	Funding Source
8.9	1	Systematically remove and replace defective roofs at all school sites	Director of Buildings and Grounds	2011-12	2	District
8.9	2	Systematically replace all inefficient building windows.	Director of Buildings and Grounds	2011-12	2	District
8.9	3	Continue restroom renovation project	Director of Buildings and Grounds	2010- 11	2	District
8.9	4	Expand campus security cameras system as budget allows	Director of Buildings and Grounds	2010-11	2	District
8.9	5	Replace high school old gym doors	Director of Buildings and Grounds	2011	1	District
8.9	6	Install retaining wall/ fence at northwest property line at high school	Director of Buildings and Grounds	2011	1	District
8.9	7	Tuck point damaged areas on east and west walls at Mark Twain Elementary	Director of Buildings and Grounds	2011	1	District
8.9	8	Investigate ADA compliance issues at McGrath Elementary	Director of Buildings and Grounds	2011-12	1	District

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8.9	9	Paint buildings as time and resources allow	Director of Buildings and Grounds	2010-12	2	District
8.9	10	Insulate attic at Mark Twain Elementary	Director of Buildings and Grounds	2011-12	1	District
8.9	11	Complete phases 1, 2, and 3 of north wing foundation study recommendation	Director of Buildings and Grounds	2011-12	2	District
8.9	12	Remove asbestos from McGrath and Mark Twain pipes.	Director of Buildings and Grounds	2011-12	1	District
8.9	13	Implement district facility study.	Director of Buildings and Grounds	2011-12	2	District

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Goal 6 Maintain adequate district financial resources and practices to ensure quality educational programs.

MSIP Standard/ Indicator	Action Step Number	Implementation Strategy	Person Responsible	Time Frame	Status	Funding Source
8.5	1	Examine existing financial resources and project future fiscal needs.	Superintendent	2011- 12	4	District
8.5	2	Devise long-term plan including five-year budget.	Superintendent	2011- 12	4	District
8.5	3	Adequately educate the community regarding the financial needs of the school district.	Superintendent	2011- 12	4	District
8.5	4	Ensure that tax levies are adequate to provide ongoing quality education.	Superintendent	2011- 12	4	District
8.5	5	Seek additional sources of revenue that can be used for school programs and services.	Superintendent	2011- 12	4	District

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Goal 7 Effectively market schools with the community and city.

MSIP Standard/ Indicator	Action Step Number	Implementation Strategy	Person Responsible	Time Frame	Status	Funding Source
8.8	1	Utilize the district website to provide regular and up-to-date district and school information.	Web Master and Principals	2011- 12	4	District
8.8	2	Develop a program to increase student enrollment.	Superintendent	2011- 12	2	District
8.8	3	Implement kindergarten, 6 th grade and 9 th grade fall open-house to promote enrollment	Principals	2011- 12	4	District