



SIoux CENTER **CHRISTIAN** **SCHOOL**

SCHOOL IMPROVEMENT PLAN

CHRISTIAN SCHOOLS INTERNATIONAL ACCREDITATION

Measuring the Mission

2015-2020

SCHOOL-WIDE GOALS:

- 1. We will focus on strategic, visionary planning for the future.**
- 2. We will investigate and alter our governance model.**
- 3. We will implement a curriculum mapping system that provides accountability and support in horizontal and vertical alignment.**
- 4. We will focus on strengthening a school culture that intentionally nurtures faith.**
- 5. We will strengthen a culture of accountability with support.**

The mission of Sioux Center Christian School is to disciple God's children by equipping them with a knowledge and understanding of Christ and His creation so that they can obediently serve God and others as they work and play.

Goal #1: We will focus on strategic, visionary planning for the future.

Identified need(s) which caused the SIT to write this goal:

strand 4 notes, strand 3 notes

Indicators which helped the SIT identify this need: (list three digit of indicator and name of indicator)

- 4.3.2
- 3.1.4

Additional documentation or data which helped the SIT identify this need:

- conversations held at the school board level
- summary comments in Strand 1 documentation
- conversations held in school committee meetings

Measurable Objective 1: The board will appoint a long-range planning committee.

Strategy 1: The board will create a framework for the purpose of the work of the long-range planning committee.

Activity	Begin Date	End Date	Source of Funding	Staff Responsible
The board will create a framework and expectation document for the work and role of the long-range planning committee, including membership (to include board members, faculty, staff, parents, etc.), roles, structure, authority, and function	August 2015	September 2015	N/A	Board President, Executive Committee, Principal
The board will appoint either the principal or assistant principal to be in charge of the group	August 2015	September 2015	N/A	Board President, Executive Committee
The board will create a flowchart of our current culture and programs to help guide the work of the long-range planning committee	August 2015	September 2015	N/A	Board President, Executive Committee, Principal, Assistant Principal

Strategy 2: The long-range planning will actively meet and report to the board.

Activity	Begin Date	End Date	Source of Funding	Staff Responsible
Set a meeting rotation to brainstorm ideas, meet regularly following the meeting rotation	September 2015	Ongoing	N/A	Board President, Executive Committee, Principal, Assistant Principal, Committee Representatives
Report findings to board and seek feedback and input	September 2015	Ongoing	N/A	Principal, Assistant Principal, Board President

Measurable Objective 2: The SCCS board will produce a measurable, time-sensitive, and clearly defined strategic plan that addresses all organizational domains.

Strategy 1: The board will seek information from the constituency, write a plan, and communicate accordingly.

Activity	Begin Date	End Date	Source of Funding	Staff Responsible
The board will seek information from the constituency and faculty	September 2015	October 2015	N/A	Board President, Executive Committee, Principal, Assistant Principal
The board will write a strategic plan based on the information gathered, including an implementation schedule	October 2015	December 2015	N/A	Board President, Executive Committee, Principal, Assistant Principal
The board will revise and communicate the strategic plan on the website and all promotional pieces, as appropriate	January 2016	Ongoing	N/A	Board President, Executive Committee, Principal, Assistant Principal
The administration will implement the strategic plan and report back to the board	May 2016	Ongoing	N/A	Principal, Assistant Principal

Measurements that will determine progress or success made on this goal: (Data or documentation that will be shared with Christian Schools International Accreditation in your school’s annual reports to demonstrate progress or success toward meeting the goal.)

1. Board vision, core values, and philosophy document, including current culture and goals
2. Long-range planning committee document
3. Data gathered in strategic planning process
4. Strategic plan
5. Board minutes

Goal #2: We will investigate and alter our governance model.

Identified need(s) which caused the SIT to write this goal:

strand 4 notes, strand 3 notes

Indicators which helped the SIT identify this need: (list three digit of indicator and name of indicator)

- 4.3.2
- 3.1.4

Additional documentation or data which helped the SIT identify this need:

- conversations held at the school board level
- summary comments in Strand 1 documentation
- site visit recommendations and conversations

Measurable Objective 1: The board will refocus its role in the organization and how it functions.

