

**Joint School District No. 391
2008-09 Board Goals**

The mission of the Kellogg School District in a partnership of students, parents, educators, and community members is to ensure a safe, nurturing environment where people are challenged to: Individual responsibility, Academic excellence, Personal success, and Life-long learning

Board Goal	Action Plan	Progress
<p>I. <u>Strategic Goal – Standards</u> Continue to improve student achievement and move toward meeting and exceeding state and national benchmarks.</p>	<p>1. Support remediation and extension of student learning.</p>	<p>1. Kellogg High School (KHS). An after school tutoring and homework assistance program was instituted in SY 07/08 at KHS and continued for SY 08/09; a credit recovery component was added for spring semester of 09. Accelerated Math software was purchased at KHS for remediation of mathematics. KHS will be utilizing the Apangea electronic math program to support math skills and concept re-enforcement in the Algebra, Conceptual Math and Integrated Math areas for SY 09/10. Basic and Honors classes in Language Arts, Mathematics and Science are continuing at KHS. Summer school for credit recovery for 9-12 in SU 08. Conceptual (basic algebra) math classes and integrated math class offered at KHS in SY 08/09 at the high school in algebra. KHS offered the Wildcat Academy (school within a school) for credit recovery, remediation and ISAT preparation, schedule conflict, and courses not offered at KHS during the 2nd semester of SY 08/09. The program will continue in SY 09/10.</p> <p>KMS continues to receive the 21st Century and Benchmark Grants to provide the Kellogg Empowered Youth (KEY) After School Program . KMS is currently working through the Fred Jones, Tools for Teaching book. This book helps teachers improve in several different areas of instruction and management of classrooms. It has proven to be a valuable resource for our new teachers as well as seasoned veterans.</p> <p>Sunnyside (SES) is using Apangea to provide remediation in math for grades 4 and 5.</p> <p>Pinehurst (PES) has implemented a 3-tier reading intervention</p>

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<p>I. <u>Strategic Goal – Standards</u> Continue to improve student achievement and move toward meeting and exceeding state and national benchmarks.</p>	<p>2. Provide professional development for staff with focus on:</p> <ul style="list-style-type: none"> a. New staff training (include positive modeling in behavior and dress) b. School Improvement for district and secondary schools c. Student Motivation/Student Achievement d. Balanced Assessment to improve student achievement 	<p>program. The students needing extensive intervention receive instruction in reading three times daily. Level 1 and 2 students receive appropriate instruction and have experienced success. The Apangea mathematics intervention program provided by the State of Idaho has been implemented for the accelerated and remedial 5th grade students. Numerous scientifically research based intervention programs have been utilized including Read Naturally, Building Blocks to Reading, PLATO, Intelikeys, Waterford, and etc.</p> <p>Canyon uses Extended Reading and Special ed. funds to support paraprofessionals providing reading, writing and math remediation. Using the Sidewalks intervention program, Extended Reading, and AIMS Web monitoring, interventions were concentrated on students with intensive needs according to IRI and DIBELS assessments. Parent volunteers are also involved in reading remediation and interventions.</p> <p>Our Special Education IEP’s across the district address remediation supports for each special education student.</p> <p>2.</p> <p>KHS. All new staff members qualifying have been matched with a mentor and peer assistant. We have more plans for next year. Professional development offered to KHS during early release and State wide In-service days in: mentoring, student motivation, differentiated instruction, technology integration, advisory, assessment.</p> <p>KHS is presently in PLC with the “Tools for Teaching”, book and several other Marzano books, and articles focusing on student motivation and achievement as the focus of the building professional development.</p> <p>KHS new teachers received orientation and all new teachers and 2nd</p>

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<p>I. <u>Strategic Goal – Standards</u> Continue to improve student achievement and move toward meeting and exceeding state and national benchmarks.</p>	<p>e. Technology Integration f. Building Level programs</p>	<p>year teachers have been assigned a mentor for the school year 08/09. Each mentee and mentor received a mentoring handbook and time to meet during the school year.</p> <p>Three teachers from KHS attended the Plato ISAT training in CDA this fall. Lee Wheeler will visit KHS in February to offer individualized training in Plato ISAT and credit recovery to selected teachers.</p> <p>KHS staff attended a 1 day in-service workshop on Background Knowledge and Vocabulary in Jan at WSD. Staff work on vocabulary development and alignment in departments during collaboration time over the following 3 months.</p> <p>Several staff members of KHS participated in a school improvement course at KHS offered through NNU on Continuous School Improvement. The team reviewed 9 Effective Characteristics of an Effective school, the effective instructional strategies, student assessment, student motivation, and school structure and made presentations/workshops to the entire staff during collaboration time.</p> <p>A team of 5 attended a school site visit to Mtnview High School in Meridian, Idaho to review effective practices at a premier high school in State of Idaho. Team came back with several ideas and strategies that can be implemented at KHS for next school year.</p> <p>During the school year, several faculty members attended various classes, workshops and conferences on student motivation, assessment, differentiated instruction, driver’s education, and professional technical development. A team will be participating in the math initiative course this summer.</p> <p>KMS staff members are currently working through the Fred Jones, Tools for Teaching book. This book helps teachers in several different areas of instruction and management of classrooms. It has proven to be a valuable resource for our new teachers as well as seasoned veterans.</p>

