

Year Three Key Action Plans (16-17) - Strategy One

Plan Number / Connected to Plan Number	Descriptor	Data Point for Progress Monitoring	Expected Completion	Person Responsible	16-17 Add (YES)	Notes
1.1.3.2	75% of students in grades PK-3rd grade will read at or above grade level by the end of the 17-18 SY. STAR and DRA results show approximately 51% of PK-3rd grade students reading at or above grade level at the end of the 15-16 SY.	STAR Data Reports STAR Tiered Monitoring Reports DRA Results	Dec. and May	Skinner / Franklin		This has been altered based on the previous two years data. Students are currently between 40-60% depending on grade level.
1.1.3.4	The district will purchase high interest reading materials for the library media centers as well as classroom libraries in a combination of print and electronic versions.	Ordered books	Dec	Skinner/Smith		Media specialists will order based on survey completed Spring 2016. If needed, they will gather additional information.
1.1.3.5	Using STAR reports, benchmarking data and other assessment results, teachers provide Tier II and Tier III supports via flexible grouping, team teaching, tutoring, benchmark make-up days, intervention plans and SST referrals.	School Reports	Oct, Dec, Mar & May	Skinner/Franklin/Roe		More specific description with direction
1.2.3.1	Math and ELA will create at least two performance task type assessments and one science performance task type assessment per semester. (Grades 3-6)		Dec & May	Skinner/Franklin		These will be in addition Scrimmages
1.2.3.2	All content areas will create at least three performance task type assessments per semester. (Grades 7-12)		Dec & May	Skinner/Roe		
1.2.3.4	Structure time during plan periods for teachers to identify business partners for the development of authentic experiences for one course per semester. (Grade 9)		Dec & May	Skinner/Roe		
1.2.4.5	Structure time during plan periods for teachers and business partners to create and implement authentic experiences for one course per department. (Grades 10-12)		Dec & May	Skinner/Roe		
1.2.4.6	Create and maintain electronic database of authentic questions/experiences from business and industry partners for instructional purposes. (Grade 9-12)		June 2017	Skinner/Roe		Build as the year progresses. This combines action steps 6 & 7.
1.3.3.2	Continue with College Summit at 9th and 10th grades. 12th grade leaders will mentor younger students.		Dec & May	Skinner/Roe	YES	Modified based on PREP KC work at 12th grade. College Summit will be in 9th & 10th grades only. 12th grade leaders will mentor lower grades
1.4.3.1	Expand the 1:1 device program to include Ruskin & Smith Hale - Dept of Technology & Media Specialists will provide professional development	Training Agendas	Dec & May	Skinner/Smith	YES	Completed - PD to continue
1.4.3.2	Expand the 1:2 device program to Elementary - professional development will be provided	Training Agendas	Dec & May	Skinner/Smith	YES	Completed - PD to continue
1.4.3.3	Create a student technology advisory group that will assist staff in the implementation of the district technology initiative.	Meeting Agendas	Dec & May	Skinner/Smith		
1.4.4.4	Secondary teachers will provide students access to district chosen Learning Management Systems (LMS).		Dec & May	Skinner/Smith		Canvas will be available to all District teachers. The targeted student use will be secondary.
1.4.3.6	A committee will evaluate effectiveness of our current device and explore the time table for device replacement based on device implementation, usage, funding and new and developing technology needs.	Plan	June 2017	Skinner/Smith		
1.5.3.1	Parents will be surveyed annually in order to adjust changing community needs	Survey results	Dec	Skinner/Smith		This will become part of AdvancED
1.5.3.2	Parent University will remain at twice per year, but a focus will be placed on improving the participation at the fall and spring event.	Agenda from PU	Oct and March	Skinner/Wood	YES	Changed from 4 to 2 times per year. Goal will be to increase participation.

Year Three Key Action Plans (16-17) - Strategy One

Plan Number / Connected to Plan Number	Descriptor	Data Point for Progress Monitoring	Expected Completion	Person Responsible	16-17 Add (YES)	Notes
1.5.3.3	Parents will receive a document and links from the teacher describing specific success strategies for parents.	Teacher Web page	Dec & May	Skinner/Smith		This component will be added to the teachers' webpages.
1.6.3.1	Ruskin and HM Freshman Center will determine if participation in the National Math and Science Initiative (NMSI) (train teachers on the AP Curriculum) is feasible..		June 2017	Skinner/Roe		This is a re-boot of a year one Action Plan. We will reach out to NMSI and check for current readiness
1.7.3.1	Evaluate implementation and impact of curriculum and programs to identify appropriate materials to fill gaps.		Dec & May	Skinner/Franklin/Roe		
1.7.3.4	Conduct statistical analyses (Pre-K program)	Charted data	Oct	Skinner/Franklin		Assistance from Literacy Lab - 2015-16 data
1.7.3.6	Schedule events (K for a Day) during the second semester to allow for incoming kindergarten students and their families to prepare for the transition from pre-kindergarten to kindergarten.		May	Skinner/Roe		
1.8.3.1	Use hands-on approach to science and math from Pre-K through 6th grade; Implement three hands-on experiments per semester.		Dec & May	Skinner/Franklin		
1.8.3.5	Work with LINC to expand academic opportunities in the before and after program.		Dec & May	Skinner/Wood		They already work with curriculum. This will be aimed at aligning the District's priorities into LINC
1.8.3.6	District math and science coaches in conjunction with teachers and principals participate in Lego League			Skinner/Franklin/Roe		
1.9.3.3	Updates on school choice programming.		Dec & May	Skinner/Franklin	YES	
1.10.1.1	Gain AdvancED district level accreditation.	Assist, Google Docs, Survey Results	Dec, Feb, & April	Skinner/Franklin/Roe/Smith	YES	

