

2023-25

Simmons Elementary

School Improvement Plan



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Aberdeen School District

Mission, Vision, and Beliefs

Mission

Empowering all students to succeed in a changing world.

Vision

To provide all students with the knowledge and skills necessary to reach their potential in a global community through high expectations of academic achievement, diverse educational opportunities and community involvement in a safe environment.

Beliefs

- All students can succeed when given the opportunity to learn through appropriate instruction, academic experiences and involvement in activities.
- All students benefit from a safe and nurturing learning environment.
- All students benefit from positive role models.
- Student progress is achieved by holding all students, parents and the school district accountable.
- Students' success is enhanced when the school, parents and community work together as partners.

Goals

- To meet AYP in all schools in the areas of math and reading.
- Provide a safe and supportive learning environment for all students and staff.
- Provide equitable access to current and developing technology tools for all students and teachers.
- Ensure a positive climate/culture that promotes collegiality among/between staff, parents and students.
- Promote active partnerships within the community.

Simmons Elementary School

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Kim Aman, Principal

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In an effort to facilitate and enhance student achievement at Simmons Elementary School, parents, teachers, and administrators have joined to form a School Improvement Planning Committee. The committee's findings are found in this document, which is a tool that will enable stakeholders to sustain the school improvement focus at Simmons Elementary. This plan should drive subsequent decision-making, interactions, activities, and planning processes to further the goal of student achievement and to ensure that no child will be left behind.

Simmons Elementary School Profile

Aberdeen is located in northeastern South Dakota, a primarily rural state. It is the third largest city in the state with a population of 28,000. Aberdeen has one post-secondary institution, Northern State University. Its main employers are the schools, the hospitals, and 3M. Agriculture is still the community's predominant industry. Grain terminals, livestock sale barns, a grain inspection service, and related agribusiness help support the area.

The Aberdeen School District is comprised of eight attendance centers: one 9-12 high school, two 6-8 middle schools, and six elementary buildings. Unique characteristics of the staffing patterns and student population of Simmons Elementary School are listed below:

Staff FTE	2021-22	2022-23	2023-24	School Improvement Planning Committee	
General Education	18.0	18.0	18.0	Camille Kaul	Assistant Superintendent
Special Education	5.00	5.00	5.00	Kim Aman	Principal
Title I	1.00	1.00	1.00	Lisa Lambrechts	Fifth Grade
Physical Education	1.00	1.00	1.00	Darren Neely	PE Teacher
Music	1.00	1.00	1.00	Tonya Senger	Kindergarten
Orchestra	1.00	1.00	1.00	Darren Neely	Administrative Intern
Art	.07	.07	.07	Kyla Schuster	First Grade
Speech	1.00	1.00	1.00	Amber Skinner	Parent
Counselors	2.00	2.00	2.00	Summer Eisenbraun	DOE SST
Deaf Education	1.00	1.00	1.00		

Simmons Elementary - Grades 3-5				Simmons Elementary - Grades 3-5			
	2020-21	2021-22	2022-23		2020-21	2021-22	2022-23
Total Gr 3-5	198	195	203				
White	139	140	155	White	70.20%	71.79%	76.35%
Black	2	2	1	Black	1%	1%	0.49%
Asian	10	10	6	Asian	5%	5%	2.96%
Nat Am	15	17	9	Nat Am	7.58%	8.72%	4.43%
Hispanic	14	9	16	Hispanic	7%	5%	7.88%
TR	2	0	1	TR	1%	0%	0.49%
PI	16	17	15	PI	8%	9%	7.39%
Econ Dis	80	44	86	Econ Dis	40.40%	42.56%	42.36%
SpEd	32	35	45	SpEd	16.16%	17.95%	22.17%
LEP	15	12	15	LEP	7.58%	6.15%	7.39%
Migrant	1	0	0	Migrant	.49%	0.00%	0%

Analysis of School Profile: The category of white students has gone up by 5%. Our numbers in the categories of black, Asian, and native American students have all decreased. The number of Hispanic students at our school has increased by 3%. We have seen an increase in the numbers of special education students by 4 %.

Implication of Data: Our population increase of special education students has caused us to provide more services and schedule more intervention time for this population of students.