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		<p>PES has facilitated professional development during collaboration to develop skills in progress monitoring of student achievement using AIMS Web tools. D.I.B.E.L.S. assessments are being used to assess student achievement and instruction is designed to target the skills needing development. D.I.B.E.L.S. practices are studied in the staff book study during collaboration sessions.</p> <p>The superintendent visits schools on the average of once a week during full weeks for the purpose of observing staff members. The superintendent leaves tips and praise notes for each staff member to use for growth ideas.</p> <p>The Special Education Department has conducted four trainings this year on behavior management.</p> <p>2a. KHS new teachers received orientation and all new teachers and second year teachers have been assigned a mentor for the school year 08/09. Each mentee and mentor received a mentoring handbook and time to meet during the school year.</p> <p>KMS. New teachers at KMS are assigned a peer mentor and a regular mentor, who work with them throughout the years. We have the peer mentor observe the new teacher, and review lesson plans. The general mentor works with the new teacher on day-to-day questions the teacher might have.</p> <p>Food Service. The kitchen staff members train the subs and new employees for kitchen areas. Food Service staff model behavior and dress to all students and staff.</p>

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		<p>The superintendent has met face-to-face with new administrators to assist in orienting them to district procedures and provide support as needed.</p> <p>2b KSD will receive support via Idaho Capacity Builder Program – Fed School Improv. Funds for this support are provided via Title I Grant.</p> <p>PES initiated and implemented the Idaho Building Capacity Project. The Effective Schools survey was completed and the results were analyzed. The Capacity Builder, Mollie Feldhausen, established a working relationship within the school. The School Improvement Team was formulated and began working on the school improvement process. The team has been introduced to the WISE school improvement planning tool.</p> <p>SES initiated and implemented the Idaho Building Capacity Project.</p> <p>2c. Superintendent. The district staff theme for this school year is “Relationships, Relevance and Rigor.” The superintendent provided in-service in these areas at the beginning of the year for all staff members. The focus is to improve student motivation and achievement through more positive relationships and through making the curriculum relevant to student life. Each month at Leadership Trainings, the superintendent facilitates discussions of ways to improve in these areas and highlights of accomplishments at schools in these areas.</p> <p>KMS staff members currently use several different methods to enhance student achievement. We have the student of the week program we do at KMS. We also have the caught in the act slips, which are given to students who are seen doing good deeds. The</p>

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		<p>students get a slip to come to the office and they receive a merit point, as well as a good slip mailed home. Student achievement is rewarded by merit points for being on the honor roll. Students can earn merit points in several other ways.</p> <p>2d. Superintendent. A two credit class was offered by CIA (Bonnie) to 3 classified and 11 certified staff who successfully completed the class and designed balanced assessments for classes. The superintendent attended the two-credit class in the fall and a special training on building Balanced Assessments at the recent Superintendents conference in Boise. The plan is to continue district in-service and emphasis in this area in order to improve student achievement.</p> <p>2e. We use technology in Special Education for assistive technology evaluations for students. We have added Apangea as instruction for math remediation. We continue PLATO in remedial instruction.</p> <p>2 f. KSD. On early release days, the building staff members work on various levels of collaboration on projects designed to increase student achievement. KMS has continued the Kindness Campaign, which is in its third year at KMS. We have started the beautification project at KMS to help improve the aesthetic looks of the school. KMS has sponsored the Sparrow Club the past several years. This club raises money to help a student in the community who has health related problems and cannot afford the health care costs.</p>

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	<p>5. Increase ADA</p>	<p>failed 1 or more courses and are not on target for graduation after 9th grade. Implement and develop school-wide advisory time with a structure curriculum and program to support the struggling learner and the high achieving student by setting educational goals; developing a short term and long term action plan and step to achieve the educational goals. We had a decrease in Dropout rate for last year (Subtract graduation rate from 100 %) 02/03 – 18.69% 03/04 – 15.18% 04/05 – 14.85% 05/06 – 15.85% 06/07 – 10.11% 06/08 – 9.46%</p> <p>5. KSD. We provide modified schedules for students who cannot attend full days and provide programs that motivate students to attend. PES. PES stressed wellness. The school nurse taught lessons to the students about good health practices related to germs. The student attendance was not impacted by a high percentage of absences related to an outbreak of an illness.</p> <p>Nurse. Focus on infection prevention, hand washing, cover coughs, stay home when fever to increase our total ADA. Germ City visited SES and KMS classes with emphasis on hand washing skills and knowledge posters. KHS and KMS had videos shown and made posters on hand washing and cover coughs.</p>

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Board Goal		Action Plan			Progress		
		YEAR	ADA	CHANGE			
		2008-09	1257.6	-15.11			
		2007-08	1272.71	-38.48			
		2006-07	1311.19	-2.04			
		2005-06	1313.23	-24.25			
		2004-05	1337.48	-14.8			
		2003-04	1352.28				
		<p>District Leadership team members met on June 10th to review other district attendance programs and to develop a KSD Attendance Program. The attempt is to involve other outside school district agencies; make a concerted effort to educate and inform the public, patrons, parents and students on the importance and relevance of attending school; and to make students and parents aware and accountable for student attendance grade K-12.</p>					
		<p>6. KHS met over 20% growth in two subpopulations in reading in SY 2007/08; in the Caucasian sub group KHS improved by 25.94% and in the Socio-Economic sub-group KHS improved by 39.16%.</p>					
		<p><i>Spring ISAT information will be available in the fall data report.</i></p>					
		<p>SES continues to progress monitor the lowest identified students with DIBELS and track data using AIMS web. RTI evaluates</p>					
	<p>6. Increase academic performance on statewide assessments (CIP #4)</p>						

