

2017-18 Twin Falls School District Strategic Plan (CIP) Board Tasks Update

Higher Education Work and Life Ready

1. Both Twin Falls and Canyon Ridge high schools will increase their average SAT scores by 2.3% per year, with the ultimate goal of reaching an average score of 500 in each subject area by the 2017-18 school year.

January Status Update: Students are preparing to take the SAT in April. All juniors will take the SAT.

July Status Update:

SAT Longitudinal Data by Sub-test Scores (CCR for EBRW = 460 & CCR for Math = 510)																			
Schools	2012			2013			2014			2015			2016			2017		2018	
	Percent Tested –			Percent Tested –			Percent Tested –			Percent Tested –			Percent Tested -			Percent Tested -		Percent Tested - 80% CRHS & 80% TFHS	
	87% CRHS & 92% TFHS			71% CRHS & 89% TFHS			78% CRHS & 83% TFHS			84% CRHS & 84% TFHS			77.2% CRHS & 81.4% TFHS			81% CRHS & 77% TFHS			
	Reading	Math	Writing	Reading	Math	Writing	Reading	Math	Writing	Reading	Math	Writing	Evidenced Based Reading and Writing	Math	EBRW	Math	EBRW	Math	
TFHS	461	473	454	475	482	473	488	482	461	475	479	465	545	536	529	515	521	515	
CRHS	414	423	421	438	443	431	439	446	409	427	421	417	510	487	480	474	498	477	

2. Both Twin Falls and Canyon Ridge high schools will increase the percent of students who are college ready to 60% by 2020, which mirrors the State Dept. of Education’s goal.

January Status Update: Students will take the SAT in April. In addition students had the opportunity to take the ACT at no cost in November. To address the number of students not going on to college due to financial barriers, teachers and counselors will be visiting with parents at 8th grade spring student-led conferences to discuss the many available options for advanced opportunities.

July Status Update:

SAT Longitudinal Data by Percentage of Students Scoring at C & CR Level																					
Schools	2012			2013			2014			2015			2016			2017			2018		
	Percent Tested - 87% CRHS & 92% TFHS			Percent Tested - 71% CRHS & 89% TFHS			Percent Tested - 78% CRHS & 83% TFHS			Percent Tested - 84% CRHS & 84% TFHS			Percent Tested - 77.2% CRHS & 81.4% TFHS			Percent Tested - 81% CRHS & 77% TFHS			Percent Tested - 80% CRHS & 80% TFHS		
	Reading	Math	Writing	Reading	Math	Writing	Reading	Math	Writing	Reading	Math	Writing	Evidence Based Reading and Writing (EBRW)	Math	Percentage of Students at the College and Career Ready Level on both Sub-Tests	EBRW	Math	Both	EBRW	Math	Both
	TFHS	35%	38%	31%	40%	42%	38%	47%	40%	34%	42%	37%	36%	79%	51%	50%	69%	45%	43%	79%	58%
CRHS	23%	25%	18%	28%	24%	21%	28%	29%	13%	22%	20%	20%	61%	32%	30%	48%	27%	24%	66%	38%	36%

3. By the 2019-20 school year, both Twin Falls and Canyon Ridge high schools will increase their average PSAT scores to college and career ready levels by utilizing advisory classes to familiarize freshman students with the PSAT.

January Status Update: Sophomores took the PSAT in October. Results are expected by February.

July Status Update:

Average Score by Sub-test	2014				2015				2016			2017		
	Reading	Math	Writing	Composite	Reading	Math	Writing	Composite	EBRW	Math	Composite	EBRW	Math	Composite
TFHS	42	43	40	125	42.6	43.6	40.2	126.4	491	480	923	488	471	959
CRHS	39	40	38	117	41.3	40.3	38.3	119.1	435	426	861	435	425	861
College and Career Ready Scores	42	44	42	133	42	44	42	133	430	480	920	430	480	920

4. Elementary and Secondary programs directors will support programs and curriculum that integrate basic life and social skills development at all levels.

January Status Update: At the elementary level, programs such as “We Have Skills,” and “Safe, Smart Kids,” are being utilized for the second year in all schools. A program called SCUTA is now in place to help counselors track the time they spend throughout the day on various tasks. Lincoln, Harrison, Perrine, and Oregon Trail Elementary Schools are still participating with the Leader in Me Program.

At the secondary level, schools continue to utilize freshman transition classes and middle school essentials classes. These programs assist students with time management, study skills, collaboration and other life skills. The district has also implemented a class for 8th graders called career exploration where students have an opportunity to learn about their interests and gain life skills. All career and technical education students are required to learn the Workplace Readiness Skills. All students taking a CTE class during their senior year will take the Workplace Readiness Assessment.