School Improvement Timeline

	Reading	Math	Notes
2012-13	Progressing	Progressing	<ul style="list-style-type: none"> Math curriculum study begins
2013-14	N/A	N/A	<ul style="list-style-type: none"> Implementation of Common Core State Standards for English language arts and math Implementation of <i>Investigations</i> math curriculum
2014-15	Progressing	Progressing	<ul style="list-style-type: none"> Piloting SLO and Teacher Effectiveness Model PE/Health curriculum study begins
2015-16	Progressing	Progressing	<ul style="list-style-type: none"> Full implementation of Teacher Effectiveness Model Science curriculum study begins
2016-17	Did Not Meet AMO	Did Not Meet AMO	<ul style="list-style-type: none"> Social Studies curriculum study begins Added an additional elementary site
2017-18	NA	NA	<ul style="list-style-type: none"> K-5 Language Arts curriculum review 6-12 World Language, ITech, and Computer curriculum review
2018-19	66 SPI	66 SPI	<ul style="list-style-type: none"> 6-12 Language Arts curriculum review K-5 Implement new language arts curriculum
2019-20	NA	NA	<ul style="list-style-type: none"> K-12 Math curriculum review Addition of Night School at Central High School Distance Learning Implemented due to COVID-19
2020-21	No data due to COVID 19	No data due to COVID 19	<ul style="list-style-type: none"> COVID Protocol Distance Learning Implemented due to COVID Implemented new math curriculum
2021-22	56 SPI	56 SPI	<ul style="list-style-type: none"> Implemented new PE and health curriculum Implemented new SEL curriculum, Everyday Speech
2022-23	56 SPI	56 SPI	<ul style="list-style-type: none"> Implemented a new science curriculum

Comprehensive Needs Assessment

On August 17, 2023, staff members gathered to complete a comprehensive needs assessment of the entire school. Qualitative and quantitative data was reviewed based on the four areas of the CNA, leadership, curriculum and instruction, talent development and family engagement/ culture. Data sources included state assessment results, AIMS web results, ACT Test results, ACCESS results, attendance, and discipline reports. Data retreat participants broke down into sub-groups and identified strengths, areas of concern, and key areas in math and reading in need of improvement. Data is reviewed for all subgroups. An action plan was developed and possible strategies were then brainstormed. Detailed notes from all groups were submitted, kept, and referred to subsequent SIP meetings.

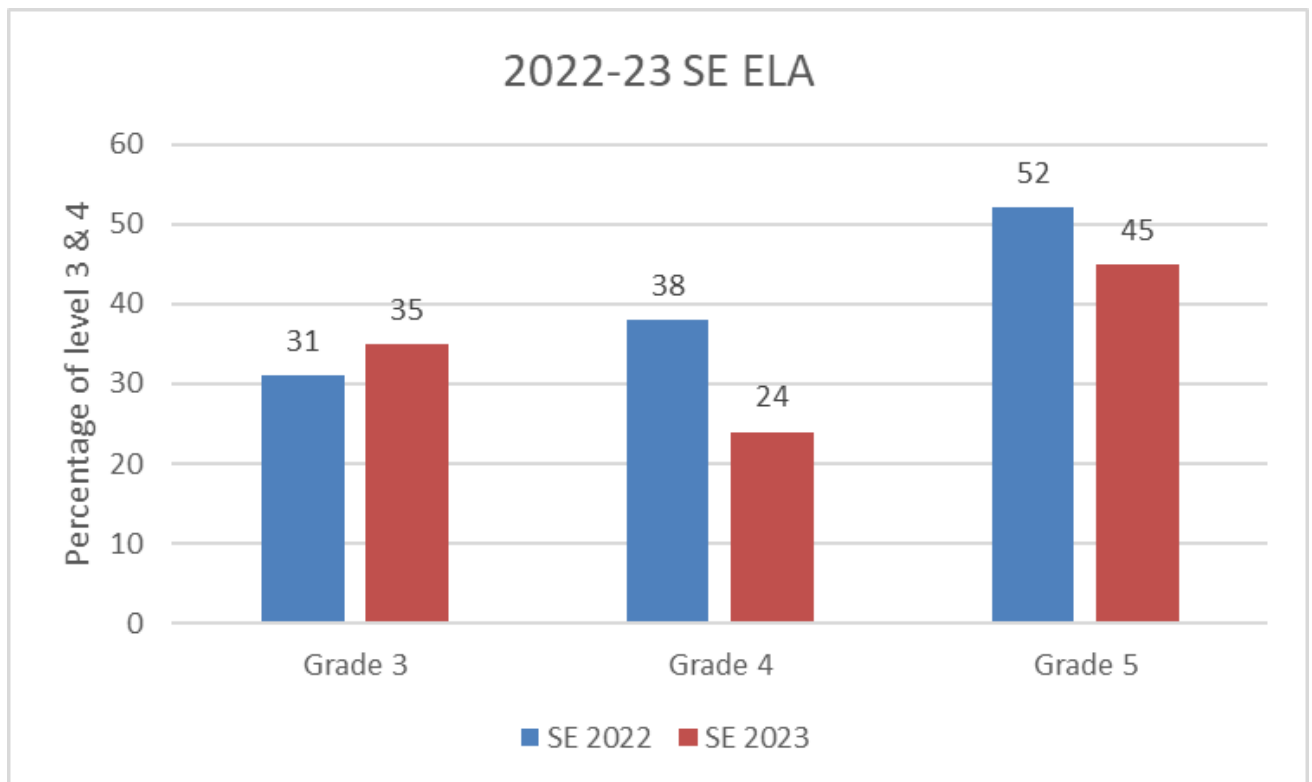
The School Improvement Committee met on the afternoon of August 17, 2023, finalized the action plan statements, and refined the strategies for implementation. After discussing a wide variety of strategies, an action plan was tentatively designed with time frames, persons responsible, and necessary resources. Follow-up conversations and emails were held with Sub-Committee Chairpersons. The sub-committees other than the School Improvement Committee will handle most of the specific details and refining for the action plan. The details of the action plan will be reviewed on an on-going basis with modifications made, as the school improvement committee deems necessary. Staff, students, and parents will complete surveys in October of 2023. This information will be analyzed and changes to the action plan will be done in January of 2024 if necessary.