Year Three Key Action Plans (16-17) - Strategy Two

Plan Number / Connected to Plan Number	Descriptor	Data Point for Progress Monitoring	Expected Completion	Person Responsible	16-17 Add (YES)	Notes
	Beginning the 2016-17 sy, the Student Services Dept has elected to utilize the Sped Track system for IEPs, Medicaid Billing and 504 Plans. The dept feels having one data system to enter and track student information will provide staff the tools they need to obtain and share information quickly regarding the students we serve. Staff will be trained in August to effectively learn how to use the system in it's entirety.	Follow Up Survey (google survey)	Sept	Cargile	Yes	
2.2.3.2	Continue a proactive Attraction and Engagement plan.	Position Fill Rate / Engagement (retention) rate	June 2017	Klapmeyer		
2.6.3	Continue to build a comprehensive Mentor/Mentee program.	Engagement (retention rates) for 1st, 2nd and 3rd year teachers.	June 2017	Klapmeyer		
2.10.3	Classified professional development opportunities.	Agendas / Sign-in Sheets	June 2017	Klapmeyer		
2.1.3	Research/Benchmark and implement an HR model that effectively outlines HR processes and responsibilities.	Revised Job Descriptions aligned to responsibilities. Newly established protocols.	August	Klapmeyer		
2.2.3	Work to increase engagement to 90% by Year Five of the Plan.	Engagement (retentions rates)	August / June 2017	Klapmeyer		
2.2.3.4	Create a cadet teaching program and scholarship fund that incorporates the involvement of partnering HBCU's and local and regional universities that will assist with curriculum development.	Establishment of a cadet teaching program for the 2017-2018 SY.	Dec	Klapmeyer/Skinner	Yes	
2.3.3.5	Continue to track results annually from the pre screening tool for new teacher and utilize baseline data and tracked results to assist with modification with new interviewing tool for the future.	Align screener results to retention and evaluation results.	June 2017	Klapmeyer		
2.1.3	Continue streamlining of documents into electronic format.		June 2017	Klapmeyer	Modified 2.3.3	
2.4.3.5	Conduct training for new administrators during the first 3 to 6 months of hire who may be involved in the hiring and interview process.		Nov	Klapmeyer		
2.5.3.2	Create and implement team building activities that are designed to build team strength, facilitate communication, and develop problem solving skills. (One per quarter at each building during a building choice Wednesday.)		Oct, Jan, April, June	Klapmeyer		Google folder, check-in at leadership meetings,
2.5.3.3	Quarterly newsletter from the HR department.		Oct, Jan, Mar, May	Klapmeyer		
2.6.3.5	Continue to streamline new hire orientation to focus on culturally sensitive urban education awareness	PEGS Beyond Diversity Training	August	Cargile/Klapmeyer		

Year Three Key Action Plans (16-17) - Strategy Two

Plan Number / Connected to Plan Number	Descriptor	Data Point for Progress Monitoring	Expected Completion	Person Responsible	16-17 Add (YES)	Notes
2.8.3.4	Board members and all staff will continue specialized Racial Equity Transformation training from Pacific Education Group	Scheduled PEGS dates for the Board, building E Teams, and new staff BD.	Dec & May	Cargile/Klapmeyer/Carpenter		
2.8.3.9	Teachers and schools identified as providing highly effective instruction will be used as models. Edviate Review videos will be create for all staff to watch.		Dec & May	Skinner/Franklin		Teacher videos have been created and are housed in Edviate.
2.9.3.5	Building administrators will identify at least one Distinguished Teacher to serve as a district model classroom based on MEES standards.		Dec & May	Skinner/Franklin		Will occur 16-17 SY
2.10.3.8	100%of classified staff will participate in customized professional development using tehcnology.	Edviate reports / Training Agendas	Jun 2017	Klapmeyer		
2.10.3.10	Special service staff will continue to participate in customized prof learning to stay update on current sped info & laws. Wed PD will be:8/31,10/12,12/14,2/22,4/19	End of Session Feedback Survey	June 2017	Cargile		
2.11.3.1	Supplemental teachers will work collaboratively with Director of C&I and district Instructional Coaches to ensure continuity in the effectiveness of PD being implemented across school sites. Supplemental teachers will meet monthly to plan and coordinate PD session and will participate in local trainings when applicable.		Dec & June	Skinner/Franklin		
2.11.3.7	Job embedded prof learning will be provided for staff members. The district Hearing Officer, Behavior Interventionists, and Building administrators, along with building teams of 4-6 staff will participate in a 2 day training focusing on Restorative Justice Practices. As a result of this training, the district anticipates a reduction in suspension and superintendent hearings. The expectation for building administrators and staff will be to utilize Restorative Justice Practices when dealing with discipline and behavior issues (when appropriate).	Follow Up survey for all participants	Aug	Dr. Cargile		August 5, 2016
2.2.3.3	Create a Fund Development department for (i.e. grant writer) to support new staff and professional learning programs, instructional activity and attraction efforts.	Ongoing planning documents	2017-18 SY Implementation	Dr. Carpenter		Create a single person as a point person to grant write and coordinate district grant work.
2.10.3.9	Book studies will continue in each building planned by the building leadership around: instructional strategies, classroom management, culturally responsive teaching, and teaching in poverty.	Adjust description	Dec & May	Klapmeyer/Skinner		

