

# Amendment to the IOBUSD School Improvement Plan

The following amendment to the IOBUSD SIG addresses the sustainability plan at the conclusion of the grant for the Dean of Students, Teen Pregnancy Program Specialist, Career Counselor and Alternative Education Teacher.

As presented in the IOBUSD SIG, the table below provides detail on our steps for increasing enrollment and sustaining school improvement.

## **Table of Detailed Sustainability Steps**

### **Funding Sources:**

Increase enrollment in years 1-5 (beginning in the 2010-2011 school year): Enroll fifty more students per year for five years (which will result in an additional \$225,000 per year in funding):

- Implement a come-back-to-school campaign in July 2010: post ads on busses, on the web page, and in newspaper; send mass mailing
- Implement a tiered alternative education program (with alternative classrooms at BMS and BHS as well as a new alternative campus)
- Increase class offerings for Middle and High School students (add Advanced Placement, College Board SpringBoard curriculum, and increased reference to fine and performing arts in the high school curriculum).
- In SY2010-11, the high school will integrate fine arts and performing arts in core courses and electives. The purpose is to create higher engagement, which will help keep students in school.
- Improve classroom instruction, as described in earlier parts of this School Improvement plan, covering hiring of effective teachers, job-embedded professional development, accountability, and an active Professional Learning Community.
- Improve parent involvement and communication through Solid Foundation, parent involvement nights at each site, site councils, access to student progress through Infinite Campus, Twitter, and site-level and district-level newsletters. The connection to parents helps strengthen the bridge between home and school, which increases student retention.

Improve district attendance to above 94% in order to qualify for Average Daily Membership (ADM) funding, resulting in an additional \$200,000 per year. Improving attendance requires the effort of all employees, but we have designated those responsible for the major areas that will impact attendance.

- Improved instruction (Principal at each site)
- Tiered alternative education program (Principal at each site)
- Intensive implementation of Solid Foundation (District Parent Liaison Coordinator)
- Interventions by Parent Liaisons (at each site)

- ❑ Implement Positive Behavioral Interventions and Support (PBIS) program in Year 1 (Counselors at each site)
- ❑ Assign students mentors and implement grade-level “house” program at BHS in Year 1 (BHS Principal)
- ❑ Attendance incentive program (Principal at each site)
- ❑ Parent incentive program for student attendance (Principal at each site)
- ❑ Student recognition program (Principal at each site)
- ❑ Expand course offerings to include Integrated Language Arts and Fine Arts and Advanced Placement courses (BHS Principal)
- ❑ For the athletic program, change hiring practices and salary structure to recruit coaches who will motivate students and set high expectations. (BHS and BMS principals)

More on funding: IOBUSD will apply to the Tohono O’odham Nation for additional funding Year 1 (\$1million over five years). If the Investing in Innovation grant is funded by the U.S. Department of Education, it will provide additional funding of \$1.6 million to IOBUSD over the next five years.

**Hiring Practices**—All district hiring practices will be reviewed to ensure that student learning is a focus. To this end, we have designated who will be responsible for each step.

- ❑ A rigorous screening and interview process will be established and will include a performance component, data analysis, and panel interview (Superintendent).
- ❑ Only highly-effective teachers will be hired and retained (Principals at each site).
- ❑ The Superintendent will place teachers on the salary scale with up to ten years experience for hard to fill positions.
- ❑ The district will conduct nationwide recruitment (Superintendent).
- ❑ The district will develop a comprehensive teacher induction and mentoring program in order to retain highly effective teachers (School Improvement Specialist). See Appendix 13.
- ❑ IOBUSD will change hiring practices and salary structure to recruit coaches who motivate students and set high expectations for athletic program (Superintendent).
- ❑ IOBUSD will improve teacher housing (Business Manager).

**Student Services**—Positions in parentheses show who will be responsible for implementing the student services that will keep the district focused on School Improvement.

Instructs in an alternative setting for the purpose of improving student academic success. Instructs students at risk of failing or leaving school prematurely, and applying appropriate interventions. The A.E.I. will assist the school in monitoring and increasing attendance among high-risk students; reduce truancy, tardiness, and frequent absenteeism. This is a continuing position due to state budget cuts, this position will be eliminated unless approval of SIG funding. (Alternative Education Instructor)

- Coordinates career and academic planning. Counsel groups and individual students through the development of educational and career plans. Assists students in evaluation of their graduation requirements and in updating their four-year plans and career folders. This is a continuing position due to state budget cuts, this position will be eliminated unless approval of SIG funding. (Counselor)
- Provides services to teen parents and those at risk of becoming parents. Provides parenting skills and coordinates support from outside agencies for teen parents. Provides practical tools and information to effectively reduce sexual risk-taking behaviors. This is a new position pending the approval of SIG funding. (Teen Pregnancy Program Specialist)
- Provides services to students with behavior issues. Issues discipline to students. Investigates and diffuses threatening situations and confrontations between students. This is a new position pending the approval of SIG funding. (Dean of Students)

**Changes in Policies and Practices**—The positions designated in parentheses will help us achieve step-by-step improvements in policies and practices.

- IOBUSD will develop a sick leave/personal leave buy-back policy (Business Manager).
- The district will adopt a value-added evaluation system (Principal at each site).
- The district will develop a sustained professional learning community (School Improvement Specialists).
- Leadership has revised contracts to set higher expectations for teachers (extended work day, significant pay increase) (Superintendent).

Improved student enrollment and student attendance will result in an increase of \$425,000.00 for the first year alone, thus supporting the annual costs of the positions listed above.

Should this goal not be met, IOBUSD will set aside **Federal Impact Aide** funds that allow for such expenditures, to sustain these positions as follows:

Alternative Education Teacher	\$52,000 per year (salary & benefits)
Counselor	\$52,000 per year (salary & benefits)
Teen Pregnancy Program Specialist	\$58,000 per year (salary & benefits)
Dean of Students	\$52,000 per year (salary & benefits)