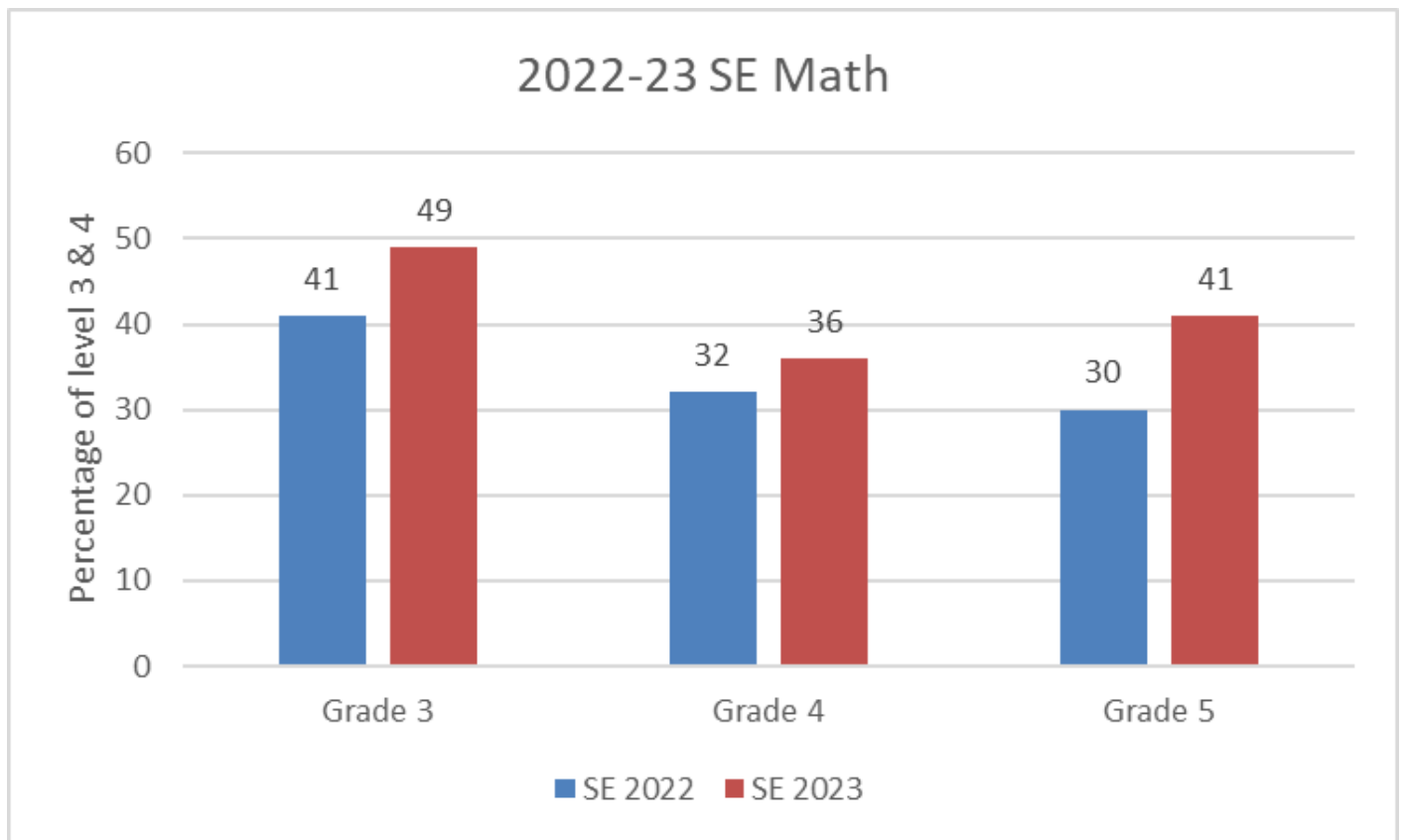
On August 21, 2023, staff members gathered to complete a review of all the quantitative data from the 2022-23 school year. This is year two of our CNA plan. Teams identified academic strengths and needs, updated their School Improvement Plan (SIP). Teachers used the academic data to develop their Student Learning Objectives (SLOs) for the 2023-24 school year.