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	<p>7. Increase the number of highly qualified personnel (CIP #7)</p> <p>8. Utilize technology to improve academic achievement and teacher effectiveness (CIP #9)</p>	<p>teacher data to support both students and teachers in developing curriculum and targeted interventions to ensure success at all levels.</p> <p>PES successfully applied for and is included in the Idaho Capacity Building Project. Resources within the capacity Building Project will assist the school in realizing growth in school performance. PES developed and submitted a Continuous School Improvement Plan to address the areas of deficient achievement. The school is working toward raising achievement in reading to be 78% proficient in the 3rd, 4th, and 5th grades including the white and economically disadvantaged demographic groups. The school is also working to realize a reduction in the percentage of below basic students in reading as identified in the 3rd indicator. PES is targeting Achievement in Mathematics with the implementation of the APANGEA accelerated and remedial mathematics program provided by the state. PES has realized success in the implementation of the prescribed reading interventions. All grade levels have achieved the reading achievement goals established measured by the Idaho Reading Indicator in Kindergarten, 1st, 2nd, and 3rd grades.</p> <p>7 KSD. All teachers and paraeducators in the district are highly qualified. The district instituted procedures to accept applications only from HQ individuals.</p> <p>8. KHS implemented the Wildcat Academy to provide additional academic opportunity for KHS students to complete higher level of learning, course unavailable due to rural and remote are or limited FTEs, courses that are unavailable due to schedule conflicts, and for</p>

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	<p>9. Target mathematics through a special committee and professional development</p>	<p>credit recovery utilizing IDLA and Plato software. KHS Utilized Idaho Webinar training for administration faculty and staff in RTI, 9 Characteristics of Highly Effective Schools and other programs ISDE offered. Utilize the new Skyward SIS program to its greatest potential. This new integrated student information software will contribute greatly and significantly to improving academic achievement by keeping students and parents informed weekly, bimonthly on student academic performance. KHS teachers will be required to update weekly into the student information system.</p> <p>SES students were successful (barring one grade) in raising IRI achievement scores. Much of that success can be attributed to tracking students using AIMS Web and using this data to drive instruction.</p> <p>The RtI team was successful this year helping monitor interventions and growth in students and providing strategic interventions and referrals when the expected growth did not occur.</p> <p>Special Services is using the computer program Excent Tera for – IEP better quality IEP writing.</p> <p>Elementary schools are using Aims Web computer based program to monitor student achievement in reading.</p> <p>9. KMS has implemented the Apangea math program the state has provided. During activity advisory students who have shown a need for extra math help by low ISAT scores are getting extra math help.</p>

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		<p>Their results are monitored, and feedback is immediate.</p> <p>KMS continues to offer basic, regular and advanced classes in Language Arts and Math. Students are assigned to the different levels according to their ability for those two subjects.</p> <p>KMS also has learning labs and skill centers for struggling students who need a little extra help. They are assigned one of those classes to help them accomplish their work, and reinforce what they learned in their classes.</p> <p>KMS has the KEY after school program for any student who would like to attend. Students are given time to work on their homework, as well as participate in an activity. Currently we have 50 students who attend KEY on a regular basis.</p> <p>KMS staff members are continuing to explore new ideas to help raise the math scores in the district. Several teachers have been part of the district wide plan to align the standards with the curriculum. They spent several days making sure that all of the standards were covered. Several teachers are taking the math course offered by the state.</p> <p>Bonnie Farmin is working w/ elementary/middle school teachers committee to identify essential knowledge in math areas to develop cohesive alignment of knowledge. We are working to identify a pacing chart to insure essential content is measured each year. Identify benchmark assessments that can be used to improve student achievement. We are also working to match instruction to assessments (state and district)</p> <p>KHS. Members of the math department served on the curriculum committee and the textbook adoption committee. Also the math department met four times during the SY 08/09 to develop an aligned course descriptions; vertically align 9-12 math curriculum and determine essential benchmarks in math 9-12; and begin</p>

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	<p>10. Work to provide foreign language/culture studies in early and middle grades</p>	<p>development of pre and post assessment for all math content areas.</p> <p>CES is represented on the special math committee by both K/1 and 2/3 teachers.</p> <p>10. CES held their 2nd Christmas Traditions Around the World all-school activities, teaching Canyon students about world cultures and their holiday traditions.</p>

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<p>II. Strategic Goal – Assessment Continue the district assessment process that measures success at regular intervals.</p>	<p>1. Provide support for parents to be able to understand assessment information and to <u>know how to use the information for improving student achievement.</u></p>	<p>1. Next year, KSD will have a new student information system through Skyward and we are expecting the new parent connection program will be easier to understand.</p> <p>KHS principal will be sending a letter home for 10th grade students about the fall and spring ISAT. KHS math department has met twice to review current instructional practices, math essential benchmarks per subject, developing local pre and post assessments student achievement, and state requirements. We will continue this committee work during the remaining school year and into next year.</p> <p>KMS is using the Parent Connect to help parents keep informed on what their child is doing, both academically and behaviorally. We have parent teacher meetings throughout the year, with school wide conferences at the end of the first and third quarter. KMS teachers remain in contact with parents of students who are struggling with grades or behavior in the classroom. KMS will be giving the parents a survey that relates to how they feel the school is doing in several areas. The information gained will be used to help plan ways to involve parent in the school.</p> <p>SES teachers use selection tests, theme/unit tests, Direct Math, Direct Writing, ISAT, IRI, STAR, Read Naturally etc. to measure success and drive instruction. Teachers at Sunnyside meet every two weeks to evaluate student progress in flex groups and make appropriate changes to meet student’s individual needs.</p> <p>PES reaches out to engage the parents with information regarding student achievement by communicating with the parents. Communications regarding assessments measuring performance takes place in conferences and conversations between the parent and</p>

