

Mission:

The Indian River School District’s mission is to ensure that all students attain the knowledge, skills, and attitudes needed to realize their potential, meet the challenges of their life choices, and fulfill their responsibilities as world citizens through a partnership of students, parents, staff, and community.

Goals:

Increase student achievement through deep implementation of Delaware standards so that ALL students meet or exceed their fullest potential.

Increase student access to technology to continue the development of 21st Century college and career readiness skills.

Hire and retain a diverse, highly qualified staff and provide them the opportunities for continued learning and growth while working toward a shared vision.

Develop, provide, and monitor support and services for the district’s most struggling students.

Create and maintain a safe, orderly learning environment that maximizes students’ opportunities to achieve.



Measureable Goal	Person Responsible	Activities	Baselines	2015-2016 Target	2015-2016 Actual
<p>1. Increase student achievement through deep implementation of Delaware standards so that <u>ALL</u> student meet or exceed their fullest potential.</p>				<p>State SBAC Target <u>54.6%</u></p>	<p>State SBAC Target <u>54.6%</u></p>
<p>1.1 The percentage of 3rd, 4th and 5th Grade students who exhibit or exceed the expected annual growth in Reading as measured by SBAC will annually increase.</p>	<p>Administration and School Staff</p>	<p>1.11 Improve student achievement by continuing to align the curriculum to the State Standards and by implementing research-based teaching strategies such as LFS.</p> <p>Use scientifically research based instructional strategies to meet the specific needs of students during RTI.</p> <p>Instruct both whole-group and small group using 95% Instructional Strategies.</p> <p>Improve instruction through data analysis as well as reflective dialogue about lessons and effective instructional strategies through an “Item Analysis” of Module Assessments.</p> <p>Participate in book talk opportunities and faculty meeting professional development opportunities throughout the school year.</p>	<p>SBAC 2015 Baseline</p>		
			<p>3rd Grade Reading = <u>55%</u></p>	<p>3rd Grade Reading = <u>75%</u></p>	<p>3rd Grade Reading- <u>67%</u></p>
			<p>4th Grade Reading = <u>57%</u></p>	<p>4th Grade Reading = <u>75%</u></p>	<p>4th Grade Reading = <u>76%</u></p>
			<p>5th Grade Reading = <u>76%</u></p>	<p>5th Grade Reading= <u>83%</u></p>	<p>5th Grade Reading = <u>81%</u></p>
<p>1.2 The percentage of 3rd, 4th and 5th Grade students who exhibit or exceed the expected annual growth in Math as measured by SBAC will annually increase.</p>	<p>Administration and School Staff</p>	<p>1.21 Fully implement the district’s newly adopted Math Curriculum.</p> <p>Improve student achievement by continuing to align the curriculum to the State Standards and by implementing research-based teaching strategies such as LFS.</p> <p>Improve instruction through data analysis as well as reflective dialogue about lessons and</p>	<p>SBAC Baseline</p>	<p>43.3%</p>	<p>43.3%</p>
			<p>3rd Grade Math = <u>56%</u></p>	<p>3rd Grade Math = <u>75%</u></p>	<p>3rd Grade Math = <u>71%</u></p>
			<p>4th Grade Math = <u>53%</u></p>	<p>4th Grade Math = <u>75%</u></p>	<p>4th Grade Math = <u>67%</u></p>
			<p>5th Grade Math = <u>52%</u></p>	<p>5th Grade Math = <u>75%</u></p>	<p>5th Grade Math = <u>65%</u></p>