Year Three Key Action Plans (16-17) - Strategy Three

Plan Number / Connected to Plan Number	Descriptor	Data Point for Progress Monitoring	Expected Completion	Person Responsible	16-17 Add (YES)	Notes
3.1.3	Improve customer service in the Hickman Mills School District to increase positive interactions between district personnel and stakeholders.	Survey / Monitoring / Nominations	Monthly / Annual Survey	Klapmeyer		Incorporate customer service questions into the fall Advanced Ed survey.
3.2 1-3	All students will participate in service learning - secondary students will be required to complete service learning (30 hours) to graduate.	Plan for graduation	June 2017	Skinner/Franklin/Roe		Gradual plan effective with class of 2020
3.3.3	Identify and recruit statewide/national business partners	New Programs/Volunteers/Sponsors	Monthly	Terrell		
3.4.3	Implement the Community Learning Program offering continuing education to members of the Hickman Mills School District. (At least one opportunity per semester for the 2016-2017 school year) Establish Parent Centers in each school		Dec & May	Skinner/Terrell		
	Establish Parent Centers in each school					
3.6.3	Engage and increase awareness of the Hickman Mills School District in Kansas City Metro through continued growth of the District Ambassador program.		Dec & May	Terrell		
3.7.3-5	Convene partnership group to establish protocols and procedures for partnership development and evaluation	Written procedures and surveys	Bi-Monthly	Terrell		
3.8.3	Establish new site/facility and programs tours for businesses, partners, media outlets, community members, realtors and others to encourage community ownership and sharing students' experiences.	Surveys, Tours after meetings and town hall events, etc.	Ongoing as per event	Terrell		Modified slightly to highlight new construction and exemplar programs
3.10.3	The district will host at least one Project Shine Event annually in cooperation with Caring for Kids	Flyer from event	August	Meyers/Terrell		

Year Three Key Action Plans (16-17) - Strategy Four

Plan Number / Connected to Plan Number	Descriptor	Data Point for Progress Monitoring	Expected Completion	Person Responsible	16-17 Add (YES)	Notes
4.2.3	Administrators will receive training to use data management tools. (Infinite Campus and Tyler Pulse.)	Training Agenda	Nov	Skinner/Smith		Some training but not adequate training occurred according to plan. This is a Re-boot to include detailed training.
4.9.3	Every building will implement a positive reinforcement/incentive plan for their staff.	PD to Leadership Team / Recognition	September & Monthly	Klapmeyer		
4.3.2	At the end of Year Two, review the plan and compare data from Years One and Two.	MSIP 5 results	Dec & Jan	Skinner/Roe		Check at end of each semester
4.3.3	Building administrators, along with their CARE Teams, will discuss and review disciplinary data from their building.		Dec & May	Meyers/Skinner/Cargile/Klapmeyer		
4.4.3	Every school will develop an Administration/Student advisory group to build a collaborative culture in their school.		Dec & May	Cargile		
4.8.3.1	BIST is 1st - 9th grade.	List provided by BIST consultant	Dec & May	Skinner/Franklin	YES	
4.8.3.3	All participating BIST buildings will have a BIST consultant.	List by Buildings	Sept	Skinner/Franklin	YES	
4.14.3	Partnering with OK! Program to provide support to our students.		Dec & May	Terrell	YES	
4.26.3	Provide yearly district training to school police officers.		August	Meyers		
4.27.3	Conduct a refresher roll out of the TIPS District Hotline and then track data throughout the year.		Dec & May	Meyers		
4.13b.3	The freshman center will begin first year implementation of Small Learning Communities.	Website	June 2017	Skinner/Roe		
4.12.3	The district will implement the Equity Transformation Plan.		Dec & May	Cargile/Klapmeyer		
4.19.3	Culturally diverse experiences will be included in school events throughout the school year. CARE Teams will monitor this component.		Dec & May	Klapmeyer		