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	<p>2. Maintain high statewide test participation (CIP #3)</p>	<p>the teacher. Written information is provided in building and classroom newsletters and reports to parents. The student's reading achievement is explicitly shown on report cards and informative letters.</p> <p>Special Education conducts IEP meetings and explains the assessment results to parents.</p> <p>CES staff has presented at the October board meeting, and is planning to present again in Feb. (LEGO league)</p> <p>2. KSD. We are maintaining high levels of test participation. Spec. Ed. has alternative assessment trainings.</p> <p>KHS will continue to provide focused and awareness during the ISAT fall and spring testing window to all 10th grade student and 11th & 12th who have not successfully completed the ISAT. Faculty and staff members will prepare students and encourage them prior to the test and during testing time to practice healthy and effective measures to assure a good testing opportunity.</p> <p>KMS has close to 100% participation on the ISAT.</p> <p>SES had all students take ISAT except one 3rd grade student who missed the second half of math.</p> <p>PES has full participation in the Idaho Standards Achievement Tests and the Idaho Reading Indicator. Exceptions are made for identified students using the Idaho Alternate Assessment process.</p>

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	<p>3. To identify ways to expand our dual enrollment involvement with our teachers and students</p>	<p>3. KHS Counselor and principal attended NIC (WINGS) session and workshop at NIC Work Force Center and the Region 1 Principal meeting. Dual Enrollment options and opportunities for KHS students will be included in Course Description Handbook and identified to students during pre-registration presentations. At KHS, we offer Wildcat Academy and IDLA classes. NIC classes are offered both on KHS campus and at Silver Valley Center.</p>

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<p>III. Strategic Goal - Accountability Establish a strong accountability process.</p>	<p>3. Support parent involvement with access to student performance data.</p>	<p>CES continues to focus on the arts in schools through their arts program with students participating in a yearlong Arts program organized and conducted by the CSO parent organization. Students used different art forms to study our Science theme – water. A team of parents and school staff will attend the Idaho Arts Commission Institute on Arts in Education this summer, and it is our hope that we will secure an Artist in Residence for next school year. This year, students have already completed one nature photo project and a watercolor and haiku project, which is integrated into our science theme for the year – Water.</p> <p>3. KHS continues to use ParentConnect, quarterly progress reports, e-mail, and parent, student, & teacher conferences to provide academic progress to parents. KHS held an open house in the fall of 2008 with over 90 KHS families attending. KHS publishes a newsletter every other month. The implementation and training of the new SW SIS software will increase and significantly provide more parents access to student academic performance data and attendance data on a weekly basis. KHS administration will require the attendance secretary to continue to maintain accurate and current records on student attendance on a daily, weekly, quarterly for students and parents to monitor.</p> <p>KMS parents are able to access their student’s grades and behavior file through Parent Connect. KMS has a good rapport with the patrons of the KSD. We have done several community events, including the Turkey Trot run for the food bank. We have also raised money for needy families</p>

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	<p>4. Develop a technology strategic plan (and present to the board).</p> <p>5. Improve the efficiency of day-to-day district operations through appropriate and/or applicable use of technology (CIP #10)</p> <p>6. Develop work order & facilities usages procedures that are more responsive to patrons, organized and promote good</p>	<p>through the Sparrow club. The KEY program has also done several community outreach events this year.</p> <p>SES is using progress reports, newsletters, report cards, e-mail, telephone, notes, Parent Connect, Kindergarten parent night and spring round up, Open House, Title 1 Newsletter, conferences and NNPS are all being used to communicate student progress to parents and encourage their involvement.</p> <p>PES maintains open and accessible achievement and disciplinary records for the review of parents using the Parent Connect program.</p> <p>4. Finished.</p> <p>5. KSD. We have implemented personnel access to leave and salary information and utilized the web for 403B information. KSD. We have upgraded the district web site in many areas, including food service, maintenance, documents, nurse services, safety and snow procedures, current events calendar, etc.</p> <p>Excent Tera – Spec Ed Director volunteers to work one on one with teachers to use program. New Skyward student information system was researched and reviewed by a committee, recommendation sent to the board for adoption and will be implemented next year.</p> <p>6. KSD. The district schools have new facility use permits. There is a new web site link to the maintenance department with an automatic</p>

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	public relations with staff and patrons	response that it has been received. Prior to our snow emergencies, building administrators had a monthly report and we will continue these reports in the future. KHS facility requests and KHS events or all community events scheduled at KHS in Schedule Star. It can be accessed at http://www.highschoolsports.net/portal.cfm?schoolid=ID8383717583&timeoffset=480

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<p>IV. Strategic Goal – Alignment Align resources to focus on students meeting the standards.</p>	<ol style="list-style-type: none"> 1. Collaborate with staff, community and students to develop a list of district needs along with long-range plans on how to meet those needs effectively. 2. Continue soliciting grants, cooperative purchasing, and sharing of personnel and programs where possible. 	<ol style="list-style-type: none"> 1. <p>KHS principal met with several district stakeholders (special ed., technology, maintenance/facility, faculty members, parents, and KHS administration to determine and review plans and design of new special education classrooms and then other classrooms affected by re-location in fall and winter of SY 08/09. Completed a walk through with KSD Board of Trustees, Superintendent of Schools, and Maintenance/facility Supervisor to review past two-year school site improvements. Also address to a small degree other facility needs and improvements necessary. KHS administration completed a walk through in June of 09 to identify necessary facility improvement needs for short term planning and long term planning to present to Facility Department. Develop a list. Completed an assessment with EVCO and Facility Supervisor to determine cost analysis to restore and update the sound, bell, and alarm systems at KHS.</p> <p>We are providing Job shadowing for KHS Spec Ed students. The special education director wrote an article for the newspaper to encourage more business participation.</p> <p>KSD. The new strategic plan has been implemented. It outlines critical needs of the district. The board of education used these to write these current goals.</p> <p>PES was represented on the Budget Committee by the school principal. The reduction of two certified staff positions is planned for the 09-10 school year.</p> 2. <p>KHS Language arts teachers wrote and received an integration of technology grant to expand opportunities for KHS students to utilize</p>