South Dakota State Assessment

Beginning in 2017, in compliance with the Every Student Succeeds Act (ESSA), the state of South Dakota required all students in grades 3-8 and 11 to take a computer adaptive test called the Smarter Balanced Assessment (SBA). The SBA assesses student achievement in the areas of math and reading. A student's score on each subtest places him or her in one of four achievement categories: Level 1, Level 2, Level 3, or Level 4. Students are deemed proficient when scoring Level 3 or Level 4. South Dakota's overarching goal for Student Achievement is to reduce by half the percentage of students (all subgroups) who are not proficient within six years. Proficiency is measured by performance on the annual statewide assessment. Targets, based on this six-year goal, are set for each subgroup at each school, in equal increments, to give that school a unique trajectory that recognizes where the school's subgroups started in terms of student proficiency and to support continuous improvement. AMO targets will be set following the results of the Smarter Balanced assessment in the 2014-15 school year. . In 2018 AMO targets were removed and a new growth model was adopted. In addition, the Smarter Balanced Assessment was replaced by South Dakota State Assessment.

The following table displays the percentage of students who scored proficient (Level 3 or Level 4) for the 2021-22 school year and the 2022-23 school year.





Analysis of Data: Student performance on the 2023 SBAC assessment showed that student scores in reading increased slightly in grade 3, but declined in grades 4 & 5. The math scores showed increases in 3rd, 4th, & 5th grade over the previous year.

Implications from Data: All classrooms will be focusing on building the reading stamina of their students, which we believe will assist them when taking their state tests. Teachers will continue to use CCSS, the Danielson model (teacher effectiveness), SLOs, Webb leveling, formative assessments, and MAPS results to guide and inform instruction. Addressing the significant needs of all students is also a priority, and research based strategies specific to the needs of all will be utilized. SBAC and MAPS data were used to determine reading goals, and SBAC data and classroom data were used to determine math goals.

NWEA MAPS Growth Assessment

All Aberdeen elementary schools transitioned from using AIMS WEB Plus to NWEA MAPS Growth Assessment for the 2022-23 school year. This assessment evaluated students' reading abilities in decoding, reading comprehension, and oral fluency. Grades 1-5 are assessed three times a year and Kindergarten students are assessed twice a year. The purpose of the assessment is to help identify students' strengths and needs in reading, develop specific skills needed for intervention, and track students' progress.

Simmons Fall					
Grade	1 st to 20 th Percentile	21 st to 40 th Percentile	41 st to 60 th Percentile	61 st to 80 th Percentile	>80 th Percentile
Kindergarten	NA	NA	NA	NA	NA
Grade 1	15%	27%	30%	18%	10%
Grade 2	7%	36%	28%	21%	8%
Grade 3	23%	18%	21%	20%	18%
Grade 4	21%	22%	26%	23%	8%
Grade 5	12%	17%	21%	35%	15%
Simmons Spring					
Grade	1 st to 20 th Percentile	21 st to 40 th Percentile	41 st to 60 th Percentile	61 st to 80 th Percentile	>80 th Percentile
Kindergarten	14%	25%	22%	25%	14%
Grade 1	17%	21%	25%	22%	15%
Grade 2	25%	17%	28%	21%	9%
Grade 3	23%	15%	32%	15%	15%
Grade 4	29%	26%	29%	9%	7%
Grade 5	15%	31%	29%	15%	10%

Analysis of Data: Grades 1 & 2 increased the number of students in green and blue. 4th & 5th grade drastically decreased in the number of students who scored in the green and the blue by their Spring assessment. Our 4th grade students increased the number of students who tested in the red group.

