Bulldogs

DIXON R-I
Schools

CONTINUOUS SCHOOL IMPROVEMENT PLAN 2022-2027

Mission

Dedicated to Optimizing Growth of Each Student

Vision

Dixon R-1 will be a source of community pride and develop confident learners that positively impact the world.

Priorities

Teaching & Learning
Leadership & Operations
Climate & Culture

CONTACT US

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CSIP Summary   Dixon R-I Schools

The Continuous School Improvement Plan (CSIP) is a five-year strategic plan which provides an organizational plan for Dixon R-I School District to support the schools in striving for academic achievement of each student. A strategic plan for continuous improvement will allow Dixon R-I the structure to evaluate each of the goals of the district many times throughout each school year. The CSIP is the overarching document to connect the vision, mission, beliefs, and goals set forth by the district.

The CSIP was created with input from stakeholders including parents, students, community members, business owners, and staff who share the vision to prepare all students for learning now and in the future. The process of composing the CSIP was structured through a committee involving the analysis of data and considered recommendations from all stakeholders regarding the goals, objectives, and action steps that will describe what the Dixon R-I District will accomplish over the next five years. The CSIP team will be informed of the progress of the CSIP throughout each school year and will meet regularly to review and revise the CSIP.

The CSIP will guide the building committees in developing their annual building improvement plans and provide direction to school administration in the development of the operating budget and capital improvement needs. This CSIP will be an active document to allow us to monitor, change, and strengthen the course of learning in the Dixon R-I School District.

Mission

Dedicated to Optimizing Growth of each Student.

Vision

Dixon R-1 will be a source of community pride and develop confident learners that positively impact the world.

Beliefs

1. We believe each student and staff member is entitled to a safe and secure learning environment.
2. We believe students have unique needs and will be provided with opportunities to reach their maximum individual development.
3. We believe education must help the student realize their individual worth towards becoming a productive member of society.
4. We believe our teachers are lifelong learners who provide opportunities for our students to achieve their potential by fostering individual motivation and utilizing research based instructional practices.
5. We believe parents/guardians are vital partners in education by encouraging their child's attendance and effort in their learning development.
6. We believe the students should develop responsibility and approach each day prepared to learn with an open mind.
7. We believe the foundation of the District is based on the development of academic competencies and life skills.

CSIP: Top Priorities

Dixon R-I Schools

2022

I. Teaching & Learning

    A. **The School District is committed to improvement in instructional practice and growth in student achievement.** *(6 Goals)*

II. Leadership & Operations

    A. **The School District is committed to recruiting and retaining an exceptional staff while providing the resources necessary to maximize student learning.** *(7 Goals)*

III. Climate and Culture

    A. **The School District is committed to monitoring and improving the climate and culture of our students and staff.** *(2 Goals)*

School District: *Dixon R-I*
*Initial in-person meetings October 3 & 4, 2022

	Name / First and Last	Role/Connection to the District. Teacher, Admin, Parent, etc.
1	Parker, Lisa	SPED Director/parent
2	McCray, Trish	A+/Curriculum Director
3	Johnson, Chelsea	HS Principal/parent
4	Kloeppel, Kristen	FACS Teacher/parent
5	Loesch, MacKenzie	AG Teacher
6	Keck, Alison	MS Principal/parent
7	Giuliani, Alex	MS Teacher
8	Sirett, Sean	MS Teacher/parent
9	Allen, Tammy	ES Principal
10	G'Sell, Sarah	ES Teacher
11	Huntington, Heather	ES Teacher
12	Jones, Aaron	ES Teacher
13	Page, Sarah	ES Teacher (Art)
14	Cross, Tim	Technology Director/parent
15	Slay, Miranda	ES Paraprofessional
16	Kelley, John	Maintenance
17	Student MS	(Present)
18	Student MS	(Present)
19	Student MS	(Present)
20	Student MS	(Present)
21	Easterling, Jeramie	Community member/banker/parent
22	Shepherd, Zach	Board member/parent
23	McCray, Matt	Board Secretary/parent
24	Slone, Brad	Business Owner
25	Bohrer, Travis	Superintendent
26		
27		

Dixon R-I Schools
CSIP Plan (Board approved 9/21/23)
~Priorities, Smart Goals and Action Steps~

Priority Area 1

Priority Area 1: Teaching and Learning				
SMART Goal #1: By 2027, Dixon Elementary and Middle School students will increase performance on district reading assessments with an increasing number of students on grade level, using 2022-2023 school year as baseline data.				

