

# LATHAM ELEMENTARY

2021



COMPREHENSIVE SCHOOL IMPROVEMENT PLAN

## **PLANNING PROCESS**

During the fall of 2021, the school district began the process of revising its 5 year Comprehensive School Improvement Plan. Invitations were published and sent out to the public to be a member of the CSIP team. After coordination, a meeting was held to go over the SWOT analysis of the school and set goals based on the analysis. The CSIP was then brought to the board of education for approval.

## **TEAM MEMBERS**

Jordan Hoecker – Principal  
Amanda Bolinger – Board Member  
Megan Pardoe – Community Member / Parent  
Rachel Swillum – Teacher  
Victoria Wieberg – Teacher  
Kylee Ratcliff – Teacher  
Diana Norris – Teacher  
Ellen Allee – Teacher

## **BOARD OF EDUCATION**

Shawn Higgins – President  
Matt Pardoe – Vice President  
Amanda Bolinger – Treasurer  
Sarah Bolinger - Member  
James Bonecutter – Member  
Kevin Hill – Member  
Bobby Medlin - Member

## **LATHAM ELEMENTARY MISSION STATEMENT**

Latham Elementary strives to link learning to life through teamwork and educate students so they can become responsible and productive citizens in our society.

<b>STUDENT ACHIEVEMENT</b>	
<b>Strengths</b>	<b>Weaknesses</b>
<ul style="list-style-type: none"> <li>• RTI Program</li> <li>• Supplemental Instruction Programs</li> <li>• Teacher to Student Ratio</li> <li>• Attendance</li> <li>• Talented Teachers</li> <li>• Title I Program</li> <li>• Technology</li> <li>• Student mentorship</li> </ul>	<ul style="list-style-type: none"> <li>• Parent Involvement</li> <li>• Student Educational Motivation</li> <li>• Subgroup Achievement</li> <li>• Student Extracurricular Involvement</li> <li>• Lack of gifted program</li> <li>• Lack of varied class offerings</li> </ul>
<b>Opportunities</b>	<b>Threats</b>
<ul style="list-style-type: none"> <li>• Data Driven Practices</li> <li>• Gifted Program</li> <li>• After School Tutoring</li> <li>• Increased Communication</li> <li>• Pre-K</li> <li>• Summer School</li> </ul>	<ul style="list-style-type: none"> <li>• Small Sample Sizes</li> <li>• Low Participation / Enrollment</li> <li>• Funding</li> </ul>

## **GOALS**

- Provide a stipend for teachers to provide after-school tutoring services for the beginning of 2022-23 school year, and provide an easily accessible away to request tutoring services for parents.
- Use at least 2 hours each year of professional development to increase knowledge and efficiency in using data in every day instruction.

## FACILITY SAFETY AND DEVELOPMENT

Strengths	Weaknesses
<ul style="list-style-type: none"> <li>• Electronic Entry / Locked Down Vestibule</li> <li>• New Building</li> <li>• Camera System</li> <li>• Weather Safety Room</li> <li>• Air Purification System</li> </ul>	<ul style="list-style-type: none"> <li>• Number of large windows</li> <li>• Outbuildings / Trailers</li> <li>• Playground Equipment</li> <li>• Emergency Response Time</li> </ul>
Opportunities	Threats
<ul style="list-style-type: none"> <li>• Anti-Shatter Window Film</li> <li>• New Construction</li> <li>• Classroom Barricading Equipment</li> <li>• Playground Equipment/ Relocate</li> <li>• Safety Routes Posted</li> </ul>	<ul style="list-style-type: none"> <li>• Funding</li> </ul>

## GOALS

- Purchase barricading equipment and shatter resistant film for classrooms.
- Construct new classrooms in order to have all classes in one locked down building.
- Update safety routes and post them in each classroom and gathering area each year.

## SCHOOL AND COMMUNITY PARTNERSHIP

Strengths	Weaknesses
<ul style="list-style-type: none"><li>• Close Knit Community</li><li>• Multiple Generations</li><li>• Communication (Remind, Facebook)</li><li>• CTO</li><li>• Technology</li><li>• School Bulletins</li></ul>	<ul style="list-style-type: none"><li>• Lack of motivation/involvement</li><li>• Large number of private schools in district</li></ul>
Opportunities	Threats
<ul style="list-style-type: none"><li>• Student Council</li><li>• Connectivity</li><li>• Mass Mailing</li><li>• CTO and Student Council Partnership</li></ul>	<ul style="list-style-type: none"><li>• Limited Community Growth</li><li>• Funding</li></ul>

## GOALS

- Reinstate a student council and have one outreach event per school year
- Continually look for new media and methods to reach the entire community about school events.

## HIGH QUALITY STAFF DEVELOPMENT

Strengths	Weaknesses
<ul style="list-style-type: none"> <li>• High # of staff with continued education</li> <li>• Staff continuity</li> <li>• NEE</li> <li>• Title II Funding</li> <li>• Progress Committee</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of collaboration time</li> <li>• One size fits all PD</li> <li>• Lack of subs</li> </ul>
Opportunities	Threats
<ul style="list-style-type: none"> <li>• Self-led PD</li> <li>• Collaboration with other schools</li> <li>• Higher substitute pay</li> <li>• Higher staff pay and improved benefits</li> </ul>	<ul style="list-style-type: none"> <li>• Funding</li> <li>• Scheduling with other districts</li> <li>• Location</li> </ul>

## GOALS

- Utilize a self-led PD where each teacher will work towards a professional goal and record their trainings or steps to achieve growth.
- Raise substitute pay to meet the area standard by 2025
- Continue to provide steps in the salary schedule and organize a salary committee to have staff input on salary levels and benefits.

## GOVERNANCE

Strengths	Weaknesses
<ul style="list-style-type: none"><li>• Consistent Communication</li><li>• Motivated Board of Education</li><li>• MCE Board Policies</li><li>• Annual Audit</li><li>• Annual Budget Review</li><li>• Board Refresher Training</li></ul>	<ul style="list-style-type: none"><li>• Limited Pool of Candidate</li><li>• Educational Experience of Board Candidates</li><li>• Lack of Separation of Duties</li></ul>
Opportunities	Threats
<ul style="list-style-type: none"><li>• Revision of CSIP</li><li>• Evaluation of CSIP</li></ul>	<ul style="list-style-type: none"><li>• DESE Funding Changes</li><li>• Lack of Community Involvement</li></ul>

## GOALS

- Annually revise and or evaluate CSIP in the October board meeting.