July Status Update: Second Step Curriculum has been purchased for all elementary school counselors so that all schools can utilize this program for the 2018-19 school year. This curriculum focuses specifically on social and emotional learning. In addition elementary school counselors are being provided with training on suicide assessment and will receive a training from the Department of Health and Welfare’s Department of Children’s Mental Health at Summer Institute.

The TFSD has formed the Innovative Practices Committee to explore the integration of 21st century skills in our secondary schools. They are utilizing focus groups to evaluate what stakeholders in our community are looking for of recent high school graduates when it comes to soft skills and career skills.

5. The Twin Falls School District will increase counseling efforts to address non-academic assistance for students.

January Status Update: The implementation of college and career advisors has allowed more time for school counselors to focus on nonacademic needs. The college and career advisory have implemented a program where students receive more exposure to a variety of career options. Counselors at the secondary level, continue to work to have their programs certified under the American School Counselor Association model, which places a priority on non-academic advising.

July Status Update: As mentioned above, the TFSD is providing trainings at Summer Institute for elementary school counselors about suicide assessment and trainings from the Department of Health and Welfare’s Department of Children’s Mental Health.

Secondary school counselors spent significant time on suicide prevention training this year. In addition, TFHS piloted Mental Health Awareness Week as a partnership between counselors, administrators, and students. Further both TFHS assistance principals went to LGBT conference to learn how their school can be more inclusive of all students.

6. The Twin Falls School District will strive to be above the State of Idaho averages for each grade level on both ELA and Math ISATs.

January Status Update: The ISAT testing window opens in the spring. Schools are intentionally utilizing the interim assessment throughout the year, which the district believes will improve student achievement.

July Status Update:

17-18	3rd grade		4th grade		5th grade			6th grade		7th grade			8th grade		9th grade		10th grade	
	ELA	Math	ELA	Math	ELA	Math	Science	ELA	Math	ELA	Math	Science	ELA	Math	ELA	Math	ELA	Math
State of Idaho	50	52	50	48	55	42	65	54	44	54	44	51	54	40	57	31	59	33
TFSD	48	50	48	49	56	45	63	54	42	42	35	44	54	32	64	31	63	32

7. The Twin Falls School District will strive to achieve state goals on the IRI so that at least 84% of students are proficient in the spring of their kindergarten year, 71% of students are proficient in the spring of their 1st grade year, 75% of students are proficient in the spring of their 2nd grade year, and 80% are proficient in the spring of their 3rd grade year.

January Status Update: Students will begin winter IRI testing in January. With the use of state-provided literacy funds teachers are providing more intervention time during the school day and the district hopes to see a positive impact on the spring IRI student outcomes.

July Status Update:

Grade	Percent Proficient	Goal
Kindergarten	83%	84%
First	64%	71%
Second	70%	75%
Third	72%	80%

Quality Education and Learning Opportunities

1. The TFSD will promote dual credit options to increase the number of students getting a jump start on post-secondary education through the Advanced Opportunities program.

January Status Update: At the end of the first semester, 673 students had taken 850 dual credit courses in the TFSD. Many of these courses were taken through CSI. School Counselors work with students before enrolling them in dual credit courses to make sure they are capable of the high level of the work required in dual credit courses and to determine which courses will be most beneficial to the student as they plan their transition to post-secondary education.

July Status Update: Students took 1334 dual credit courses to receive 4232 credits during the 2017-18 school year.

2. The Twin Falls School District will work to align Career Technical Education programs so they create pathways towards certifications rather than clusters of classes without a certification.

January Status Update: Work has begun to align Career Technical Education programs to create pathways towards certifications. TFHS has revived the accounting pathway and CRHS is working to develop an engineering pathway, which will launch in 2018-19.

July Status Update: THE TFSD has added several ARTEC programs that will go into effect during the 2018-19 school year. In order to add these programs existing programs were required to become pathways. Digital graphics, welding, EMT, accounting, and marketing programs at TFHS are all configured in pathways towards certification. At CRHS automated manufacturing, engineering, digital graphics and CNA programs all have pathways towards certifications. Overall the district added five new CTE pathways this year.

3. The Twin Falls School District Elementary and Secondary program directors will explore the possibility of a science curriculum adoption for grades K through 12.

January Status Update: At the elementary level, staff will wait until it becomes economically feasible to move forward with this task. Teachers have access to an online tool called Mystery Science as a supplement.

At the secondary level, Dr. Erickson is working to develop a committee of science teachers who will begin to explore curriculum options that are in line with the new standards.

July Status Update: At the elementary level, Mystery Science has once again been purchased to assist teachers as a supplement to science curriculum for the 2018-19 school year.

