

# St. Joseph School District Comprehensive School Improvement Plan

**Vision:** *The SJSD – A Great Place to Learn*

**Mission:** *Educating each child for success...*

**Core Values:** *Commitment to Excellence – Integrity of Actions – Culture of Collaboration*

**Goal 1: Develop and enhance quality educational and instructional programs to improve performance and enable students to meet their personal, academic, and career goals by addressing needs of the whole child.**

**Objective 1.1: Close the achievement gap (2% annual improvement) for all sub-groups.**

- Strategy 1.1.1 Provide a rigorous curriculum accessible to all students.
- Strategy 1.1.2 Identify and implement appropriate instruction and programming.
- Strategy 1.1.3 Monitor student achievement and use data to revise and enhance instructional programming.
- Strategy 1.1.4 Provide opportunities for parent and community partnerships that help all students (PK-12) succeed.

**Objective 1.2: Increase attendance to meet state (DESE) requirement of 94% (K-8:96%; 9-12:93%).**

- Strategy 1.2.1 Provide extrinsic incentives to increase student attendance.
- Strategy 1.2.2 Build intrinsic motivation in students to increase attendance.

**Objective 1.3: Increase persistence to graduation rate to 90% or above.**

- Strategy 1.3.1 Promote lifelong learning by emphasizing a pre-kindergarten through post-secondary continuum.
- Strategy 1.3.2 Prepare students for the 21<sup>st</sup> Century work place.

**Goal 2: Recruit, develop, and retain a quality staff to carry out the SJSD mission and goals.**

**Objective 2.1: At least 95% of staff will meet highly qualified criteria as defined by HOUSSE (certificated) and/or employee evaluations.**

- Strategy 2.1.1 Recruit a highly qualified staff committed to the fundamental beliefs, values and practices of the St. Joseph School District.
- Strategy 2.1.2 Provide quality professional development for all staff.
- Strategy 2.1.3 Retain a highly qualified staff.

**Goal 3: Provide a safe, secure learning environment.**

**Objective 3.1: Constituents will indicate 80% satisfaction on a biennial survey.**

- Strategy 3.1.1 Monitor and ensure safety and security of all facilities.
- Strategy 3.1.2 Adhere to discipline policies and procedures.
- Strategy 3.1.3 Increase the role of adult mentors, especially parents.

**Goal 4: Practice fiscal stewardship of resources.**

**Objective 4.1: Manage SJSD operating funds to provide sufficient resources to fund the educational needs of all students as measured by an approved budget.**

- Strategy 4.1.1 Develop and implement a financial plan to provide sufficient resources to fund the District's goals and objectives in support of teaching and learning, including appropriate technology to assist students in learning and facilities to house educational programs for the 21<sup>st</sup> Century.
- Strategy 4.1.2 Manage the fiscal affairs of the SJSD with integrity.
- Strategy 4.1.3 Collect, analyze, and disseminate data and submit required local, state, and federal reports with accuracy and in a timely manner.



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Strategic Areas of Focus

Academics-Staff-Partnerships-Instruction-Resources-Environment

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