Measureable Goal	Person Responsible	Activities	Baselines	2015-2016 Target	2015-2016 Actual
		<p>effective instructional strategies through an “Item Analysis” of Unit Assessments.</p> <p>Implement Math RTI to address students’ mathematical strengths and areas needing improvement.</p>			
<p>1.3 The percentage of 4th and 5th Grade students who meet or exceed the standards in Science and Social Studies as measured by DCAS will annually increase.</p>	Administration and School Staff	<p>1.31 Include Next Gen Science professional development in the school’s PD plan.</p> <p>Integrate both Science and Social Studies concepts across content areas using a variety of texts, applying “Close Reading” to analyze and deepen their understanding of Science and Social Studies texts</p>	<p>4th Grade Social Studies = <u>73%</u> 5th Grade Science= <u>61%</u></p>	<p>4th Grade S Studies = <u>83%</u> 5th Grade Science= <u>71%</u></p>	<p>4th Grade S Studies = <u>71%</u> 5th Grade Science= <u>55%</u></p>
<p>1.4 The number of security incidents involving the Delaware System of Student Assessment (DeSSA) as evidenced by the online assessment security portal will annually decrease.</p>	Administration and School Staff	<p>1.41 Ensure that all staff members have been provided Professional Development around Test Security and the Testing Protocol.</p>	3 Security Incidents	Less Than 3 Security Incidents	<u>0</u> Security Incidents
<p>1.5 RTI will be conducted at all school levels.</p>	Administration and School Staff	<p>1.51 Assure that Math RTI is in place and fully functioning as well as RTI for Language Arts.</p> <p>Monitor RTI through I-tracker and analysis of student data.</p>	40 minutes per day; 4 times a week for ELA	<p>40 minutes per day; 4 times a week for ELA</p> <p>30 minutes per day; 4 times a week for Math</p>	<p>40 minutes per day; 4 times a week for ELA</p> <p>30 minutes per day; 4 times a week for Math</p>
<p>1.6 The 90-minute required PLC period in which core teachers weekly participate will be closely monitored.</p>	Administration	<p>1.61 Develop and implement a system for tracking PLC data and activity.</p> <p>Staff members will maintain a PLC Binder with relevant documents, data and artifacts.</p> <p>Administration will regularly attend PLC Meetings and</p>	90 Minutes Each Week	<p>90 Minutes Each Week</p> <p>PLC Binder Maintained by each grade-level</p> <p>8-PLC Feedback Forms Completed by Administration for</p>	<p>90 Minutes Each Week</p> <p>PLC Binder Maintained by each grade-level</p>

Measureable Goal	Person Responsible	Activities	Baselines	2015-2016 Target	2015-2016 Actual
		provide grade-level teams with feedback using the PLC Feedback Form.		each grade-level assigned	
2.0 Increase student access to technology to continue the development of 21st Century college and career readiness skills.					
<p style="text-align: center;">2.1</p> <p>The level of technology integration for teachers as measured by the District Tech survey will annually increase.</p>	Administration	<p style="text-align: center;">2.11</p> <p>Support tech integration through professional development and classroom coaching support.</p>	<p>Tier 1 – 40.5% Teacher Productivity</p> <p>Tier 2 – 52.4% Instructional Presentation</p> <p>Tier 3 – 7.1% Student-centered Environment</p>	<p>Tier 1 – 43.5% Teacher Productivity</p> <p>Tier 2 – 55% Instructional Presentation</p> <p>Tier 3 – 10% Student-centered Environment</p>	<p>Tier 1= 40%</p> <p>Tier 2 = 50%</p> <p>Tier 3 = 12%</p>
<p style="text-align: center;">2.2</p> <p>The number/quality of, and the amount of feedback provided to teachers related to, learning walks within and between schools will annually increase.</p>	Administration	<p style="text-align: center;">2.21</p> <p>Collaborate with the Department of Instruction in the conduct of 12 full school snapshots.</p> <p>Utilize “Learning Walks” to monitor classroom instruction and that best practice strategies are being effectively implemented by all staff.</p> <p>Provide staff with formative feedback through questioning techniques that require reflection as well as provided positive feedback.</p> <p>Conduct Observation/Feedback and meet with assigned teachers to provide face-to-face feedback with both affirmations and an “Action Step.”</p> <p>Provide opportunities for teachers</p>	<p>0 District Snapshots</p> <p>2014-2015- 486 Learning Walks</p>	<p>8 District Snapshots= 1 Per Month</p> <p>2015-2016- 486 Learning Walks</p>	<p>8 District Snapshots= 1 Per Month</p> <p>2015-2016- 307 Learning Walks</p>

Measureable Goal	Person Responsible	Activities	Baselines	2015-2016 Target	2015-2016 Actual
		to participate in Learning Walk Opportunities within our own school.			
3.0 Hire and retain a diverse, highly qualified staff and provide them the opportunities for continued learning and growth while working toward a shared vision.					
3.1 The school will hire 100% of the units allocated by the State of Delaware through the unit count process in full compliance with state and local guidelines.	Administration	3.11 Identify qualified candidates, conduct interviews, and fill all positions earned via unit count.	Hired 100% of the Units allocated to East Millsboro	Hire 100% of the Units allocated to East Millsboro	Hired 100% of the Units allocated to East Millsboro
3.2 The school will strive to increase the diversity of its staff.	Administration	3.21 Identify qualified candidates, conduct interviews, and fill all positions earned via unit count.	No plan exists that strives to increase the diversity of staff.	Develop a plan to increase the diversity of staff.	Plan developed
3.3 100% of the school's classes will be taught by highly qualified teachers.	Administration	3.31 Hire and retain highly qualified teachers.	100%	100%	100%