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<p>IV. Strategic Goal – Alignment Align resources to focus on students meeting the standards.</p>	<p>3. Progress toward meeting the auditor’s recommendation to build the fund balance to state average.</p> <p>4. Plan for and implement budget structure to keep forest funds for capital outlay expenses only.</p>	<p>technology to enhance learning in Fall of 08. KHS/KSD will continue the coop program for the ROTC, Music programs with WDS and the open enrollment.</p> <p>KMS has written several grants, including the Kindness Campaign grant, as well as several other grants. Several teachers have written and received grants in their classrooms for specific activities they are working on in their classrooms. Mr. Ketchum is on the KSD Financial Advisory Committee, and will continue to work on new ways to utilize district funds effectively.</p> <p>CES staff wrote two grants in the fall and received a Governor’s Innovative grant to rehabilitate the Nature Trail on campus. Wrote two different grant requests to the hospital for nursing services funding.</p> <p>KSD Maintenance. Wrote a RAC grant application for a chipper. Will re-submit in the fall to other sources.</p> <p>Food service obtained Grant for the Fresh Fruit and Vegetable Program at PES. We continue working with the Region 1 co-op bid for Food Service.</p> <p>Spec. Ed will complete annual grants</p> <p>3. Available at Fall Audit Report.</p> <p>4. The board has been reviewing all requests to attempt to limit forest funds to capital projects.</p>

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	<p>5. Hold public budget and other committee forums where we share strategies, solicit input and publish findings/ideas.</p> <p>6. Explore and expand possible Co-ops.</p> <p>7. Develop a plan for future facilities improvement.</p>	<p>5. We have added an additional member to the Financial Advisory committee. Dr. Cortner is chaired the committee for 08-09. The committee held a meeting in December to review current reductions and meet several times in the spring to plan for the community forums. Two community forums were held, surveys were taken and all information reported on the web site.</p> <p>6. We are continuing current Co-ops and researched ones for transportation and technology without success.</p> <p>7. The Maintenance Supervisor prepared a list of possible projects for the board to consider. We are implementing the move of the alternative school and remodeling the Spec. Ed. classroom at KHS, locker rooms at KMS, and carpet tiles at Canyon.</p> <p>KMS has started a beautification project. Advisory classes pair up and each pair has an inside section and outside section of the school they are responsible for. They are to come up with ways they can not only keep those areas clean, but improve the look of them as well. Each month the group that beautifies their area the most will win the Silver Pail award. Teachers, students and administrators will all be working on this project together. We purchased a new rock sign for the front of the school from funds raised by the NJHS students. We are currently looking for an area in the school to use for a commons area for the students.</p> <p>PES welcomed the Silver Valley Alternative High School to the Pinehurst campus. The relocation is utilizing available facilities for the alternative high school program. Numerous sharing of resources is ongoing including use of the gymnasium, service work</p>

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		opportunities in the kitchen, shared access to the technology network, etc. The transition was successful and the operation is expected to be beneficial to the District.

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Board Goal	Action Plan	Progress
<p>V. Strategic Goal – Climate Establish a safe, nurturing environment to meet basic needs of students and staff.</p>	<ol style="list-style-type: none"> 1. Continue the School Resource Officer Program. 2. Continue implementing character building, conflict resolution, mentoring, and bully prevention programs in all buildings along with “no tolerance” consequences for bullying, sexual harassment, and aggressive actions. Includes CIP #12: prevent or reduce violence, delinquency and weapons on campus. (pre-populated objectives for this goal: 1) Increase students’ ability to solve conflicts peacefully. 2) Create school climates of respect, safety and kindness. 	<ol style="list-style-type: none"> 1. KHS. We are continuing the program with a new officer. KMS has utilized the SRO much more this year. She has talked to the students several times during our Town Hall meetings with the students. 2. KHS students attended several presentations during SY 08/09 on bullying, harassment, teen abuse, and other risky behaviors. KHS hosted Mariah’s Challenge and Idaho Against Meth Campaign. Discussions of healthy choices and other risky issues were held and instruction provided in KHS Health, PE, Teen Living, and Social Studies classroom. KMS is now in the third year of the Kindness campaign, which helps us focus on bullying and harassment issues at KMS. The students and staff work together on this. We have an advisory group of students who have done several projects this year. One of the projects was the Turkey Trot. The students raised close to \$1,000.00 for the local food bank during that event. The students also wrote Christmas cards to the soldiers in Irag this past Christmas. The Sparrow Club is another way we have helped others out in the community. Money is raised for a student in the district who has a medical condition and cannot afford to pay for all of their health needs. The Sparrow Club has raised several thousand dollars through various fundraising activities. PES facilitates a continuation to the Safe and Drug Free Schools provided Conflict Resolution instructional program. The students receive appropriate instruction for enhancing the school’s behavior management efforts. The culmination of the instruction results in 5th grade students serving as Peer Mediators and effectively modeling

