

School Improvement Plan Process St. Joseph School District

The purpose of the school improvement plan (SIP) is to outline the goals, strategies and action steps that a school will take towards overall school improvement. The plan includes goals aimed at student achievement, climate, safety, leadership, or other aspects of the total school based on a data analysis of the school's needs.

In the St. Joseph School District, the SIP plan for each school must include direct connections to the District goals and measurable objectives. For each school objective, strategies are developed that show how the school intends to accomplish the goal. Action steps break down the strategies to more manageable tasks, although some action steps may require further development with timelines, etc. to help staff organize the work. A process that involves all the stakeholders of the school - faculty, parents, administrators, community, and students determines the SIP objectives and strategies. The more commitment each group has to the plan, the more likely that the plan will be understood and implemented. Care is given at each school to include a wide audience in the SIP process.

An effective school improvement plan begins with an examination of data related to the school's performance on a variety of measures. Student achievement is a top priority when examining the data about a school, but also important are measures such as attendance, discipline, student and parent survey data, and disaggregated results. The school's improvement plan flows from the needs identified in the analysis of the available data.

Objectives for the school reflect the District's goals to assure that every school is working for the good of the whole as well as for its own needs. After examining the data about the school's performance, the priorities for improvement are considered in light of the District focus and goals. Priorities are chosen that fit both the school and the District focus.

Quality school improvement planning includes frequent review of the progress being made towards accomplishing the action steps, strategies and goals. Annual revision of the plan occurs most often at the Action Step level and only occasionally at the Strategy level. Well-constructed goal statements that are measurable and match the District goals are not likely to need frequent revision. The Goals provide the long-range perspective to the plan.

A well-constructed school improvement plan has the following components:

- * Objectives that are measurable and directly connected to District goals.
- * Strategies that outline how the school will accomplish the goal. Strategies must lead to the accomplishment of the goal. Evaluation of strategies is expected.

- * Action steps that further define each strategy. Strategies that outline how the school will accomplish the goal. Strategies must lead to the accomplishment of the goal; therefore, each year during a data consult with District supervisors, strategies will be evaluated based on their impact on student achievement. The professional development plan should reflect staff development supporting strategies in the SIP. Full implementation of professional development will be evaluated and success measured based on success of SIP strategies.
- * The overall plan for school improvement is aligned with what data suggests are priorities for improvement and focuses on students.

School Improvement Plans

The following schools have developed an individualized school improvement plan tailored to the data and needs of the school and its community. Plans were developed with a process that involved multiple stakeholders. Each plan was reviewed and monitored through consultation between central and building administration.

Each school's plan is presented here as part of the St. Joseph School District Comprehensive School Improvement Plan.

Elementary Schools

Coleman	Edison	Ellison	Field
Hall	Hosea	Humboldt	Hyde
Lake Contrary	Lindbergh	Mark Twain	Neely
Parkway	Pershing	Pickett	Skaith

Middle Schools

Bode	Robidoux	Spring Garden	Truman
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High Schools

Benton	Central	Lafayette
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Technical Schools

Hillyard Technical Center

Alternative Programs

Colgan Alternative Resource Center