Measureable Goal	Person Responsible	Activities	Baselines	2015-2016 Target	2015-2016 Actual
4.0 Develop, provide, and monitor support and services for the district's most struggling students.					
<p>4.1 The percentage of students in all sub-groups that exhibit proficiency in Reading will annually increase.</p>	Administration and School Staff	<p>4.11 Monitor progress on initial and mid-year district-wide assessments (STAR reading). Improve instruction through data analysis as well as reflective dialogue about lessons and effective instructional strategies through an "Item Analysis" of Module Assessments as well as plan for the "Re-teach Week." Use scientifically research based instructional strategies to meet the specific needs of students during RTI. Analyze and review student data weekly both at PLC and IST Meetings.</p>	<p>Students with Disabilities</p>	<p>State SBAC Target <u>26%</u></p>	<p>State SBAC Target <u>26%</u></p>
			<p>3rd gr. reading 2015 = <u>21%</u> 4th gr. reading 2015 = <u>0%</u> 5th gr. reading 2015 = <u>13%</u></p>	<p>3rd gr. reading = <u>36%</u> 4th gr. reading = <u>36%</u> 5th gr. reading = <u>36%</u></p>	<p>3rd gr. reading = <u>27%</u> 4th gr. reading = <u>19%</u> 5th gr. reading = <u>43%</u></p>
			<p>African American</p>	<p>State Target <u>41.1%</u></p>	<p>State Target <u>41.1%</u></p>
			<p>3rd gr. reading 2015 = <u>24%</u> 4th gr. reading 2015 = <u>38%</u> 5th gr. reading 2015 = <u>68%</u></p>	<p>3rd gr. reading = <u>41%</u> 4th gr. reading = <u>48%</u> 5th gr. reading = <u>78%</u></p>	<p>3rd gr. reading = <u>45%</u> 4th gr. reading = <u>33%</u> 5th gr. reading = <u>58%</u></p>
			<p>Hispanic</p>	<p>State Target <u>44.1%</u></p>	<p>State Target <u>44.1%</u></p>
			<p>3rd gr. reading 2015 = <u>42%</u> 4th gr. reading 2015 = <u>47%</u> 5th gr. reading 2015 = <u>67%</u></p>	<p>3rd gr. reading = <u>52%</u> 4th gr. reading = <u>57%</u> 5th gr. reading = <u>77%</u></p>	<p>3rd gr. reading = <u>55%</u> 4th gr. reading = <u>67%</u> 5th gr. reading = <u>90%</u></p>
			<p>Low Income</p>	<p>State Target <u>39.6%</u></p>	<p>State Target <u>39.6%</u></p>
			<p>3rd gr. reading 2015 = <u>43%</u> 4th gr. reading 2015 = <u>49%</u> 5th gr. reading 2015 = <u>72%</u></p>	<p>3rd gr. reading = <u>53%</u> 4th gr. reading = <u>59%</u> 5th gr. reading = <u>82%</u></p>	<p>3rd gr. reading = <u>68%</u> 4th gr. reading = <u>76%</u> 5th gr. reading = <u>81%</u></p>
<p>4.2 The percentage of students in all sub-groups that exhibit proficiency in Math will annually increase.</p>	Administration and School Staff	<p>4.21 Monitor progress on initial and mid-year district-wide assessments (STAR math). Improve instruction through data analysis as well as reflective dialogue about lessons and</p>	<p>Students with Disabilities</p>	<p>State Target <u>22.1%</u></p>	<p>State Target <u>22.1%</u></p>
			<p>3rd gr. math 2015 = <u>14%</u> 4th gr. math 2015 = <u>0%</u> 5th gr. math 2015 = <u>13%</u></p>	<p>3rd gr. math = <u>25%</u> 4th gr. math = <u>25%</u> 5th gr. math = <u>25%</u></p>	<p>3rd gr. math = <u>36%</u> 4th gr. math = <u>0%</u> 5th gr. math = <u>14%</u></p>

