

Fulton 58 School District

Comprehensive School Improvement Program

2012-2017

Board Approved: October 10, 2012

School Year: 2012-2013
District: 014-0129 Fulton 58

Mission Statement: The mission of the Fulton Public School District is to engage all students to function as successful, responsible, and productive citizens.

Vision Statement: The vision of the Fulton Public School District is to be a model educational leader that is recognized for ensuring academic achievement; demonstrating excellence in programs, staff and facilities; engaging all students as lifelong learners; and is supported by positive family and community involvement.

Needs Assessment: Parents, school staff, and other stakeholders reviewed assessment results, instructional practices, staffing decisions, fiscal effort, and instructional resources. Based on the current data, the team identified district strengths and weaknesses. The team then divided into groups to develop objectives within each goal area to address the identified weaknesses.

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Goal 1: Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.

Objective 1:1- By 2017, 100% of incoming kindergarten students will demonstrate kindergarten readiness as evidenced by scoring at benchmark on a kindergarten readiness assessment.

Strategy 1: Identify benchmark/kindergarten readiness assessment				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Director of Early Childhood Programs/ Elementary Principals	7.4	Local Funds	11/01/2012	11/01/2013 DRDP/DIAL

Strategy 2: Increase Parents as Teachers program to implement PAT National Model with fidelity.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Director of Early Childhood Programs/ Elementary Principals	7.4	Local Funds, Early Child PAT	11/01/2012	06/30/2017 Increased with PAT+ and follow the National Model

Strategy 3: Increase collaboration between Pre-K programs and Kindergarten.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Director of Early Childhood Programs/ Elementary Principals	7.4	Local Funds	11/01/2012	06/30/2017 Increased from prior years and continuing to build collaboration

Strategy 4: Provide a public preschool option.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Director of Early Childhood Programs/ Elementary Principals	7.4	Local Funds, Basic Formula-	07/01/2015	06/30/2017 Preschool in place due to grants and tuition

Strategy 5: Expand Summer School Program to include kindergarten readiness for all incoming kindergarten students.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Summer School Director	6.3	Local Funds, Basic Formula-State Monies	11/01/2012	06/30/2017 Complete. Offered to all students based on academic need

Strategy 6: Establish a community awareness program regarding kindergarten readiness.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Director of Early Childhood Programs	6.3, 7.5	Local Funds, Basic Formula-State Monies	Ong	06/30/2017 Pass info out at orientation Ongoing effort

Strategy 7: Continue Early Intervention Preschool Program for students identified as at-risk based on multi-criteria.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Director of Early Childhood Programs/Director of Special Services	7.4	Title I	11/01/2012	06/30/2017 Complete and ongoing

MSIP Standard: 7.4

Progress Measure:

School Year	Baseline	Progress	Target	Target Met
2010-2011				N/A
2011-2012	75%			N/A
2012-2013			80%	N/A
2013-2014			85%	N/A
2014-2015			90%	N/A
2015-2016			95%	N/A
2016-2017			100%	N/A

Objective 1:2- By 2017, 80% of all students will meet benchmark/proficiency as evidenced by scoring Proficient or Advanced on the state assessment.

Strategy 1: Fully align a guaranteed and viable curriculum with the Core Academic Standards.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Assistant Superintendent	6.1	Local Funds, Basic Formula – State Monies	11/01/2012	06/30/2017 In progress

Action Step 1: Purchase curriculum housing tool (i.e., Building Your Own Curriculum)

Action Step 2: Develop Essential Learning Outcomes for all courses.

Action Step 3: Provide on-going Professional Development opportunities for development, implementation, and evaluation of the curriculum.

Action Step 4: Provide Professional Development on best teaching practices, differentiated instruction, and student engagement.

Action Step 5: Utilize teacher evaluation tool to monitor curriculum implementation and instructional delivery.

Action Step 6: Implement data-drive collaboration time district wide.

Strategy 2: Develop assessments to measure the district curriculum.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Assistant Superintendent	6.2	Local Funds, Basic Formula – State Monies	11/01/2012	06/30/2017 BYOC+ implemented and continuing progress

Action Step 1: Develop common assessments and benchmark assessments (pre-post test) for Essential Learning Outcomes.

Action Step 2: Provide on-going Professional Development for assessment practices.

Action Step 3: Provide on-going Professional Development on effective grading practices.