Implications from Data: 4th & 5th grade staff will be closely watching the progress of their students to ensure that the number of students in the green and blue categories increases throughout the school year. As a team we will be examining the test and what is being asked of our students, so we are addressing all of those needs within our curriculum and intervention groups.

Climate Surveys

In January of 2022, school climate surveys were administered to all students in grades 3 through 12 in the Aberdeen School District. The school climate surveys were provided to all district parents, teachers and other school staff. The purpose of the survey is to collect information to be used along with other data to improve our educational programs and for school accreditation purposes. Climate Surveys are conducted every other year. **Climate surveys will be conducted in spring of 2024.**

SE Parent Survey (133)				
Question	Strongly Agree	Agree	Disagree	Strongly Disagree
The principal establishes, communicates, and routinely supervises the implementation of clear and consistent expectations, routines, and procedures that promote safety (EL.2)	47%	29%	10%	14%
My children are safe at school (FCC.1)	45%	36%	3%	16%
The level of difficulty with my child's assignments is appropriate and manageable (FCC.1)	36%	42%	0%	18%
Teachers care about my children (FCC.1)	54%	26%	2%	23%
The environment of the school is friendly and welcoming (FCC.2)	53%	26%	3%	18%
The school has supported me in knowing what I can do at home to support my child's learning (FCC.2)	44%	34%	4%	18%
I am well informed regarding my child's learning and academic progress through the year (FCC.2)	38%	36%	6%	18%
I am well informed regarding my child's attendance throughout the year (FCC.2)	50%	28%	3%	19%

SE Student Survey (143)		
Question	Agree	Disagree
I understand what I am learning in school (CI.2)	95%	5%
I understand what quality work looks like (CI.2).	85%	15%
Learning is fun (CI.2)	75%	25%
I feel safe at school (FCC.1).	92%	8%
I feel like I belong at school (FCC.1)	85%	15%
My classroom teacher helps me with my learning (FCC.1)	99%	1%
I feel I do well with my school work (FCC.1)	83%	17%
There are opportunities to participate in after-school activities (FCC.1)	75%	25%
I feel my family culture is respected at school (FCC.1)	92%	8%
The school and my parents work together to support my learning (FCC.2)	92%	8%

SE Certified Staff (27)						
Question	Always	Frequently	Seldom	Never	Agree	Disagree
I align lessons to the state standards (C1.1)	73%	23%	4%	0%		
I provide or list daily learning targets for students (C1.3)	20%	65%	15%	0%		
I use assessment results to determine my next instructional steps (C1.1)	20%	65%	15%	0%		
School goals are addressed by the principal (EL.1)	73%	27%	0%	0%		
The principal establishes, communicates, and routinely supervises the implementation of clear and consistent expectations, routines, and procedures that promote safety (EL.2)	73%	19%	8%	0%		
The principal provides feedback regarding my performance (TD.1)	72%	26%	2%	0%		
I feel supported by my principal (FCC.1)	85%	12%	3%	0%		
I know how to access a variety of professional development resources (TD.2)					100%	0%
The overall school culture/climate is positive (FCC.1)					89%	11%
I know the process for selecting and approving curriculum (C1.3)					85%	15%

Elementary Support Staff Survey (54)		
Question	Agree	Disagree
My direct supervisor establishes, communicates, and routinely supervises the implementation of clear and consistent expectations, routines, and procedures that promote safety (EL.2)	88%	12%
I have received training specific to my duties in the district/school (TD.1)	88%	12%
I am required to participate in district level training for, Safe School and ALICE (TD.1)	100%	0%
My direct supervisor support enhances my professional growth through the evaluation process, coaching and feedback, and collaborative dialogue (TD.2)	88%	12%
Resources are available to support the achievement of identified professional learning (TD.2)	83%	17%
School staff members support one another and the school climate is positive (FCC.1)	85%	15%

Analysis of Survey: Parent survey numbers were mostly positive with 75% or more falling in the agree or strongly disagree area for all categories. The highest area of disagreement from the parent survey fell under the principal communication of policies area with 24%. Student survey numbers were very positive with 85% of students landing in the agree category for the majority of the questions. The staff survey is very positive in the high majority of the categories.

2023-25 School Success Action Plan

Theory of Action (If, Then, And Statement) Expresses the focus/direction: If teachers collaborate, then we obtain additional knowledge from each other and have a greater impact on the learning of our students.