Strategy 1: The board will learn more and understand structures related to being more visionary and purposeful in its work.

Activity	Begin Date	End Date	Source of Funding	Staff Responsible
The executive committee will plan a fall retreat that includes training on a shift in board roles, moving away from committee reports to being visionary leaders during board meetings	May 2015	August 2015	General budget	Board President, Executive Committee, Principal, Assistant Principal
The board will participate in a fall retreat to learn about new roles and areas of focus in order to become more visionary	September 2015	October 2015	General budget	Board President, Executive Committee, Principal, Assistant Principal
The board will document a shift in focus and role in the board handbook	October 2015	November 2015	N/A	Board President, Executive Committee, Principal
The board will share the updated roles with the constituents, faculty, and staff through website information, social media, newsletters, and other avenues	November 2015	Ongoing	N/A	Board President, Executive Committee, Principal
The board will specifically indicate areas of need and expertise (finance, building, education, etc.) when seeking new board members from representative churches	January 2016	Ongoing	N/A	Board President, Executive Committee, Principal
Possibly restructure board committees and include task forces, with both providing minutes to the board but not spending time sharing updates at board meetings	October 2015	Ongoing	N/A	Board President, Executive Committee, Principal

Strategy 2: The board will be reminded and encouraged in their role.

Activity	Begin Date	End Date	Source of Funding	Staff Responsible
The principal and board president will remind the board of their role by including statements on board agendas	October 2015	Ongoing	N/A	Principal, Board President
The principal will remind the faculty, staff, and constituents of the board's shifting role through meetings, newsletter articles, and website materials	November 2015	Ongoing	N/A	Principal
The board will complete a self-assessment based on how the board functions and the shift in roles	January 2016, May 2016	Ongoing every January and May	N/A	Board President, Executive Committee, Principal
The board will write vision, core values, and philosophy statements related to the school and to the role of the board in order to remind themselves of the purpose, function, and direction of the board. A document outlining these ideas will be created	January 2016	May 2016	N/A	Board President, Executive Committee, Principal, Assistant Principal

Measurements that will determine progress or success made on this goal: (Data or documentation that will be shared with Christian Schools International Accreditation in your school's annual reports to demonstrate progress or success toward meeting the goal.)

1. Fall retreat agenda
2. Fall retreat training materials
3. Updated board handbook sections
4. Board agendas
5. Board self-assessment

Goal #3: We will implement a curriculum mapping system that provides accountability and support in horizontal and vertical alignment.

Identified need(s) which caused the SIT to write this goal:

strand 2 minutes, strand 4 minutes, post Dan Beerens faculty survey, parent survey, teacher survey

Indicators which helped the SIT identify this need: (list three digit of indicator and name of indicator)

- 2.1.2
- 4.1.1
- 4.2.2
- 3.2.3

Additional documentation or data which helped the SIT identify this need:

- faculty discussions during summer 2014 Dan Beerens sessions
- teacher survey

Measurable Objective 1: We will investigate and purchase a curriculum mapping tool.

Strategy 1: The administration will investigate possible curriculum mapping tools and purchase one for use.

Activity	Begin Date	End Date	Source of Funding	Staff Responsible
The administration investigates curriculum mapping tools	September 2015	October 2015	N/A	Principal, Assistant Principal
The administration purchases a curriculum mapping tool	October 2015	ongoing	General budget	Principal, Assistant Principal

Measurable Objective 2: We will implement a chosen curriculum mapping tool.

Strategy 1: The administration will support teachers in implementing a curriculum mapping tool.

Activity	Begin Date	End Date	Source of Funding	Staff Responsible
The administration designs a schedule for mapping	May 2016	Ongoing	N/A	Principal, Assistant Principal
The administration supports teachers in mapping	August 2016	ongoing	N/A	Principal, Assistant Principal
Teachers begin curriculum mapping	August 2016	Ongoing	N/A	Principal, Assistant Principal, Teachers
The administration will evaluate teacher use of mapping	August 2016	Ongoing	N/A	Principal, Assistant Principal

Measurable Objective 2: We will share our curriculum mapping work internally and externally.