Action Step 4: Communicate transition to standards based grading with all stakeholders.

Action Step 5: Implement standards based grading K-12.

Action Step 6: Implement data-drive collaboration time district wide.

Strategy 3: Implement Response to Intervention at district, building, and classroom level.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Principals	6.3	Local Funds, Basic Formula – State Monies	11/01/2012	06/30/2017 Complete with ongoing implementation

Action Step 1: Provide Professional Development on RtI processes and research based interventions.

Action Step 2: Develop district/building RtI models.

Action Step 3: Establish communication system to disseminate processes and procedures.

Action Step 4: Implement data-drive collaboration time district wide.

Strategy 4: Provide meaningful & engaging learning opportunities for students who have met benchmark standards.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Classroom Teachers	6.3, 6.4	Local Funds, Basic Formula – State Monies	11/01/2012	06/30/2017 Continuous

Action Step 1: Provide appropriate educational opportunities for gifted/talented students (i.e., Project Extra)

Action Step 2: Provide on-going Professional Development in Differentiate Instruction and student engagement designed to meet the needs of high achieving students.

Action Step 3: Investigate extended learning opportunities designed to meet the needs of high achieving students.

Strategy 5: Maintain class-sizes at or less than the recommended state standards desirable class-size at all levels.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Principals/Superintendent	2.1	Local Funds, Basic Formula – State Monies	11/01/2012	06/30/2017 Continuous-requires annual adjustment of teaching staff

Action Step 1: Investigate student/teacher ratio and allocation of staffing as student population shifts occur

Objective 1:3- By 2017, 100% of Fulton Public School students will graduate as evidenced by state defined standards.

Strategy 1: Implement Missouri Graduation Matters Project.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
High School Principal	9.5	Local Funds, Basic Formula – State Monies	11/01/2012	06/30/2017 Complete process with ongoing implementation

Strategy 2: Provide alternate methods for students to meet high school graduation requirements.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
High School Principal	9.5	Local Funds, Basic Formula – State Monies	11/01/2012	06/30/2017 Credit Recovery in place

Action Step 1: Provide opportunities for vocational courses, dual enrollment, AP, A+, and other non-traditional academic programs.

Action Step 2: Implement alternative scheduling options.

Action Step 3: Implement Missouri GED Options Program.

Action Step 4: Implement extended learning opportunities for credit recovery.

Strategy 3: Involve all stakeholders in the process of ensuring students graduate.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
High School Principal	9.5	Local Funds, Basic Formula – State Monies	11/01/2012	06/30/2017 In progress/ongoing

Action Step 1: Ensure vertical alignment of policies/procedures district wide.

Action Step 2: Communicate with all stakeholders regarding expectations.

Action Step 3: Establish community rooms/parent resource centers within each school building.

Action Step 4: Utilize communication tools to increase parental involvement.

Action Step 5: Establish transition procedures between levels.

Action Step 6: Investigate options for restructuring FMS (i.e., 6th grade more like 5th grade/8th grade more like high school).

Action Step 7: Enlist community stakeholders in providing opportunities for students to obtain “soft skills”/life skills.

MSIP Standard: 9.1

Progress Measure:

School Year	Baseline	Progress	Target	Target Met
2011-2012	76.6%			N/A
2012-2013		77.7%	81.4%	N/A
2013-2014		83.1%	86%	N/A
2014-2015		89.2%	90.5%	N/A
2015-2016			95%	N/A
2016-2017			100%	N/A

Objective 1:4- Annually, the number of students who miss instructional time due to mental health, behavior, or personal concerns will decrease by 10%.

Strategy 1: Provide a safe learning environment for all students.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Building Principals	6.6	Local Funds, Basic Formula – State Monies	11/01/2012	06/30/2017 Action steps in progress

Action Step 1: Implement PBS district wide.

Action Step 2: Provide Professional Development for classroom management strategies.

Action Step 3: Develop Tier 3 Interventions.

Action Step 4: Provide beginning teacher mentoring/support programs.

Action Step 5: Develop consistent strategies district wide.

Action Step 6: Investigate alternative placement options for students (i.e., expansion of ISS/APC).

Action Step 7: Provide annual training to all staff and students on bullying prevention.

Strategy 2: Provide mental health assistance to students.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Building Principal/ Superintendent	6.5	Local Funds, Basic Formula – State Monies	11/01/2012	06/30/2017 In progress/Mental Health Grant

Action Step 1: Investigate utilizing a social worker/school-home liaison.