Action Steps Year One - Summer, Winter, Fall
 ● **Use iReady for data (Determining which report to use for data)**
  ○ **Using Diagnostic Report from iReady**
  ○ **Began LETRS training for DES classroom teachers**
	Timeline
	
	 22-23
		Person Responsible
		
		 Building Principal
			Funding Source
			
			 Local & Federal
				Completion Date
				
				 On-going

Action Steps Year Two - Summer, Winter, Fall
 ● **Develop/use intervention time for data-based Tier 3 instruction**
  ○ **RTI Protocols established**
 ● **Reading Success Plan in place**
 ● **Develop feedback loop for action steps in years '24-'27**
  ○ **LETRS training, cont.**
	23-27	Building Principal	Local & Federal	Spring 2025

Priority Area 1: Teaching and Learning

SMART Goal #2: By 2027, Dixon Elementary and Middle School students will increase performance on district math assessments with an increasing number of students on grade level, using 2022-2023 school year as baseline data.

Action Steps Year One - Summer, Winter, Fall	Timeline	Person Responsible	Funding Source	Completion Date
● **Use iReady for data (Determining which report to use for data)** ○ **Diagnostic Report for data**	22-23	Building Principal	Local & Federal	Spring 2023
Action Steps Year Two - Summer, Winter, Fall ● **Develop/use intervention time for data-based Tier 3 instruction** ○ **RTI Protocols established** ● **Develop feedback loop for action steps in years '24-'27**	23-27	Building Principal	Local & Federal	Spring 2025

Priority Area 1: Teaching and Learning

SMART Goal #3: By 2027, Dixon High School students will increase their career readiness (CCR area points) performance, using 2022-2023 as baseline scores. (Maintain readiness score if receiving all points.)

Action Steps Year One - Summer, Winter, Fall	Timeline	Person Responsible	Funding Source	Completion Date
● **Collect baseline using area points from 2022 APR**	22-23	Building Principal	Local	Spring 2023
Action Steps Year Two - Summer, Winter, Fall ● **Evaluate data for strengths and weaknesses** ● **Develop strategies for improvement/maintenance years 23-27** ○ **Implement ACT practice sessions**	23-27	Building Principal	Local	Spring 2025

during HS intervention ○ Certify staff to support				

Priority Area 1: Teaching and Learning				
SMART Goal #4: Students scoring in the bottom two categories of state assessments will decrease by 3-5% on an annual basis. Baseline year 2021-2022 data.				

Action Steps Year One - Summer, Winter, Fall
● **Elementary**
   ○ **Review and revise curriculum**
   ○ **Cont. DCI work: aligning standards, curriculum & assessments**
   ○ **K-8 Math Intervention, in place**
   ○ **K-5 Reading Intervention, in place**
	Timeline
	
	Curriculum/assessment revisions 2022-2023
		Person Responsible
		
		Principal/Curr. Director
			Funding Source
			
			Local
				Completion Date
				
				Spring 2026

Action Steps Year One
● **Middle**
   ○ **Review and revise curriculum**
   ○ **Developing RTI with focus on math**
   ○ **iReady data for math intervention**
   ○ **Cont. DCI work: aligning standards, curriculum & assessments**
   ○ **Plan for non-core classes to support state standard alignment**
	Curriculum/assessment revisions 2022-2023	**Principal/Curr. Director**	**Local**	**Spring 2026**

● **High School**
   ○ **Review and revise curriculum**
   ○ **Criteria for Reading 101**
   ○ **Develop implementation plan for iReady**
   ○ **Cont. DCI work: aligning standards,**				

curriculum & assessments ○ **Develop plan for non-core classes to support state standard alignment** ○ **Reimplement EOC testing incentives**	**Curriculum/assessment revisions 2022-2023**	**Principal/Curr. Director**	**Local**	**Spring 2026**
Action Steps Year Two - ● **High School** ○ **Reading 101 criteria and curriculum to focus on reading improvement.** ○ **District Reading Plan** ○ **Prof Dev for Reading Instruction**	**23-27**	**Principal**	**Local**	**Fall 2027**

Priority Area 1: Teaching and Learning

SMART Goal #5: Student attendance will not be lower than 90% annually.