Strategy 1: The teachers will share their mapping work with others.

Activity	Begin Date	End Date	Source of Funding	Staff Responsible
The curriculum maps will be posted on the school website	May 2017	Ongoing	N/A	Principal, Assistant Principal
Information about curriculum maps will be included in school newsletters	August 2017	ongoing	N/A	Principal, Assistant Principal

Measurements that will determine progress or success made on this goal: (Data or documentation that will be shared with Christian Schools International Accreditation in your school's annual reports to demonstrate progress or success toward meeting the goal.)

1. Curriculum map training materials
2. Curriculum map schedule
3. Curriculum map entries

Goal #4: We will focus on strengthening a school culture that intentionally nurtures faith.

Identified need(s) which caused the SIT to write this goal:

strand 2 minutes, strand 4 minutes, post Dan Beerens faculty survey, parent survey, teacher survey

Indicators which helped the SIT identify this need: (list three digit of indicator and name of indicator)

- 2.1.2
- 4.1.1
- 4.2.2
- 3.2.3

Additional documentation or data which helped the SIT identify this need:

- faculty discussions during summer 2014 Dan Beerens sessions
- teacher survey

Measurable Objective 1: We will intentionally nurture faith through our curriculum.

Strategy 1: The faculty will incorporate a Reformed worldview perspective into the curriculum across all grade levels and subject areas.

Activity	Begin Date	End Date	Source of Funding	Staff Responsible
The early adopters learn about a model for faith nurturing and how it is applied to curriculum	August 2015	May 2016	General budget	Principal, Assistant Principal, Early Adopters
The early adopters decide upon Trailblazer Traits and worldview statements to use as a school, design graphics, and determine the implementation plan (to include head, heart, and hands)	August 2015	May 2016	N/A	Principal, Assistant Principal, Early Adopters
The full faculty learns about a model for faith nurturing and how it is applied to curriculum	August 2016	May 2016	N/A	Principal, Assistant Principal, Early Adopters, Teachers
The faculty applies Trailblazer Traits and worldview statements to one curricular area per year, Traits posted throughout the school	September 2016	May 2017	N/A	Principal, Assistant Principal, Teachers
The faculty collaborates while documenting Trailblazer Traits and worldview statements, curricular integration, scope, and sequence using an electronic tool (such as Curriculum Trak)	yearly starting in October 2016	Ongoing	General budget	Principal, Assistant Principal, Teachers
The faculty assesses the effectiveness of Trailblazer Traits and worldview statements and their application to the curriculum, making adjustments as needed	May 2017	Ongoing	N/A	Principal, Assistant Principal, Teachers

Measurable Objective 2: We will intentionally nurture faith through our instruction.

Strategy 1: The faculty will incorporate a Reformed worldview perspective into their instruction across all grade levels and subject areas.

Activity	Begin Date	End Date	Source of Funding	Staff Responsible
The early adopters learn about a model for faith nurturing and how it is applied to instruction	August 2015	May 2016	General budget	Principal, Assistant Principal, Early Adopters
The early adopters decide upon Trailblazer Traits and worldview statements to use as a school, design graphics, and determine the implementation plan (to include head, heart, and hands)	August 2015	May 2016	N/A	Principal, Assistant Principal, Early Adopters
The full faculty learns about a model for faith nurturing and how it is applied to instruction	August 2016	May 2016	N/A	Principal, Assistant Principal, Early Adopters, Teachers
The faculty applies Trailblazer Traits and worldview statements to one curricular area per year, Traits posted throughout the school	September 2016	May 2017	N/A	Principal, Assistant Principal, Teachers
The faculty collaborates while documenting Trailblazer Traits and worldview statements, curricular integration, scope, and sequence using an electronic tool (such as Curriculum Trak)	yearly starting in October	Ongoing	General budget	Principal, Assistant Principal, Teachers

	2016			
The faculty assesses the effectiveness of Trailblazer Traits and worldview statements and their application to the curriculum, making adjustments as needed	May 2017	Ongoing	N/A	Principal, Assistant Principal, Teachers

Measurable Objective 3: We will intentionally nurture faith through our assessment.