Action Step 2: Provide suicide prevention training to staff and students.

Strategy 3: Implement research based intervention strategies for students identified as at-risk.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Building Principals/Guidance Counselors	6.3	Local Funds, Basic Formula – State Monies	11/01/2012	06/30/2017 Continuous-RTI implementation is ongoing

MSIP Standard: 6.5, 6.6

Comments: Baseline and tool for measuring progress will need to be established.

Goal 2: Recruit, attract, develop, and retain highly qualified staff to carry out the LEA (local educational agency)/District mission, goals, and objectives.

Objective 2:1- Annually, district staff at all levels of the organization will reflect the diversity of the student population.

Strategy 1: Survey current underrepresented groups in our workforce to develop recruitment ideas and connections.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Assistant Superintendent/ Director of Community Relations	8.4	Local Funds, Basic Formula – State Monies	11/01/2012	06/30/2017 Attend MOJO, Lincoln Job Fair, St. Louis

Strategy 2: Develop a program with local colleges/universities to increase entry for underrepresented potential applicants.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Assistant Superintendent/ Director of Community Relations	8.4	Local Funds, Basic Formula – State Monies	11/01/2012	06/30/2017 Future actions to be determined

Strategy 3: Broaden recruitment locations to include urban areas.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Assistant Superintendent/ Director of Community Relations	8.4	Local Funds, Basic Formula – State Monies	11/01/2012	06/30/2017 Attend MOJO, Lincoln Job Fair, St. Louis

MSIP Standard: 8.4

Comments: Baseline data will need to be established.

Objective 2:2- Annually, 100% of the District's certificated staff will meet highly qualified standards as defined in NCLB.

Strategy 1: Verify Staff is correctly coded in MOSIS/Core Data.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Director of Special Services/ Administrators	5.1	Local Funds	09/01/2008	06/30/2017 Ongoing

Strategy 2: Complete HOUSSE forms for staff that requires documentation of meeting HQT standards.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Assistant Superintendent/ Director of Community Relations	5.1	Local Funds, Basic Formula – State Monies	09/01/2008	06/30/2017 Ongoing

Strategy 3: Certificated staff who do not meet HQT standard through HOUSSE will pursue necessary certification through completing the PRAXIS/completing required additional coursework.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Director of Special Services/ Administrators	5.1, 6.7	Title II.A, Local Funds, Basic Formula – State Monies	09/01/2008	06/30/2017 Ongoing

MSIP Standard: 3.1, 3.2, 4.1, 4.2, 4.3, 5.1

Progress Measure:

School Year	Baseline	Progress	Target	Target Met
2008-2009	95%			N/A
2009-2010			97.5%	N/A
2010-2011		97%	98.5%	N/A
2011-2012		100%	100%	N/A
2012-2013		99%	100%	N/A
2013-2014		96%	100%	N/A
2014-2015		98%	100%	N/A
2015-2016			100%	N/A
2016-2017			100%	N/A

Objective 2:3- Annually, 100% of teachers will deliver high-quality instruction to enhance student achievement.

Strategy 1: District staff will participate in High Quality PD that addresses the following: Implementing Accommodations and Modifications to ensure student learning, Differentiated Instruction, Deep Questioning Techniques to address the Depth of Knowledge, Increasing Student Engagement.

Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Director of Special Services/ PD Chair	6.7	Title IIA, Local Funds, Basic Formula- State Monies	08/01/2012	08/01/2014 Survey No longer required

Strategy 2: Train administrators and teachers in the implementation of the Network for Educator Effectiveness.

Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Assistant Superintendent	6.7	Local Funds, Basic Formula- State Monies	11/01/2012	06/30/2017 Ongoing

Strategy 3: Provide beginning teacher mentoring/support programs.

Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
PD Chair	6.7	Local Funds, Basic Formula- State Monies	11/01/2012	06/30/2017 Ongoing

MSIP Standard: 6.7

Progress Measure:

School Year	Baseline	Progress	Target	Target Met
2008-2009	95%			N/A
2009-2010		MET	97.5%	N/A
2010-2011		MET	98.5%	N/A
2011-2012		MET	100%	N/A
2012-2013		MET	100%	N/A
2013-2014		MET	100%	N/A
2014-2015		MET	100%	N/A
2015-2016		MET	100%	N/A
2016-2017			100%	N/A

Objective 2:4- Annually, 100% of highly-qualified staff will participate in high quality Professional Development as deemed by the Professional Development committee and/or administration.