At the secondary level science teachers continue to explore curriculum options. Sixth-grade teachers are piloting a potential programs.

4. Leadership premiums will be used to increase the availability of after-school and academic help programs, provided the leadership premiums committees support this priority.

January Status Update: For the 2017-18 school year, the TFSD #411 has \$168,428 allocated for positions at the elementary level and \$170,588 allocated for positions at the secondary level. These amounts include after school tutors, robotics clubs, professional development, grade level and department representatives and leaders, Milepost leaders, school webmasters, teachers who train other teachers on district initiatives and many more.

July Status Update: For the 2017-18 school year \$139,111 has been spent on 90 different teacher stipends at the elementary school level and \$210,601.95 has been spent for 143 different teacher stipends at the secondary school level.

5. Literacy money from the state will be utilized to hire staff who will provide additional interventions for students during the school day. The Twin Falls School District will also continue to provide extended day opportunities for students to participate in interventions at the K-3 level. In addition, the Twin Falls School District will continue to purchase IStation as an intervention resource.

January Status Update: The TFSD hired four half-time kindergarten teachers and seven paraeducators to help provide reading interventions during the schools day. Schools have designed extended time programs to best serve their populations. All elementary schools utilize Istation as an intervention resource.

July Status Update: Same as above.

Quality Personnel

1. The Twin Falls School District will continue to utilize the classified compensation committee to evaluate the effectiveness of the recent change to the classified salary schedule and recommend future changes as needed.

January Status Update: The Human Resources Department is working on reconfiguring the Classified Compensation Committee. They want to ensure that all types of classified staff members are represented. They plan to bring the group together in the spring to gather data and discuss possibilities. Any plans for the classified salary schedule would be contingent on funding from the state.

July Status Update: The TFSD Human Resources Department has started to recruit new Classified Compensation Committee members. They plan to assemble a committee after school starts and have a first meeting in early fall, between September and October.

2. The Human Resources Department will continue a teacher recruitment plan that reaches out to area universities and colleges and utilizes the exemplary staff members already in our district. This plan will be broadened to involve a greater number of universities and develop more partnerships.

January Status Update: The Human Resources Department and the Director of Public Relations will be working with ISU in the spring to once again provide tours of TFSD schools to education students prior to their selection of a school for student teaching. These tours highlight expert teachers already in the district and showcase the benefit of choosing the TFSD as an employer.

July Status Update: Due to conflicts with ISU's scheduled classes and the TFSD Spring Break it was not possible to complete a school tour this spring. However, communications have happened and dates are being selected for next year when the TFSD hopes to develop a system for providing these tours in the fall and in the spring. In the interim, the TFSD HR department has worked with College of Southern Idaho to hire three teachers in training through their new alternate authorization certification program.

3. The Human Resources Department will work with Instructional Coaches to provide specialized training for teachers working on alternate route certifications.

January Status Update: Instructional Coaches have provided a training session for teachers working on alternative route certifications this fall. These trainings include lessons on the importance of establishing expectations and boundaries as a basis of managing a classroom, responding to student misbehavior effectively, developing their teaching tool belts with engaging and student centered instructional strategies, professionalism in teaching, and Charlotte Danielson domains. In addition, a state ABCTE representative attended the session to go over the certification process, answer questions, and make contact with the teachers. The Instructional Coaches are planning another training session in the spring.

July Status Update: Instructional Coaches continued their training schedule in the spring. They held after school meetings to review expectations for ABCTE teachers. They developed timelines that detailed the work that needs to be completed by these teachers over the summer to complete the ABCTE process.

4. Twin Falls School District Instructional Coaches will continue to implement coursework for first, second, and third-year teachers to bring them up to speed with district best practices and procedures. Training for classified staff will be offered to educate them on best pedagogical practices and invest in those staff members.

January Status Update: Instructional Coaches are completing training with first, second, and third-year teachers. These trainings include four full-day, quarterly training sessions for first year teachers covering subjects like classroom management skills, best practices, and engaging instructional strategies. Second-year teachers have two training days, one in each semester that cover similar subjects but go more in depth. Instructional Coaches also survey and provide trainings on topics with which the teachers indicate they need additional assistance. Third-year teachers receive in building trainings from the instructional coaches.

Each instructional coach is working with classified staff to address training needs specific to their school's needs. The instructional coaches also held paraeducator trainings at both elementary and secondary levels this fall. At the secondary level, they addressed para responsibilities in the classroom, building student independence through the gradual release of responsibility, a para's role in supporting the teacher through clear communication, and fostering a growth mindset to help struggling students get unstuck.

July Status Update: Same as above.

School Community Public Relations

1. The Twin Falls School District will continue to make improvements on the district website and will integrate improvements on all school websites to make the sites more user friendly for all users.