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<p>V. <u>Strategic Goal – Climate</u> Establish a safe, nurturing environment to meet basic needs of students and staff.</p>	<p>3. Continue to follow all building, district, state, and federal guidelines related to school safety.</p> <p>4. Conduct the yearly review of the District Crisis Management Plan, adding plans for anti-terrorist measures and medical epidemics and assuring review of security procedures in each building, i.e. visitor procedure, locked doors, etc.</p>	<p>appropriate behavior management techniques.</p> <p>CES’s Goal #3 focused on providing a safe and nurturing environment for students. To this end, all Canyon staff members utilize Responsive Classroom methods and activities to promote community building in the classroom. Students continue to participate in the Conflict Resolution ancillary classes to promote positive social relationships within the school.</p> <p>Spec. Education handles Children’s Mental Health referrals.</p> <p>3.</p> <p>KSD. All schools reported required fire drills at the end of the year.</p> <p>KHS held monthly evacuation drills and a mock lockdown with staff members in December of 08. KHS students and staff members were held accountable to monitor and address safety hazards and unsafe behavior. Students and staff are required to behave in a safe manner to assure safe and caring environment and to promote a positive and safe culture and climate to enhance learning at KHS.</p> <p>CES has reviewed their school crisis plan, adding plans for an off-campus facility for students to go to if a crisis occurs when students are outside.</p> <p>4.</p> <p>KSD. The Crisis Plan had a major reworking last year and was implemented at the beginning of this school year.</p> <p>KHS has reviewed the District’s Crisis Management Plan and identified building needs and concerns that have been presented to</p>

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<p>V. Strategic Goal – Climate Establish a safe, nurturing environment to meet basic needs of students and staff.</p>	<p>5. Continue work on decreasing suspensions/expulsions (CIP #5)</p>	<p>the facility/maintenance department. KHS administration and district facility/maintenance department have identified the need to re-do the intercom and bell system. Cost of the re-do is currently being researched. Identified the need to address the above to assure safe and good effective communication throughout the building and on the campus.</p> <p>Mr. Ketchum is the Crisis Team leader this year. He held a crisis team meeting in January to update the crisis manual. The team made a few revisions.</p> <p>The school nurse has written new updates for health events such as measles and these procedures are added as they are finalized.</p> <p>Food Service will review the Crisis Plan at managers meeting in January and automatically updates their procedures.</p> <p>5. KHS administration continues to work and develop effective means to decrease the suspension and expulsions. SY08/09 saw an increase in these two areas. This is in part due to the change in administration and a 9th grade class that struggled socially. KHS is addressing this concern in several ways for next school year.</p> <p>SES started a Positive Behavior Support Team to collaboratively address discipline challenges and support students, teachers, and parents in a positive manner.</p> <p>Spec. Ed. Dept. IEP meetings and Behavior Intervention Plans are developed.</p>

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		<p>Where needed, the superintendent counsels students and uses contracts to give them an opportunity to change their inappropriate behaviors.</p> <table border="1"> <thead> <tr> <th></th> <th align="center" colspan="2">07-08</th> <th align="center" colspan="2">08-09</th> </tr> <tr> <th align="center">School</th> <th align="center">Suspensions</th> <th align="center">Expulsions</th> <th align="center">Suspensions</th> <th align="center">Expulsions</th> </tr> </thead> <tbody> <tr> <td>Sunnyside</td> <td align="center">0</td> <td align="center">0</td> <td align="center">4</td> <td align="center">0</td> </tr> <tr> <td>Pinehurst</td> <td align="center">1</td> <td align="center">0</td> <td align="center">3</td> <td align="center">0</td> </tr> <tr> <td>Canyon</td> <td align="center">0</td> <td align="center">0</td> <td align="center">0</td> <td align="center">0</td> </tr> <tr> <td>KMS</td> <td align="center">25**</td> <td align="center">2</td> <td align="center">20</td> <td align="center">0</td> </tr> <tr> <td>KHS*</td> <td align="center">14</td> <td align="center">4</td> <td align="center">34</td> <td align="center">1</td> </tr> </tbody> </table>					07-08		08-09		School	Suspensions	Expulsions	Suspensions	Expulsions	Sunnyside	0	0	4	0	Pinehurst	1	0	3	0	Canyon	0	0	0	0	KMS	25**	2	20	0	KHS*	14	4	34	1
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	<p>6. Support the improved secondary discipline plan which provides useful data and improvement strategies for individual students.</p>	<p>6. KHS Year End Discipline Referral Report 2008-9 The total discipline referrals for 2008-9: 555 The total discipline referrals for 2007-8: 455 The increase is attributed mainly to an increase in freshman referrals. They were up from 161 in 2007-8 to 224 for the current year. This was an increase of 63 referrals. The sophomores had an increase of 14 referrals. The Juniors had a decrease of 20 referrals. The senior had an increase of 43. This was an expected increase of freshman referrals due to the makeup of that particular class. One of the Administration's goals for the year was to reduce the freshman referrals by 7% from the first semester to the second semester. We were successful, there were 26% less freshman referrals the second semester. The majority of the 2008-9 discipline referrals were from relative minor infractions:</p> <table> <tbody> <tr> <td>Detention no show</td> <td align="right">123</td> </tr> <tr> <td>Electronic devices</td> <td align="right">107</td> </tr> <tr> <td>Other</td> <td align="right">62</td> </tr> <tr> <td>Insubordination</td> <td align="right">48</td> </tr> <tr> <td>Profanity</td> <td align="right">31</td> </tr> </tbody> </table>				Detention no show	123	Electronic devices	107	Other	62	Insubordination	48	Profanity	31																									
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	<p>7. Continue the emphasis on clean buildings, well-groomed grounds, energy efficient and safe facilities.</p>	<p>Truant 31 Cheating 31</p> <p>There were 57 Suspensions for the year. Ten students (repeat offenders) accounted for 28 of the suspensions, leaving the other 397 students having 29 suspensions. We had 206 males with 370 referrals and 201 females with 185 referrals.</p> <p>KMS. We have had a substantial decrease in discipline referrals, as well as suspensions and expulsions at KMS this year. Since implementing the demerit system, we have seen a steady and substantial decrease in the previous mentioned areas. We have gone from over 800 discipline referrals in 2006-07 to 300 in 2007-08, and we project less than 200 for the 2008-09 school year. The number of suspensions increased in 2007-08, mainly due to the new demerit system, however there were approximately 500 fewer referrals last year than the year before.</p> <p>7. KHS 10th grade Language Arts developed Service Learning Project to bring about Litter Awareness and Green Campaign to KHS campus. KHS in cooperation and collaboration with the special education department and facility/maintenance department have identified, developed a plan and timeline to address re-organization and location of special education classroom and technology room to best accommodate student needs and safety issues. ASB and BMT student representatives brought attention to the need for additional and strategically place trash receptacles in parking lot and along pedestrian walk way on Jacob Gulch. The ASB added two more large trash receptacles to the lower parking lot and the Jacob Gulch path. Thank you Mr. Craig Lewis</p>