Strategy 1: The faculty will incorporate a Reformed worldview perspective into their assessment across all grade levels and subject areas.

Activity	Begin Date	End Date	Source of Funding	Staff Responsible
The early adopters learn about a model for faith nurturing and how it is applied to assessment	August 2015	May 2016	General budget	Principal, Assistant Principal, Early Adopters
The early adopters decide upon Trailblazer Traits and worldview statements to use as a school, design graphics, and determine the implementation plan (to include head, heart, and hands)	August 2015	May 2016	N/A	Principal, Assistant Principal, Early Adopters
The full faculty learns about a model for faith nurturing and how it is applied to assessment	August 2016	May 2016	N/A	Principal, Assistant Principal, Early Adopters, Teachers
The faculty applies Trailblazer Traits and worldview statements to one curricular area per year, Traits posted throughout the school	September 2016	May 2017	N/A	Principal, Assistant Principal, Teachers
The faculty collaborates while documenting Trailblazer Traits and worldview statements, curricular integration, scope, and sequence using an electronic tool (such as Curriculum Trak)	yearly starting in October 2016	Ongoing	General budget	Principal, Assistant Principal, Teachers
The faculty assesses the effectiveness of Trailblazer Traits and worldview statements and their application to the curriculum, making adjustments as needed	May 2017	Ongoing	N/A	Principal, Assistant Principal, Teachers

Measurable Objective 4: We will intentionally nurture faith through our culture and environment.

Strategy 1: The school community will consistently implement the Trailblazer Behavior Plan across all grade levels and in all shared spaces.

Activity	Begin Date	End Date	Source of Funding	Staff Responsible
Students will learn specific expectations of the Trailblazer Behavior Plan as it applies to shared spaces and general themes	August 2015	September 2015	N/A	Principal, Assistant Principal, Teachers
The Trailblazer Behavior plan will be added to the online parent/student handbook	August 2015	September 2015	N/A	Assistant Principal, Office Staff
Faculty and staff will learn more about the expectations and procedures of the Trailblazer Behavior Plan	August 2015	August 2015	N/A	Principal, Assistant Principal, Teachers
Faculty and staff will consistently implement the Trailblazer Behavior Plan across all grade levels and in all shared spaces	August 2015	Ongoing	N/A	Principal, Assistant Principal, Teachers
Faculty will assess the Trailblazer Behavior Plan and make revisions as needed and appropriate	May 2016	Ongoing	N/A	Principal, Assistant Principal, Teachers

Strategy 2: The school community will evaluate and continually strengthen the Trailblazer Behavior Plan.

Activity	Begin Date	End Date	Source of Funding	Staff Responsible
The faculty will evaluate and assess the current Trailblazer Behavior Plan, providing input on ways to continually strengthen the plan across grade levels	May 2016	August 2016	N/A	Principal, Assistant Principal, Teachers
The faculty will restructure/revise the Trailblazer Behavior Plan as needed and appropriate	May 2016	August 2016	N/A	Principal, Assistant Principal, Teachers

Measurements that will determine progress or success made on this goal: (Data or documentation that will be shared with Christian Schools International Accreditation in your school’s annual reports to demonstrate progress or success toward meeting the goal.)

1. online curriculum tool entries
2. Trailblazer Traits document
3. Trailblazer Traits training documents/presentations
4. Trailblazer Behavior Plan documents
5. Parent/student handbook
6. Faculty assessment survey related to Trailblazer Behavior Plan

Goal #5: We will strengthen a culture of accountability with support.