Measureable Goal	Person Responsible	Activities	Baselines	2015-2016 Target	2015-2016 Actual
		<p>effective instructional strategies through an “Item Analysis” of Unit Assessments as well as plan for the “Re-teach Week.”</p> <p>Use scientifically research based instructional strategies to meet the specific needs of students during RTI.</p> <p>Analyze and review student data weekly both at PLC and IST Meetings</p>			
			African American	State Target <u>28.5%</u>	State Target <u>28.5%</u>
			3 rd gr. math 2015 = <u>28%</u> 4 th gr. math 2015 = <u>32%</u> 5 th gr. math 2015 = <u>29%</u>	3 rd gr. math = <u>38%</u> 4 th gr. math = <u>42%</u> 5 th gr. math = <u>39%</u>	3 rd gr. math = <u>45%</u> 4 th gr. math = <u>47%</u> 5 th gr. math = <u>33%</u>
			Hispanic	State Target <u>34.6 %</u>	State Target <u>34.6%</u>
			3 rd gr. math 2015 = <u>42%</u> 4 th gr. math 2015 = <u>53%</u> 5 th gr. math 2015 = <u>35%</u>	3 rd gr. math = <u>52%</u> 4 th gr. math = <u>63%</u> 5 th gr. math = <u>45%</u>	3 rd gr. math = <u>64%</u> 4 th gr. math = <u>52%</u> 5 th gr. math = <u>71%</u>
			Low Income	State Target <u>30.1%</u>	State Target <u>30.1%</u>
			3 rd gr. math 2015 = <u>42%</u> 4 th gr. math 2015 = <u>43%</u> 5 th gr. math 2015 = <u>39%</u>	3 rd gr. math = <u>52%</u> 4 th gr. math = <u>53%</u> 5 th gr. math = <u>49%</u>	3 rd gr. math = <u>69%</u> 4 th gr. math = <u>68%</u> 5 th gr. math = <u>66%</u>
4.3 The school’s IST process will be well established.	Administration and School Staff	4.31 Complete all district-provided IST paperwork in a timely manner. Assign a case-worker to each student within the IST Process. Meet weekly with the IST to discuss student needs and next steps.	IST Process is in place but needs to be analyzed and tweaked to make improvements.	Review and revise the IST Process and made changes as needed/necessary to meet the needs of students.	Reviewed and revised the IST Process and made changes as needed/necessary to meet the needs of students.
4.4 The percentage of standards-based IEPs will annually increase.	Administration Special Education Coordinator	4.41 Require appropriate staff to complete the initial standards-based IEP training.	Partial plan exists to ensure that all IEP’s are standards-based and reviewed regularly.	Work towards full implementation of standards-based IEP’s and that IEP’s are reviewed regularly.	IEP’s reviewed regularly and working towards full implementation of standards-based IEP’s.

Measureable Goal	Person Responsible	Activities	Baselines	2015-2016 Target	2015-2016 Actual
		<p>4.42 Review IEPs to assure that they are standards-based.</p> <p>4.43 Prepare for IEP monitoring via district office team and the ACCESS Project.</p>			
5.0 Create and maintain a safe, orderly learning environment that maximizes students' opportunities to achieve.					
<p>5.1 The school's student attendance percentage will be increased or, at a minimum, maintained.</p>	Administration	<p>5.11 Communicate the District's attendance policy to families via website, newsletters, Open House and meetings.</p> <p>Monitor tardies, absences and early dismissals.</p> <p>Meet monthly with visiting teacher to discuss attendance concerns/issues.</p> <p>Meet with families of those students who have attendance issues as well as the student and create Attendance Contracts Meeting with students via the school nurse and/or counselor to determine students concerns in regards to attendance</p> <p>Acknowledge students for "Perfect Attendance" through marking period Awards/Recognition.</p>	2014- 2015- <u>95%</u>	2015- 2016- <u>95%</u>	2015- 2016- <u>95%</u>
<p>5.2 Each school's cleanliness rating as assessed during building maintenance inspections will annually increase.</p>	Administration and Custodial Staff	<p>5.21 Inspect school building on a regular basis with chief custodian and provide feedback to all staff members.</p>	252/268 points 10/29/2014	257/268 points	January <u>86%</u> and May <u>89%</u>

Measureable Goal	Person Responsible	Activities	Baselines	2015-2016 Target	2015-2016 Actual
<p>5.3 The number of repeat offenders will decrease by 10%.</p>	<p>Administration and School Staff</p>	<p>5.31 Explicitly teach school and classroom expectations via the PBS Plan.</p> <p>Conduct school-wide Code of Conduct Assemblies</p> <p>Implement individual behavior plans for those students who have been frequently referred to the office</p> <p>Analyze discipline data at bimonthly PBS Team Meetings and reflect on school-wide strengths and areas needing improvement</p> <p>Acknowledge students each marking period through “Outstanding Behavior” Awards/Recognition</p> <p>Implement School-wide rules using common vocabulary as well as using the “Clip Up, Clip Down” Behavior Plan</p>	<p>ISS- <u>50</u> OSS- <u>43</u> Bus- <u>21</u></p>	<p>ISS- <u>45</u> OSS- <u>38</u> Bus- <u>18</u></p>	<p>ISS- <u>71</u> OSS- <u>45</u> Bus- <u>26</u></p>