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Board Goal	Action Plan	Progress
	<p>8. Each school must self-assess progress on the nutrition guidelines and wellness activities at the end of each school year.</p>	<p>and Mr. Z shop class. Spring of 09 through efforts of administration, custodian/maintenance, and several student body members maintenance and grounds improvement completed on campus.</p> <p>KMS. We have continued with the Kindness Campaign, which is in its third year. We have started the beautification project at KMS to help improve the aesthetic looks of the school.</p> <p>The Special Education Director personally picks up trash when she sees it and reports any issues to maintenance.</p> <p>8.</p> <p>KSD. The Wellness Committee met and reviewed progress in each school. New and improved standards will go out next month. An audit was conducted by the state department in the spring and recommendations were minimal. These suggestions will be addressed next year.</p> <p>KHS has completed the Wellness Nutrition Report for SY08/09. High caffeinated and energy drinks were removed from beverage vending machines at KHS. KHS offers healthy choice in vending machines. KHS turns vending machines off during instructional day. Principal and Cafeteria head cook are members of the district Nutrition and Wellness committee. KHS principal and cafeteria head cook completed bi-annual report on nutrition and wellness at KHS. KHS administration will meet with vending and pop machine owners and clearly identify acceptable and nutritional snacks and beverage aligned to Wellness Policy for SY 09/10.</p>

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	<p>9. Prevent or reduce the use and distribution of illegal drugs, tobacco and alcohol. (Pre-populated objectives for this goal: 1) Increase students knowledge of the dangers of using alcohol, tobacco and other drugs. 2) Increase students' refusal skills. (CIP #11)</p>	<p>KMS has sent our wellness report to the superintendent, which lists the areas we are working on for nutrition guidelines. KMS is working with the cooks to insure good nutrition habits.</p> <p>PES received and implemented the Fresh Fruits and Vegetables grant. The students receive a nutritious snack in the middle of each morning consisting of fresh fruits and vegetables. PES reported in the 08-09 Building Wellness Report increased emphasis on wellness including the Health and Physical Education Curriculum implementation, Recess activities, and Staff, Family, and Community Involvement in wellness.</p> <p>Food Service is working towards meeting the standards in menu's and ala carte sales. We are documenting activities and preparing a Wellness Report Form for each kitchens end of year report.</p> <p>9. KHS hosted Mariah's Challenge (prevention for underage drinking) and Idaho Against Meth Campaign as well as Teen Abuse presentations to student body during SY 08/09. Promoted staff members to have appropriate conversations and discussions with students on risky behaviors. Moved Health class to 9th grade for SY 09/10 to intervene earlier with positive influence and messages and promote healthier choices.</p> <p>CES. Students at Canyon in Grades 4/5 participated in the Tar Wars program, aimed at increasing knowledge of the dangers of tobacco. Dr. Scott Reed presented the information to the students.</p>

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<p>VI. Strategic Goal – <u>Collaborative Relationships</u> Maximize available resources through partnerships.</p>	<p>1. Maintain community involvement with school functions.</p>	<p>1. KHS sponsored a Change for Change drive in conjunction with the Brawl for the Ball Competition and raised over \$2,000 for Project Share and Shoshone County Community Action. Promote local patrons to attend student activities during school year through invitations and advertisement. KHS held the following programs to recognize student accomplishments and support from local communities: Scholarship Awards, Teacher Student Achievement Recognition Award Ceremony, Athletic Awards Banquet, and Student Recognition Award/Drawing. Also continued the Student of the Month, Teen of the Month and implemented the Pat on the Back. ROTC students logged in over 1200 community service hours for S& 08/09, KHS hosted the community concerts series, Chamber of Commerce Tech Fair, Free Style Wrestling Tournament in December, and hosted the Push American Team. KHS was honored to recognize with the IHSAA and State of Idaho the 1959 Champion Basketball Team as the “Legend of the Game” recipients for 2008-2009.</p> <p>KMS has a building management team consisting of teachers, classified personnel, counselors, students, administrators and community members. The committee discusses and resolves issues that come up during the school year.</p> <p>SES made a concerted effort to reach out to our community and parents. Activities and programs have and will include; Kindergarten parent night, Kindergarten round-up, Open House, Christmas music program, PTO, Book Fair (fall and spring), planting tulips for Red Ribbon Week, National Guard visit for Veteran’s Day, National Children’s Book Week activities, School wide writing and publishing project with author’s signing and dinner, winter carnival,</p>