Strategy 1: Provide Professional Development targeted for student achievement within each staff member's certificated area.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
PD Chair/Building Principals	6.7	Title IIA, Local Funds, Basic Formula- State Monies	11/01/2012	06/30/2017 Ongoing

Strategy 2: Provide teachers with high-quality technology related Professional Development.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
PD Director/ Technology Director	6.7	Local Funds, Basic Formula- State Monies	11/01/2012	06/30/2017 In the works

Strategy 3: Provide required Professional Development for Professional Learning Communities and School-wide Positive Behavior Supports district wide.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
PD Director	6.7	Local Funds, Basic Formula- State Monies	11/01/2012	06/30/2017 Continuous

MSIP Standard: 6.7

Progress Measure:

School Year	Baseline	Progress	Target	Target Met
2008-2009	95%			N/A
2009-2010		95%	97.5%	N/A
2010-2011		95%	98.5%	N/A
2011-2012		95%	100%	N/A
2012-2013		MET	100%	N/A
2013-2014		MET	100%	N/A
2014-2015		MET	100%	N/A
2015-2016			100%	N/A
2016-2017			100%	N/A

Objective 2:5- Annually, the District staff will be compensated at a competitive rate as evidenced by a comparison with other districts in our conference.

Strategy 1: Certificated staff salaries will be at minimum in the middle range in comparison with other districts in our conference at the base and advanced degree levels.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Superintendent	8.6	Local Funds, Basic Formula- State Monies	11/01/2012	06/30/2017 Ongoing

Strategy 2: Develop and implement salary schedules for non-certificated positions.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Superintendent	8.6	Local Funds, Basic Formula- State Monies	11/01/2012	06/30/2017 Established with implementation ongoing

MSIP Standard: 8.6

Goal 3: Provide and maintain appropriate instructional resources, support services, and functional and safe facilities.

Objective 3:1- By 2017, all district facilities and equipment will be continually evaluated, upgraded or expanded to ensure optimal use, safety, cleanliness, appearance and health by meeting all identified requirements.

Strategy 1: Ensure all district facilities and equipment will be continually evaluated, upgraded or expanded to ensure optimal use, safety, cleanliness, appearance, and health by meeting all identified requirements.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Superintendent, Director of Buildings and Grounds, Director of Food Services	8.11, 8.15	Local Funds, Basic Formula- State Monies	08/15/2012	07/01/2017 Continue to new CSIP

Action Step 1: Upgrade and remodel all district kitchen facilities (Priority given to elementary buildings and middle school).

Action Step 2: Upgrade and remodel/expand all district cafeterias.

Action Step 3: Upgrade older restrooms in all buildings. Priority given to Bartley and the Middle and High School restrooms used by both students and the public during events.

Action Step 4: Address drainage issues on north wall of Middle School cafeteria and areas on sidewalks and parking lots in order to prevent freezing.

Strategy 2: Ensure the safety of all district stakeholders in and around district facilities.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Superintendent, Director of Buildings and Grounds	8.11	Local Funds, Basic Formula- State Monies	11/01/2012	06/30/2017 Continue to new CSIP

Action Step 1: New construction shall accommodate an area meeting F-5 Safe Room Standards.

Action Step 2: Upgrade the Fulton Middle School gymnasium bleachers to ADA standards.

Action Step 3: Upgrade all district parking lots with level surfaces and well-marked areas for vehicle parking, loading and unloading of buses, and student crossing. Expansion priority is given to Central Office and Fulton High School. Expansion to other district parking lots is needed as well.

Strategy 3: Ensure the facilities and equipment meets the needs of the district enrollment.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Superintendent/ Director of Buildings and Grounds	8.15	Local Funds, Basic Formula- State Monies	08/15/2012	07/01/2017 Continue to new CSIP

Action Step 1: Construct additional gymnasium at high school and all three elementary buildings.

Action Step 2: Expand and remodel high school locker rooms.

Action Step 3: If structurally sound, upgrade the Pole Barn facility at the middle school.

Action Step 4: Construct a new bus barn and maintenance facility.

Action Step 5: Construct a performing arts center at the high school.