What potential implementation challenges need to be addressed? Implementation challenges: Time - even during staff development teachers are overwhelmed; Giving teachers more work to do - Work smarter, not harder

Action Plan What actions/tasks will be used to achieve this milestone? What resources are required to implement the plan?	Timeline	Participation and Commitments Who is involved and what role do they play?	Completion Date
Action 1: Simmons 3-5 grade staff will present a practice test for all 3-5 grade classrooms on a weekly basis starting the first week in February up until the state test is taken. Grade 3 will also include a tutorial on test taking tools for their 3rd grade students. The goal is to raise proficiency levels by 10% at all grade levels in all areas. Resources Required: Interim assessments, Student IPADs	February 2024 - March 2024	Certified staff: Plan and implement weekly practice tests Educational support staff: Assist certified staff in implementing practice tests Administration: Provide support needed so practice tests can be administered	March 2024
Action 2: Simmons staff will encourage students to build their reading stamina by having students read a developmentally appropriate text for up to 30 mins a day. This activity will help our students perform at a higher level on daily reading tasks and the South Dakota State Assessment. Each classroom will set reading goals and met goals will be celebrated at Monday Motivator. Grades 3-5 will set goals of consecutive days of reading 30 mins. uninterrupted. Resources Required: Developmentally appropriate books in all classrooms	September 2023 - May 2024	Certified staff: Plan and implement daily reading stamina times. Educational support staff: Assist certified staff in implementing reading stamina Administration: Ensure each classroom has appropriate reading material for all students Parents: Inform students about the importance of daily reading	
Action 3: Simmons Staff will focus on teaching all of the math concepts that are connected to the priority standards. If a student is struggling to master these math concepts, then intervention tutoring time will be	September 2023 - May 2024	Certified staff: Plan and teach daily math lessons, Identify students who are struggling and in need of WIN Time after	

<p>recommended for these students. Tutoring also called WIN time will begin in September as opposed to November in previous years.</p> <p>Resources Required: Everyday math curriculum, Staff to provide math interventions after school, Classrooms to house WIN time after school</p>		<p>school interventions. Some staff will lead WIN time.</p> <p>Educational support staff: Some staff will provide WIN time interventions after school.</p> <p>Administration: Plan and staff WIN time, do all accounting so staff is paid accordingly.</p> <p>Parents: Plan accordingly so students who need interventions can attend WIN time and make sure students are picked up in a timely manner.</p>	
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Kim Aman