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<p>VI. <u>Strategic Goal – Collaborative Relationships</u> Maximize available resources through partnerships.</p>		<p>Santa’s Secret Shop, Science Fair, Parker-Toyota Reading with Lucky, Panhandle Bank book bags, Channel 3 reading project, NNPS, and CHIPS program.</p> <p>SES2/20/09 Although we had a slow start, we have had thirteen C.H.I.P.S. volunteers participating consistently so far this school year. As of December 31, 2008, our volunteers have donated approximately 185 hours . These volunteers did a variety of jobs, such as reading with students, helping with special programs and class projects, chaperoning field trips, grading papers, copying, etc. Sunnyside also held a carnival this spring and a Build a Bughouse night. The events were well attended by parents and community members and received very positive feedback. McDonalds donated dinner for both events.</p> <p>PES welcomes volunteers to serve in the school. The Community Helpers in Public Schools, C.H.I.P.S., has continued to be active. Volunteers serve in a multitude of activities, but especially significant are the volunteers engaged in supporting reading instruction and monitoring.</p> <p>PES maintains a full range of community activities. The May music program was patriotic and well attended. The P.T.A. Chili Feed, Carnival, and Auction were successful and the participation level was high. The District’s Spelling Bee was sponsored by the Rotary Club and supported students competing on the regional level.</p> <p>CES held the following community events: Open House, Spring Music Program, Grandparents’ Day, Ham and Turkey Dinner, three Family Science Nights.</p> <p>Students also participated in some Science projects that involved and benefited the community: Lego Project, The Kokanee Project, Weed Biocontrol Project, Songbird Banding Project, Duck Banding Project</p>

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	<p>2. Improve relationships with legislators.</p> <p>3. Involve students and community members on district and building level committees.</p> <p>4. Facilitate extended recognition of our district for its activities, outstanding staff, quality buildings and equipment and great</p>	<p>Special Ed is providing job shadowing for some students.</p> <p>2. A KHS senior is representing Kellogg High School and the Silver Valley as a Page to the 2009 Legislative Session in Boise. A board member and the superintendent attended Day on the Hill. The superintendent interacts with legislators on the Rural Initiative Committee and contacts legislators regarding current issues and events.</p> <p>3. KHS extended three invitations to parents of three KHS students as members of the BMT.</p> <p>KSD. The Financial Advisory Committee has added a parent representative.</p> <p>KMS involves students through student Senate, as well as our Building Management team meetings.</p> <p>CES has involved community members on their Magnet School Committee, which meets bimonthly.</p> <p>The Leadership Team will be starting a committee in 2009-10 to look at attendance issues in the KSD. The committee will have parent and staff members on it. The focus of the committee will be to look at ways to increase attendance in the KSD.</p> <p>4. The superintendent implemented a monthly article in the newspaper this year, using it as a way to recognize patrons and staff.</p>

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	<p>community communication.</p> <p>5. Continue to promote staff and board members to take a leadership role on state level committees, projects, and school reform movements.</p>	<p>KSD. We are continuing current recognition programs for bus drivers, counselors, teachers and classified staff and have added volunteer recognition to the spring awards.</p> <p>At KHS, Dr. Anne Haller received the KHQ and EWU Teacher of the Month Award and was also recognized by NIC and Wings the dual enrollment program at NIC for her continued contribution and instruction. Recognition was given to Pat Parham and Francie Pooler as Classified Employee of the Year. Francie was also recognized for her 33 years of service to KHS students and staff at the Student Awards Ceremony upon her retirement. Numerous student athletes earned opportunity to compete at state in X Country, wrestling, and track.</p> <p>PES was represented by a team of volunteers at the Idaho State P.T.A. Convention held in Coeur d'Alene. The delegation included parents, officers, and a teacher. Local volunteers are involved in the state P.T.A. leadership.</p> <p>5. Paul Currie has sought and been nominated to be elected to the Board of the National Association of Elementary School Principals as the Zone 9 Director. Paul Currie was not elected to the N.A.E.S.P. Board of Directors. He will continue to be the I.A.E.S.P. State Representative. As such, he is a member of the state delegation meeting with the Idaho Senators and Congressmen in Washington, D.C.</p> <p>The Superintendent continues to serve on the State level Rural Schools Initiative Committee.</p> <p>Bryon Morgan serves on state and regional leadership positions for</p>

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	<p>6. Continue the Key Communicator program including monthly publications.</p> <p>7. Continue the school district newsletter.</p> <p>8. Increase parent/family/community partnerships that support the education of all students. (CIP #8)</p>	<p>ISBA.</p> <p>KHS staff served on several district committees, attended region 1 meetings in Tech Prep, articulation, and principal and athletic director.</p> <p>6. KSD. Continued and <u>added</u> summer publications in 2009.</p> <p>KHS administration sent out a newsletter to parents, students, and patrons and weekly updates to staff.</p> <p>7. KSD. Continuing –sent out a fall and spring newsletter.</p> <p>KHS faculty contributed to the district newsletter.</p> <p>8. KHS added two additional parents to the BMT, increase number of parents that attended the open house and parent teacher conferences and sent home newsletters and other important notices to parents and families.</p> <p>CES continues to cultivate partnerships with families and community through the Magnet School Committee and their activities, and the LEGO League project.</p> <p>See responses to V.1. above for other activities.</p>

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<p>VII. Strategic Goal – Continuous Improvement Commit to continuous improvement for student achievement.</p>	<ol style="list-style-type: none"> 1. Annual review of board goals 2. Continue collaborative review of data and planning for improvement by board and school personnel. 3. Implement strategic planning. 4. Increase post school outcomes for students. (CIP #6) 	<ol style="list-style-type: none"> 1. KSD. Done for 2008. Will be implemented again in summer of 2009. At the first KMS staff meeting of the year we review the board goals and then create our building goals from the school board goals. Each staff member then creates their own personal goals from the goals we create for KMS. Administrators are expected to review the goals and all set personal goals in line with the board goals. 2. KSD. Implemented regularly at the building level in collaborative teams. At the end of the school year, district staff members and students took a school to look for areas where we can improve on as a school. We will have the parents take the survey in the fall and look for tendencies we need to work to improve the schools and district. 3. Done and posted on the website. 4. Post graduation report to be delivered to the board this fall.