Strategy 4: Ensure district athletic complex is maintained and upgraded to meet the needs of the district athletes.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Director of Buildings and Grounds	8.15	Local Funds, Basic Formula- State Monies	11/01/2012	06/30/2017 Continue to new CSIP

Action Step 1: Resurface and repair district tennis courts.

Action Step 2: Additional press boxes, bleachers (soccer, softball, and baseball), parking, and fencing.

Action Step 3: Upgrade scoreboards at the baseball and soccer fields.

Action Step 4: Upgrade and expand the locker rooms and storage in the field house.

Action Step 5: Upgrade to artificial field turf at main stadium to allow for a multi-use field (football, soccer, band, etc.)

Strategy 5: Beautify and improve the functionality of district grounds.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Superintendent/ Director of Buildings and Grounds	8.15	Local Funds, Basic Formula- State Monies	11/01/2012	06/30/2017 Continue to new CSIP

Action Step 1: Landscape Fulton Education Center (front drive and front of building).

Action Step 2: Continue landscaping at the Athletic Complex

Action Step 3: Landscape front entrance of Central Office.

Action Step 4: Maintain landscaping at other buildings.

Action Step 5: Implement a "Cleanest Building Award" program.

MSIP Standard: 8.1, 8.11, 8.15

MET Progress Measure:

School Year	Baseline	Progress	Target	Target Met
2012-2013	Met			N/A
2013-2014		MET	Met	N/A
2014-2015		MET	Met	N/A
2015-2016			Met	N/A
2016-2017			Met	N/A

Objective 3:2- By 2017, all students, grades 6-12 will have access to one-to-one devices as evidenced by each student having access.

Strategy 1: Increase the accessibility of students and staff to the best technology that is available.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Director of Technology	6.4	Local Funds, Basic Formula- State Monies	08/15/2012	07/01/2017 In progress K-5 95% implemented 6-12

Action Step 1: Implement a transition plan for electronic textbooks.

Action Step 2: Provide Professional Development training on using electronic textbooks.

Action Step 3: Survey teachers on their technology needs and support annually.

MSIP Standard: 6.4

Progress Measure:

School Year	Baseline	Progress	Target	Target Met
2012-2013	Met			N/A
2013-2014		Not met	Met	N/A
2014-2015		95%	Met	N/A
2015-2016			Met	N/A
2016-2017			Met	N/A

Goal 4: Promote, facilitate, and enhance parent, student, and community involvement in LEA/District educational programs.

Objective 4:1- By 2017, each school within the Fulton Public School District will increase the number of community volunteer visits by 15% annually.

Comments: Need to determine baseline and develop progress monitoring technique.

Strategy 1: Establish Partners in Education in each school by establishing alliances with local businesses.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Principals/Director of Community Relations		Local Funds, Basic Formula- State Monies	08/15/2012	07/01/2017 In progress

Action Step 1: Identify individual school needs.

Action Step 2: Identify expectations/roles of business partners.

Action Step 3: Seek volunteer partnerships.

Action Step 4: Send invitations to businesses explaining needs and expectations/roles.

Strategy 2: Establish relationships with colleges and universities in the mid-Missouri area to provide expertise in subject areas.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Superintendent/ Principal		Local Funds, Basic Formula- State Monies	08/15/2012	07/01/2017 Strategy to be determined

Action Step 1: Identify subject expertise needed in each school.

Action Step 2: Identify the population of students that would benefit.

Action Step 3: Contact specific University/College departments who have expertise in that area.

Action Step 4: Identify and communicate expectations/roles of College/University partners.

Strategy 3: Recruit community volunteers through direct invitation of individuals.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Community Relations/ PD Director		Local Funds, Basic Formula- State Monies	08/15/2012	07/01/2017 Ongoing

- Action Step 1:** School principals and administrators will inform Community Relations and PD coordinator of desired volunteer expertise.
- Action Step 2:** Request volunteer hours from substitute teachers that have a teaching degree and are trying to secure employment within the district.
- Action Step 3:** Invite recent retirees to volunteer in their specialty area of expertise.
- Action Step 4:** Coordinate with the 55 and Go program director to acquire links for volunteerism.

Objective 4:2- By May 2017, 100% of parents/guardians will participate in their child’s education as evidenced by the number of two-way communications between parents and teachers/school personnel.