Action Steps Year One - Summer, Winter, Fall ● **Revising the communication plan for attendance** ● **HS & MS** ○ **Communicate attendance guidelines and expectations (possibly during Bulldog Hour)** ○ **Attendance incentives - develop criteria for incentives (possibly get StuCo involved & frequent fliers) - Saturday school makeup.** ○ **Saturday School possibility**	**Timeline** **22-23**	**Person Responsible** **Supt/Principals**	**Funding Source** **Local**	**Completion Date** **On-going**
Action Steps Year Two - Summer, Winter, Fall ● **Implement revisions to encourage attendance** ● **Elementary and Middle Schools have introduced Attendance Incentive protocols**	**23-27**	**Supt/Principals**	**Local**	**On-going**

Priority Area 1: Teaching and Learning				
SMART Goal #6: Professional Development Plan will be updated and revised annually with Board approval.				

Action Steps Year One -
Review PD/mentoring handbook annually
   ○ Professional learning will be embedded during PD days, staff meetings, CT meetings, NEE training
   ○ On-going DCI support
   ○ PD & NEE Survey, SAPP and CWIS data
     ■ Use data to develop voice and choice aligned to teacher evaluation goal
	Timeline
	
	PD Committee meet Spring of 23 to revise handbook
	
	Surveys Spring of 2023
		Person Responsible
		
		PD Committee
		DCI Consultants
		Administration
			Funding Source
			
			PD Budget
				Completion Date
				
				Ongoing

Action Steps Year One-
  ● New teacher Training
   ○ In-district - 2 days
   ○ BTAP - New teachers
   ○ Mentor
   ○ NEE training
	Beginning of the school year.
	BTAP throughout school year
	Work with a mentor prior to the school year and ongoing.
	(23-27)
		Administration
		
		Mentor Teachers
			PD Budget	On-going

Priority Area 2

Priority Area 2: Leadership and Operations				
SMART Goal #1: Maintain 95% of district certified staff with appropriate state certification annually.				

Action Steps Year One - ongoing-
 ● **Grow Your Own Program**
  ○ **Recruiting locally through FTA and scholarships for graduates studying education at college level**
  ○ **Stipends for students choosing to do student teaching at Dixon R-I**
 ● **Hiring Practices -**
 ● **Brainstorm incentives**
	Timeline
	
	 22-23
		Person Responsible
		
		 Supt
		 Principals
			Funding Source
			
			 State Grow Your Own Grant
				Completion Date
				
				 Ongoing

Action Steps Year One ● **Double check Core Data for accurate submission** ● **Notifying staff one year prior to expiration of certificate**	**22-27**	**Fed Program Dir.** **Supt. Secretary**	**Local**	**On-going**

Priority Area 2: Leadership and Operations				
SMART Goal #2 : All non-certified staff will receive a *minimum* of 2% raise to the base salary schedules annually.				

Action Steps Year One - Summer, Winter, Fall ● **Discussing with Board of Education** ● **Decision after analyzing budget and revenue data**	Timeline Spring 2023	Person Responsible Supt	Funding Source Local (After ESSER funds are exhausted)	Completion Date June 2024 (ongoing)

Priority Area 2: Leadership and Operations				
SMART Goal #3 All certified staff, whose salary is not reflective of the state $38,000 grant, will receive a raise reflective of an increase in salary by step/and or movement annually.				

Action Steps Year One - Summer, Winter, Fall ● **Discussion with Board of Education** ● **Decision after analyzing budget and revenue data** ○ **Local salary grant applied for staff not eligible for Baseline grant**	Timeline Spring 2023	Person Responsible Supt	Funding Source Local	Completion Date June 2024

Priority Area 2: Leadership and Operations

SMART Goal #4: The district will maintain a 28-32% reserve annually.