Principal Signature

Camille Kaul

Superintendent/Designee Signature

2023-24 Aberdeen School District Staff Development Plan

Date	Elementary Staff	Middle School Staff	High School Staff
Monday, August 14 (new cert.staff only)	8:00-10:00 New Teacher Orientation (HMS Library) 10:00-11:30 Technology 12:00-1:30 New Teacher Luncheon DEC 1:30-3:30 Meet with Building Principal	8:00-10:00 New Teacher Orientation (HMS Library) 10:00-11:30 Technology 12:00-1:30 New Teacher Luncheon DEC 1:30-3:30 Meet with Building Principal	8:00-10:00 New Teacher Orientation (HMS Library) 10:00-11:30 Technology 12:00-1:30 New Teacher Luncheon DEC 1:30-3:30 IMeet with Building Principal
Tuesday, August 15	8:00-10:00 Welcome Back, CHS Theater 10:00-12:00 Building Staff Meeting 1:00-3:30 Building Directed	8:00-10:00 Welcome Back, CHS Theater 10:00-12:00 Building Staff Meeting 1:00-3:30 Building Directed	8:00-10:00 Welcome Back, CHS Theater 10:00-11:00 Building Staff Meeting 11:00-12:00 Responsibility Centered Discipline (RDC) 1:00-2:00 RDC Core Values 2:00-3:30 Individual/Team Planning
Wednesday, August 16	8:00-12:00 NSU Back to School (Todd Nesloney) 1:00-3:30 Data Retreat	8:00-12:00 NSU Back to School (Todd Nesloney) 1:00-3:30 Data Retreat	8:00-12:00 NSU Back to School (Todd Nesloney) 1:00-3:30 Data Retreat
Thursday, August 17 (new cert.staff only)	8:00- 12:00 Meet with Building Principal 1:00-2:00 District Mentoring Program (SMS Library) 2:00-3:30 Technology Assistance	8:00- 12:00 Meet with Building Principal 1:00-2:00 District Mentoring Program (SMS Library) 2:00-3:30 Technology Assistance	8:00- 12:00 Meet with Building Principal 1:00-2:00 District Mentoring Program (SMS Library) 2:00-3:30 Technology Assistance
Monday, August 21	8:00-3:30 Building Directed 2:00-3:30 SPED Department @ HMS Theater	8:00-3:30 Building Directed 2:00-3:30 SPED Department @ HMS Theater	8:00-3:30 Building Directed 2:00-3:30 SPED Department @ HMS Theater
Tuesday, August 22	8:00-11:30 School in Session 12:30-3:30 Building Directed 1:00-3:30 Reading Teachers/Title Training (DSC)	8:00-11:45 School in Session 12:45-3:30 Building Directed	8:00-12:00 Freshman Orientation/ Team Planning 12:15-3:20 Classes in Session
Friday, October 6	8:00-11:00 K-2 & Specials Math Book Study 8:00-11:00 3-5 Building Directed 12:00-3:00 3-5 Math Book Study 12:00-3:00 K-2 & Specials Building Directed 8:00-3:00 EA Mental Health First Aid (DSC)	8:00-3:00 EA Mental Health First Aid (DSC)	8:00-3:00 EA Mental Health First Aid (DSC) 8:00 - 3:00 Larry Thompson - RCD booster training
Wednesday, November 22	8:00-11:30 School in Session 12:30-3:30 Building Directed Flexible Staff Development Day	8:00-11:30 School in Session 12:30-3:30 Building Directed Flexible Staff Development Day	8:00-11:45 School in Session 12:45-3:30 Building Directed Flexible Staff Development Day
Tuesday, January 2	8:00-11:00 Molly Hudgens/Winter Address @ CHS	8:00-11:00 Molly Hudgens/ Winter Address @ CHS	8:00-11:00 Molly Hudgens/ Winter Address @ CHS T
Monday, January 15	8:00-10:00 SIP Review	8:00-10:00 SIP Review	8:00-10:00 SIP Review
Friday, February 16	8:00-3:00 EA Mental Health First Aid (DSC) Flexible Staff Development Day	8:00-3:00 EA Mental Health First Aid (DSC) Flexible Staff Development Day	8:00-3:00 EA Mental Health First Aid (DSC) Flexible Staff Development Day
Thursday, March 7	8:00-3:00 EA Mental Health First Aid (DSC) 8:00-9:00 SIP Review Flexible Staff Development Day	8:00-3:00 EA Mental Health First Aid (DSC) 8:00-9:00 SIP Review Flexible Staff Development Day	8:00-3:00 EA Mental Health First Aid (DSC) 8:00-9:00 SIP Review Flexible Staff Development Day
Friday, May 17	12:30 -3:30 Building Directed Flexible Staff Development Day	12:45 -3:30 Building Directed Flexible Staff Development Day	12:45-3:30 Building Directed Flexible Staff Development Day

Highly Qualified Staff

The Aberdeen School District requires all staff to be Highly Qualified in their given assignment area. All staff must follow the certification regulations outlined by the South Dakota Department of Education. To promote and retain certified staff the district offers a mentorship program for two years, in addition, we assist in providing professional learning opportunities for credits, and provide additional stipends for those who advance their degrees.

Pursuing Highly Qualified Certification

Pursuant to SDCL 24:28:11, the following staff are currently pursuing the proper certification to be highly qualified in their current position. Staff have two years to complete all the Department of Education requirements to become highly qualified.

Date of Hire	Staff	Course Taught
7/1/2021	Lucky Peterson	Deaf Education
7/1/2023	Cody Swanson	1st Grade

School Enrichment Activities

The school offers a variety of different activities to enrich and strengthen all aspects of the school. Teachers use methods and instructional strategies that strengthen the academic program in the school; increase the amount of quality of learning time; and help provide an enriched and accelerated curriculum to provide a well-rounded education, such activities include: Field trips to concerts, plays, and other fine arts events, school musical performed in the spring, orchestra, All City Choir select group, field trip to the Water Festival, special topics speakers, Read for the Record, Junior Achievement program, School Counselor instruction in classrooms, specialized tutoring during the school day and after school, tutoring for Native American students, computer coding, Historical Society learning kits, NSU student athlete volunteers, SADD and adult mentors, Leaders are Readers program from NSU, Student Council, and parent nights.

The above strategies and activities will be evaluated for effectiveness by gathering feedback from students, staff, and parents, monitoring participation rates, noting academic improvement for some activities, and observing student engagement levels.

Parent Involvement in Education

Simmons Elementary School parents are provided directions to access the School Improvement Plan through the Aberdeen School District Web site in the Simmons Elementary Parent & Student Handbook (page 6) and occasionally in the Seesaw app. In addition, the Simmons Elementary School Improvement Plan is discussed at PTA meetings, School Board meetings, and district-wide School Board listening sessions.