January Status Update: Plugins on the district website have been updated. Improvements, including social media integration, calendar improvements, and other requests made by school web-mangers are being tested and will go live early in the spring.

July Status Update: The TFSD is working with the website developers to focus on issues that impede accessibility for all users.

2. The Director of Public Relations will work to educate staff about social media policies and guidelines.

January Status Update: An informational session was provided for new teachers during New Teacher Orientation discussing social media. Teachers pursuing an alternate certification were also offered a class on social media etiquette during their first-year training from instructional coaches. In addition, all new guest teachers are being provided with Social Media Guidelines at their training.

July Status Update: The Director of Public Relations has provided social media training for coaches at their annual coaches clinic. In addition all newly hired employees are provided with the TFSD Guidelines for Social Media Use.

3. The Twin Falls School District will partner with the Chamber of Commerce to provide area legislators with a tour of our school district.

January Status Update: Nov. 29 the TFSD hosted the annual Legislative Tour. The attendees visited Twin Falls High School and Harrison Elementary School. At TFHS, attendees were treated to breakfast by the culinary arts department, witnessed a welding class, and took part in a hands on training in the EMT class. At Harrison Elementary School, attendees were given tours of the school by student-leaders and took part in a panel where students from the elementary and secondary level were available to answer questions about their experience in the TFSD.

July Status Update: Same as above.

School Environment and Facilities

1. The Twin Falls School District will continue with the updates to access controls by cycling through buildings as funding allows.

January Status Update: The access control project will continue provided funding is available through the Plant Facilities Levy.

July Status Update: Director of Operations, Ryan Bowman, will be presenting to the school board on July 25 regarding the work being done to secure an architect and construction manager to tackle this project. With the help of these professionals the district will develop a long range plan to complete this project.

2. The Twin Falls School District will continue to strengthen the partnership with its bus service provider to ensure continuous improvement of services.

January Status Update: The TFSD is in the process of putting out a Request for Proposal for bussing services. Director of Operations, Ryan Bowman has worked with area school districts to align the requirements for service. Bids from interested companies should be submitted by February.

July Status Update: Through the Request for Proposal Process the TFSD has hired Mid-Columbia Bus for the coming year. The district will continue to work closely with the company to assist with communication to parents about bus services and the bus company will continue work to make routes effective and improve their processes.

3. The Twin Falls School District will work in partnership with the City of Twin Falls to maintain school resource officers throughout the district and to continue with the update of the Emergency Operations Plan.

January Status Update: As prescribed with the update of the Emergency Operations Plan, the district-wide employee badging system has been established and provides a quick and easy way for staff members to be identified. Each school has access to a school resource officer who provides assistance to administrators and education for students.

July Status Update: In addition to the work being done in conjunction with the TFPD, the TFSD is exploring the possibility of hiring unarmed security personnel for every building. The district has also taken steps to implement an online emergency management system, which will allow the district to better manage emergency drills and assists with the procedure for reunifying students with parents in the event of an emergency. Further the district is implementing a new system that will allow volunteer management to be done electronically and will assist with background checks.

4. The Twin Falls School District Board of Trustees will monitor ongoing maintenance projects through regular reporting. This process will allow the board to monitor and maintain that they are completed on or under budget and on time.

January Status Update: Director of Operations, Ryan Bowman, gave a presentation to the school board at the December board meeting discussing facilities needs within the district. These needs include roofing projects, updates to HVAC systems, and improvements to buildings that currently lack entrance controls. This spring, the district will be identifying projects that are the most pressing, which will be completed over the summer.

July Status Update: The replacement of the Bickel Elementary School roof is underway. At the July 25 board meeting Director of Operations, Ryan Bowman will be presenting the timeline for securing an architect and construction manager to develop a long range facilities plan which will address many parity issues throughout the district.

Stewardship of Resources

1. The Budget Advisory Committee will continue to meet as needed to provide recommendations for the need and timing for future levies. The committee will stay current on legislative decisions regarding education funding.

January Status Update: The TFSD Budget Advisory Committee met three times this fall to evaluate the district's financial situation. They heard presentations from Eric Heringer, Managing Director at Piper Jaffray, who assists with school district financial planning, and Ryan Bowman, Director of Operations, who discussed facilities needs in the district. The committee recommended the district pursue a renewal of the plant facilities levy at \$4.75 million per year, which would lower the combined bond and plant tax rate to 2.99 percent. This ballot measure will go before the voters March 13, 2018.

July Status Update: The plant facilities levy was approved by a 70.9 percent majority in the March 13 election increasing the amount collected by the district to \$4.75 million per year. This increase in funds actually lowers the tax rate paid by community members and allows the district to more aggressively address building and maintenance needs.