Strategy 1: 75% of all parents/guardians will participate in any 3 activities at school within the academic year.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Principal/Staff	7.5	Local Funds, Basic Formula- State Monies	08/15/2012	07/01/2017 Ongoing

- Action Step 1:** Make a list of eligible activities.
- Action Step 2:** Provide the list to each family and provide background/research as to the importance of involvement.
- Action Step 3:** Develop a tracking system.
- Action Step 4:** Develop a survey instrument to get parent/family feedback.
- Action Step 5:** Identify a coordinator to arrange transportation for parent conferences if that is the identified issue.

Strategy 2: Parents/Guardians will provide a home environment conducive to study and learning.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Building Principals/ Director of Community Relations/ Guidance Counselors		Local Funds, Basic Formula- State Monies	08/15/2012	07/01/2017 Unable to control home environment

- Action Step 1:** Assign interactive homework.
- Action Step 2:** Compile information sheet on environment necessary to learn.
- Action Step 3:** Hold parent education classes with meal and childcare provided.
- Action Step 4:** Distribute information by video on school website.
- Action Step 5:** Make available a resource person that can make a home visit to provide suggestions for the environment setup.

Strategy 3: Collect parents' responses to survey and public forum on ways to increase parent/guardian involvement in school functions and the child's education.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Director of Community Relations		Local Funds, Basic Formula- State Monies	11/01/2012	06/30/2017 In progress

- Action Step 1:** Develop and distribute survey instrument to parents.
- Action Step 2:** Compile information.
- Action Step 3:** Seek parent volunteers to conduct a parent forum on school involvement issues.
- Action Step 4:** Develop action plans and strategies to address parent involvement issues based on survey and forum feedback.

MSIP Standard: 7.5

Comments: Need to develop baseline and progress monitoring technique.

Objective 4:3- By May 2017, students will be engaged in their school education as evidenced by a 25% decrease in referrals to the nurse or principal's offices.

Strategy 1: Hire a full-time Home-School Coordinator				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Superintendent	7.5	Local Funds, Basic Formula- State Monies	08/15/2012	08/15/2015 Continue to new CSIP

- Action Step 1:** Identify activities and needs of the Home School Coordinator.
- Action Step 2:** Write job description and qualifications of Home School Coordinator.
- Action Step 3:** Advertise, interview, and hire Home School Coordinator.

Strategy 2: School Counselors will increase positive relationships with all students.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Guidance Counselors	6.5, 6.9	Local Funds, Basic Formula- State Monies	11/01/2012	06/30/2017 Ongoing

Action Step 1: Structure school day to lend more support for students' personal and academic needs.

Action Step 2: High School guidance counselors meet with students to identify interests and strengths to develop rapport prior to working on a four year plan.

Strategy 3: Increase student participation in school activities and functions.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Building Staff	6.4	Local Funds, Basic Formula- State Monies	11/01/2012	06/30/2017 Ongoing/STUCO at FMS and FHS

Action Step 1: Student athletes/activities participants recruit up to two friends/family members to attend activities or events each semester.

Action Step 2: Students will be required to attend a minimum of three activities/functions per semester to meet their HIP requirement (Hornet Involvement Program).

Action Step 3: Students participate in at least one parent/student/teacher conference per year.

MSIP Standard: 6.5, 6.6

Progress Measure:

School Year	Baseline	Progress	Target	Target Met
2011-2012				N/A
2012-2013				N/A
2013-2014				N/A
2014-2015		87%		N/A
2015-2016				N/A
2016-2017				N/A

Comments: Need to establish baseline and progress monitoring procedures.

Goal 5: Govern the LEA/District in an efficient and effective manner providing leadership and representation to benefit the students, staff, and patrons of the district.

Objective 5:1- The District will annually meet or exceed all MSIP standards.

Strategy 1: All buildings will annually revise or develop a school improvement plan.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Building Principals	8.2	Title IIA, Special Education Part B Entitlement, Local Funds, Basic Formula- State Monies, Title I	07/01/2011	06/30/2017 Required and ongoing

Action Step 1: Analyze local and state assessment building data to determine areas of strength and weaknesses in student achievement.

Action Step 2: Set targets for academic growth in each building.

Action Step 3: Collect data to evaluate the effectiveness of existing support programming.