Testing results are sent to parents annually, along with general information about the testing process and an interpretation guide. Parents are invited to contact their child's teacher or the principal if they have questions about the testing process or results. Parents are provided with a Parent Involvement Letter and Simmons Elementary welcomes parents and families to an Open House during the first week of school. A Common Sense Parenting course from Boys' Town is offered to parents on a monthly basis. Parent-teacher conferences are scheduled twice per school year, once in the fall and again in the spring. Parents may schedule a meeting with teachers at any time during the school year to discuss their child's educational program.

Transition Processes

The registration process for incoming Kindergarten students begins in January at each elementary school. Parents are required to provide the school with the child's name, birth certificate, immunization records, and social security card to complete the registration process. In the spring, the Kindergarten Open House is held for registered students to introduce the parents and students to the teachers, classroom areas, and overall school building. At the start of the new school year, the teachers meet with parents to provide them with information regarding the expectations for Kindergarten. Students begin the year by attending school in small groups to become better acquainted with their environment and daily schedule.

In the early spring, transition activities for fifth graders moving to the middle school begin with a visit from the middle school principals. During this session, the principals provide an overview of the middle school experience and distribute registration materials. Later in the spring, fifth grade students visit and tour the middle schools. The program includes musical entertainment, a school tour, snacks, and small group discussion time with eighth grade student leaders. Also, late spring, the middle school Improv Troupes visit fifth grade classrooms to present scenes that prompt further discussion of middle school issues.

New students are welcomed to their designated middle school with an orientation provided by the school counselor and/or representatives of the student council. Periodically, new student groups are formed to provide students with an opportunity to meet other new students and express their concerns in a small group setting.

All high school students are provided opportunities for career exploration, options for postsecondary education, vocational training, and workforce information. High school students may participate in Advance Placement courses and dual credit courses through the local college.

Monitoring and Support

Students who experience difficulty are referred to the Student Assistance Team (SAT) by parents or teachers. Student needs are evaluated by the team with recommendations made to help rectify the problems identified. Recommendations may include extended school day tutoring, behavior management plans, an outside mentor, and/or further review by the team. The team shares this information with the teachers involved with the child as well as the child's parents.

If problems tend to persist, the student may be referred to the Student Needs Team (SNT) for formal evaluation of academic and/or psychological needs. After the evaluation has been completed, the team communicates the results to staff members and the child's parents. Recommendations may include special education services, professional counseling, and/or alternative placement of the child.

The School Improvement Committee will review the plan quarterly during the 2023-24 school year to analyze updated data and to make adjustments. As the plan is reviewed and modified, progress will be shared with the School Board on an annual basis.

Fiscal Requirement

As this plan is implemented, resources will be available to build teams. Release time will be provided for building teams to meet to review their current school improvement plan, review their school's data and to add new strategies to use for instructional purposes.

District-level administrators will be available to meet with school teams to support the development of school or student improvement plans and also to model effective instructional strategies in the classroom.

School curriculum and supplemental materials will be purchased according to the district curriculum adoption cycle. If additional support materials must be purchased, individual schools may use their building financial allocations to purchase those items.

Financial Resources Available:

Building Level –

- General fund and capital outlay fund allocations
- Special Education allocations for resource rooms and also financial support for after-school tutoring

District Level –

- Title I allocation for reading teacher and tutors' salaries
- Title I and general funds for extended school day tutoring program

Ongoing Program Development

The school improvement plan is part of a dynamic process with periodic evaluation needed to assess progress towards meeting goals. The school improvement plan is a two-year document requiring periodic evaluation to assess progress. The plan was written within three months of identification for state-mandated school improvement. It will be evaluated annually and revised as needed. Future revisions in the plan will be made according to data obtained from assessment results, surveys, state mandates, and student needs. A log will be kept on file of the periodic reviews and revisions.

The improvement plan will be presented to the Aberdeen School Board for final approval in November of 2023. After board approval, the School Improvement Plan will be fully implemented. The school improvement plan will be shared with the staff, parents, and the public through the Aberdeen School District website and copies will be available in the school office for interested patrons.

The timeline below indicates the school improvement activities for the 2023-24 school year.

August 15-22	Building data retreats held with all staff members
Completed by September 8	Building leadership teams meet to refine goals and strategies
Completed by September 8	Finalize requirements of building school improvement plans and submit to Assistant Superintendent
September 19	District school improvement meeting-conduct peer reviews of building plans
October 6	Building school improvement plan revisions due back to the Assistant Superintendent
October 23	School improvement plans submitted to the school board for first reading
November 13	School improvement plans submitted to school board for final approval
Completed by January 15	Building leadership teams meet to review student progress and make necessary adjustments to school improvement plan
Completed by March 7	Building leadership teams meet to conduct annual assessment of school improvement plans and make adjustments as necessary