Action Steps Year One - Summer, Winter, Fall ● Maintain responsible student - staff ratios. ● Maintain monitoring bulk budget items ● Leverage Safety Grant to minimize local costs for safety upgrades	Timeline Spring 2023	Person Responsible Supt/Board of Education	Funding Source Local	Completion Date June 2024 (On-going)

Priority Area 2: Leadership and Operations

SMART Goal #5: The district will retain 85% of the staff it intends to issue a contract to annually.

Action Steps Year One - Summer, Winter, Fall ● Tracking data to assess retention rate	Timeline Spring 2023	Person Responsible Supt/Secretary	Funding Source Local/Federal	Completion Date On-going
Action Steps Year Two - Summer, Winter, Fall ● Adapt retention efforts as indicated by data 　○ Prioritize mentoring and PD for staff 　○ Remain aggressive in salary progression 　○ Remain aggressive in minimizing benefit cost to staff	23-24 School year	Supt/Principals	Local/Federal	On-going

Priority Area 2: Leadership and Operations				
SMART Goal #6: The district will develop a technology plan to be adopted by the board during the 22-23 school year to be implemented in the 23-24 school year and evaluated annually.				
Action Steps Year One - Summer, Winter, Fall ● **Technology committee meets to begin devising plan (Nov 2022)** ● **Board approval for plan, March 2023**	**Timeline** Nov 2022	**Person Responsible** Supt/Tech Director	**Funding Source** Local	**Completion Date** March 2023

Action Steps Year Two - Summer, Winter, Fall
● **Implement critical needs as determined by committee**
  ○ **Purchase 200 new touchscreen Chromebooks for grades K-2**
  ○ **Next year: start Chromebook rotation by replacing all devices for 5th and 9th grade.**
	23-24 School year	**Supt/Board of Education**	**Local/Federal**	**Fall 2024**

Priority Area 2: Leadership and Operations				
SMART Goal #7: The district will develop a Facility and Safety Plan to be adopted by the Board of Education during the 2022-2023 to be implemented in the 23-24 school year to be evaluated annually.				
Action Steps Year One - Summer, Winter, Fall ● **To update and complete school safety features (cameras, intercoms, etc.) in all** ● **Facility Audit** ● **Safety Audit** ● **Safety Maps updated** ● **Make interactive & accessible**	**Timeline** Dec 2022	**Person Responsible** Supt/Principals/ Safety and Maint. Director	**Funding Source** Local	**Completion Date** March 2024
Action Steps Year Two - Summer, Winter, Fall ● **Review** ● **Update plans as necessary** ● **Safety Audit** ● **Safety Grant I (II is pending)** ○ **Address areas of need**	23-27	Supt/Principals/ Safety and Maint. Director	Local	On-going

Priority Area 3: Climate and Culture				
SMART Goal #1: Student positive behaviors will increase in each building measured annually by a 2% reduction in office referrals.				
Action Steps Year One - Summer, Winter, Fall ● **Classroom management PD** ● **Trauma Informed training**	**Timeline** **22-23**	**Person Responsible** **Principals**	**Funding Source** **Local**	**Completion Date** **On-going**
Action Steps Year Two - Summer, Winter, Fall ● **Adjustments as indicated by data** ○ **Reviewing possible character education programs/resources**	**23-27**	**Principals**	**Local**	**On-going**

Priority Area 3: Climate and Culture				
SMART Goal #2: Students, Staff and Community Stakeholder Survey results will increase by 2-3% annually in the strongly agree, agree category on an annual basis with the baseline being the 2022-2023.				
Action Steps Year One - Summer, Winter, Fall ● **Ensure a question is asked on how to increase involvement.** ● **Ensure a question is asked on how to promote pride in the Dixon School District.** ● **Ensure a question is asked on what communication platform is used mostly frequently by our stakeholders.** ● **Support survey with the Senior Center.** ● **Begin drafting Social Media Strategy**	**Timeline** **Spring 2023**	**Person Responsible** **Supt**	**Funding Source** **Local**	**Completion Date December 2023**
Action Steps Year Two - Summer, Winter, Fall ● **Implement changes as indicated by data**	**23-27 School year**	**Supt**	**Local**	**On-going**