Trussville City Schools
Continuous Improvement Plan 2018-19
Draft

Our Vision: Educators, staff, parents, and the community will work together to help students move forward on a positive path toward college and career readiness.

The Mission of Trussville City Schools is to educate all students using high standards in a safe, nurturing environment fostering academic and career competencies that prepare them to be productive citizens.

Our Beliefs about our organization:
- We believe that the school system is a learning organization that teaches academics and develops character and skill.
- We believe that parent and stakeholder involvement is vital to continuous improvement and successful change.
- We believe in mutual respect in communication and collaboration between and among adults and students.
- We believe in innovation, creativity, rigor, and equity in a safe, positive learning environment.
- We believe in fulfilling our designated roles with a logical, enthusiastic, and outstanding work ethic.

Goal I: Develop and implement an effective, challenging, and engaging curriculum that promotes the highest level of academic excellence and personal growth for each student.

Strategy I: Implement ALSDE Standards for science, math, and literacy in grades K-12.
Strategy II: Continue the district focus on math, science, and literacy.
Strategy III: Vertically align curriculum for math, reading, language, science, and social studies and upload curriculum maps and pacing guides to school websites.
Strategy IV: Provide appropriate pathways for all students in preparation for college and careers.

Allocate Resources for:
- substitute teachers to release staff for professional learning
- resources for travel to conferences, school visits, etc.
- stipends for summer planning
- materials (books for book studies)

Goal II: Students’ learning needs are met through regular, consistent, differentiated, and individualized instruction.

Strategy I: Teachers will utilize student data to make informed decisions regarding appropriate instruction for all students.
Strategy II: Strengthen the Problem Solving Team process of intervention for at-risk learners.
Strategy III: Provide tiered instruction, including enrichment, at all levels. (HUsky Hour, EnRich)

Allocate Resources for:
- Substitute teachers to release staff for professional learning
- CampFire Data Management
- Academic Support Specialist Positions
- Tier I and II Materials (Dreambox Learning, Renaissance Learning, TurnItIn, LiveBinder, Naviance)
- Tier III Materials (Ticket to Read, etc.)
Goal III: Develop and maintain a comprehensive assessment plan that includes locally developed and standardized assessments about student learning.

Strategy I: Train students and professional and support staff in the collection tools, interpretation and use of data.
Strategy II: The staff will continuously collect and analyze comparison and trend data from a variety of sources to guide instruction to impact student learning.
Strategy III: Develop common formative and summative assessments based on standards. (Develop PLC frameworks and protocols for examining data; utilize goal setting charts; implement accountability)

Allocate Resources for:
- Provide travel and training expenses for workshops and professional development
- Campfire Data Management System
- Renaissance Learning / STAR Early Learning

Goal IV: Implement a comprehensive counseling and guidance program for all schools to effectively transition and prepare students to be college and career ready.

Strategy I: Establish a positive school culture by executing comprehensive approaches to support positive behavior:
Strategy II: Collect and analyze data related to individual school counseling department goals to impact/improve student learning and opportunities.
Strategy III: Provide community education opportunities that will increase awareness and add to prevention efforts regarding high interest adolescent topics.

Allocate Resources for:
- Provide travel and training expenses for workshops and professional development

Goal V: Provide learning environments that are physically safe and emotionally secure for all students, faculty, and staff.

Strategy I: Incorporate strategies to secure buildings and to insure safety.
Strategy II: Implement diversity strategies to promote inclusivity and respect among all students, faculty and staff.
Strategy III: Implement strategies to promote an anti-bullying environment.

Allocate Resources for:
- Installation and maintenance of surveillance and other safety equipment
- Appoint a district safety coordinator for the district

Goal VI: Effectively integrate the use of technology into instructional and support programs.

Strategy I: Encourage the effective integration of technology with teacher training and curriculum development to establish successful research-based instructional methods.
Strategy II: Technology infrastructure and equipment will be continuously updated to support the learning and work environment
Strategy III: Implement District Data Governance and Use Policy and Procedures to ensure confidentiality, integrity, accessibility, and quality of data

Allocate Resources for:
- Infrastructure maintenance and updates
- Devices and other instructional technology equipment for students and staff
- Software and other licenses for professional development and student/faculty use that meets the needs of the academic and daily work environment

Goal VII: Communicate effectively and efficiently with parents, students, community, and school personnel.
Strategy I: System and school leaders monitor and communicate comprehensive information about school and classroom events, student learning, school performance and the achievement of system and school improvement goals to all stakeholders.

Strategy II:

Strategy III:

Strategy IV:

Allocate Resources for:

**Goal VIII: Recruit, hire, mentor, and continuously support the learning of the most effective personnel.**

Strategy I: Facilitate a formal process to actively recruit and hire the most effective personnel.
Strategy II: Implement a formal process to support new teachers in their professional practice.

Allocate Resources for:
- Travel expenses for college visits
- Provide travel and training expenses for workshops and professional development as needed

**Goal IX: Design, implement, and support an exemplary professional development program for all staff.**

Strategy I: Create and clearly communicate annual district and school professional development goals.
Strategy II: Provide opportunities for teachers to participate in differentiated, job-embedded professional learning.
Strategy III: Provide collaboration time for teachers to continue developing lessons in specific content areas.
Strategy IV: Reinforce a collaborative culture and collective effort through the implementation of peer visits and walkthroughs. (Dedicate time and set expectations for all.)

Allocate Resources for:
- Provide travel and training expenses for workshops, professional development and conferences