Identified need(s) which caused the SIT to write this goal:

strand 1 minutes, strand 3 minutes, strand 4 minutes, teacher survey, parent survey

Indicators which helped the SIT identify this need: (list three digit of indicator and name of indicator)

- 3.1.5
- 4.3.1
- 1.2.7
- 1.4.4

Additional documentation or data which helped the SIT identify this need:

- teacher conversations
- board conversations

Measurable Objective 1: We will put in place a formal plan for administrator evaluation and growth.

Strategy 1: The executive committee will design a process and procedure.

Activity	Begin Date	End Date	Source of Funding	Staff Responsible
Executive committee members research possible ways to evaluate the administrators	August 2015	January 2016	N/A	Executive Committee, Board President
Executive committee members document a process, which will include feedback from board members and teachers	August 2015	January 2016	N/A	Executive Committee, Board President
Executive committee members will meet with the principal and assistant principal to get feedback about what would help them grow professionally	August 2015	January 2016	N/A	Executive Committee, Board President, Principal, Assistant Principal

Strategy 2: The administrators will be evaluated on a yearly basis.

Activity	Begin Date	End Date	Source of Funding	Staff Responsible
Administrators will write personal goals for performance	August 2015	September 2015	N/A	Principal, Assistant Principal
Administrators will share updates on their goals as appropriate during board reports	September 2015	Ongoing	N/A	Principal, Assistant Principal
The process for administrator evaluation is completed	May 2016, May of each year	June 2016, June of each year	N/A	Board President, Executive Committee
The process for administrator evaluation will be reviewed	March 2016, March of each year	March 2016, March of each year	N/A	Board President, Executive Committee, Principal, Assistant Principal

Measurable Objective 2: We will put in place a formal plan for board evaluation and growth.

Strategy 1: The board will participate in a self-assessment process.

Activity	Begin Date	End Date	Source of Funding	Staff Responsible
The executive committee will create a self assessment based on the new structure and roles of the board	November 2015	December 2015	N/A	Executive Committee, Board President
The board will complete a self assessment	January 2016, every January	May 2016, every May	N/A	Executive Committee, Board President

Measurable Objective 3: We will put in place a formal plan for teacher evaluation and growth.

Strategy 1: The administration team will create a framework and process for teacher evaluation and growth.

Activity	Begin Date	End Date	Source of Funding	Staff Responsible
Principal and assistant principal research and review possible evaluation structures, forms, and protocols	September 2015	April 2016	N/A	Principal, Assistant Principal
Principal and assistant principal discuss possible evaluation structures, forms, and protocols with teachers, asking them what would work best to help them grow professionally	September 2015	April 2016	N/A	Principal, Assistant Principal, Teachers
Principal and assistant principal inform teachers of the structure of evaluation and support that will be used	May 2016	May 2016	N/A	Principal, Assistant Principal, Teachers
Principal and assistant principal implement structure of evaluation and support with the teachers, reporting results to education committee	September 2016	Ongoing	N/A	Principal, Assistant Principal, Teachers, Education Committee

Strategy 2: Teachers will design and assess yearly goals based on their professional performance and needs.

Activity	Begin Date	End Date	Source of Funding	Staff Responsible
Principal and assistant principal design a process and document for teachers to use to design and assess yearly goals	September 2015	April 2016	N/A	Principal, Assistant Principal
Teachers will share feedback on the process and document	September 2015	April 2016	N/A	Principal, Assistant Principal, Teachers
Principal and assistant principal will inform teachers of the process and document to be used for yearly goals and self assessment	May 2016	May 2016	N/A	Principal, Assistant Principal, Teachers
Principal and assistant principal implement process and document to be used for yearly goals and self assessment	September 2016	Ongoing	N/A	Principal, Assistant Principal, Teachers, Education Committee

Measurements that will determine progress or success made on this goal: (Data or documentation that will be shared with Christian Schools International Accreditation in your school’s annual reports to demonstrate progress or success toward meeting the goal.)

1. Administrator evaluation documents
2. Administrator evaluation process documents
3. Board self evaluation document
4. Teacher evaluation process and protocol documents
5. Teacher evaluation documents
6. Teacher yearly goals documents