MSIP Standard: 7.7, 8.1, 8.7

Progress Measure:

School Year	Baseline	Progress	Target	Target Met
2011-2012	Met			N/A
2012-2013		MET	Met	N/A
2013-2014		MET	Met	N/A
2014-2015		MET	Met	N/A
2015-2016			Met	N/A
2016-2017			Met	N/A

Objective 5:2- All District programs will be evaluated annually to ensure they meet the needs of students and staff.

Strategy 1: Develop an evaluation system for district programs to assess effectiveness for student achievement.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Assistant Superintendent	8.1	Local Funds, Basic Formula-State Monies	08/19/2009	06/30/2017 Done at BOE meetings

MSIP Standard: 8.1

Progress Measure:

School Year	Baseline	Progress	Target	Target Met
2009-2010	Met			Yes
2010-2011			Met	Yes
2011-2012			Met	N/A
2012-2013			Met	N/A
2013-2014			Met	N/A
2014-2015			Met	N/A
2015-2016			Met	N/A
2016-2017			Met	N/A

Objective 5:3- The District will assist low-achieving schools identified as in need of improvement to annually meet the accreditation standards.

Strategy 1: Title I Advisory meetings are held at least once a year to review programming and develop goals.

Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Building Principals/ Director of Special Services	9.2	Local Funds, Basic Formula- State Monies	07/01/2009	06/30/2017 Ongoing

MSIP Standard: 6.3, 6.4, 6.5, 7.7

Progress Measure:

School Year	Baseline	Progress	Target	Target Met
2007-2008	Does not Meet			No
2008-2009		MET	Meet	N/A
2009-2010		MET	Meet	N/A
2010-2011		MET	Meet	N/A
2011-2012		MET	Meet	N/A
2012-2013		MET	Meet	N/A
2013-2014		MET	Meet	N/A
2014-2015		MET	Meet	N/A
2015-2016			Meet	N/A
2016-2017			Meet	N/A

Objective 5:4- Annually, the District will enhance communication with all stakeholders as evidenced by stakeholder satisfaction on annual survey.

Strategy 1: Superintendent contribute a scheduled column to the Fulton Sun.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Superintendent	8.9	Local Funds, Basic Formula- State Monies	11/01/2012	06/30/2017 In progress

Strategy 2: Ensure scheduled newsletters are sent/posted at each building.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Building Principals	8.9	Local Funds, Basic Formula- State Monies	11/01/2012	06/30/2017 In progress

Strategy 3: Ensure scheduled newsletters are sent/posted at the district level.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Director of Community Relations	8.9	Local Funds, Basic Formula- State Monies	11/01/2012	06/30/2017 Bi-weekly Fulton Focus

Strategy 4: Develop a key communicator list to receive electronic notifications.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Director of Community Relations	8.9	Local Funds, Basic Formula- State Monies	11/01/2012	06/30/2017 In progress

Strategy 5: Encourage parent and student use of SISK12 Portal System.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Building Principals/ Guidance Counselors/ Classroom Teachers	8.9	Local Funds, Basic Formula- State Monies	11/01/2012	06/30/2017 Ongoing

MSIP Standard: 8.9

Comments: Baseline measure and progress monitoring tool needs to be established.

Goal 6: Provide upgrades, additional technologies, and training for all students and staff.

Objective 6:1- The Fulton Public School District will purchase technology resources to be distributed in a manner that promotes equitable access and maximizes effective usage.

Strategy 1: Upgrade the district’s technological infrastructure to keep pace with emerging technologies.				
Persons Responsible:	MSIP Standard:	Funding Source Name:	Date to Implement Strategy:	Date of Completion:
Superintendent/ Board of Education/ Tech Department		Local Funds, Basic Formula- State Monies	01/30/2008	06/30/2012 At 1 Gig; 10 Gig bandwidth to be determined by eRate funds this year; will be continuously improved

Action Step 1: Expand the electrical capacity to meet existing and future technological needs.

Action Step 2: Increase bandwidth capacity from the high school to all district buildings to ensure a minimum capacity of 10 Meg.

Action Step 3: Develop and maintain switches & routers replacement schedule.

Action Step 4: Install necessary equipment to allow Voiceover IP phone system with voicemail.

MSIP Standard: 6.4, 6.8

Progress Measure:

School Year	Baseline	Progress	Target	Target Met
2007-2008	Met			Yes
2008-2009		Met		N/A
2009-2010		Met		N/A
2010-2011		Met		N/A
2011-2012		Met		N/A