

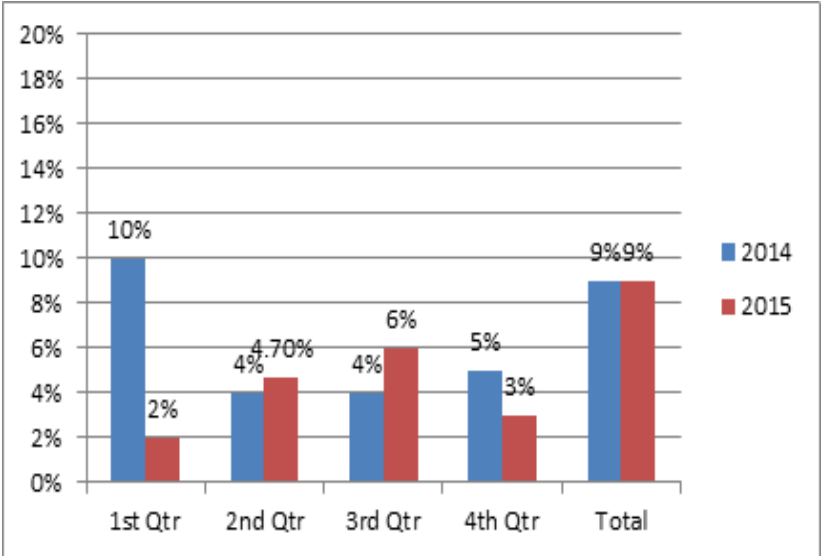
# Independence Elementary 16-17 School Improvement Plan

## BEHAVIOR

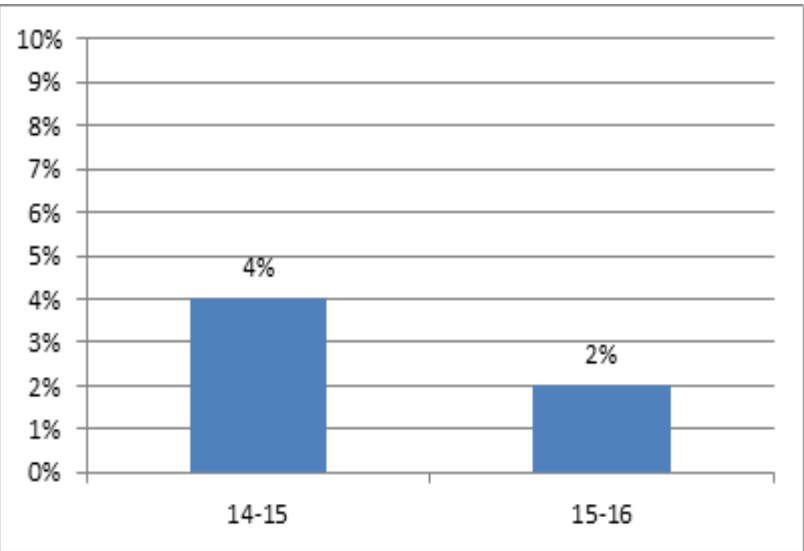
**1 YEAR GOAL:** All students at Independence Elementary will display responsibility, respect, friendship, and honesty in all school settings before, during, and after hours. 9% or less of Independence students will have 1-2 office referrals during the 2016-17 school year.

**1 YEAR GOAL - UPDATE/ADJUSTMENTS:**

**2014/15 -2015/16 Quarterly Comparisons  
% of Students with 1-2 Office Referrals**



**2014/15-2015/16  
% of Students with 3+ Office Referral**



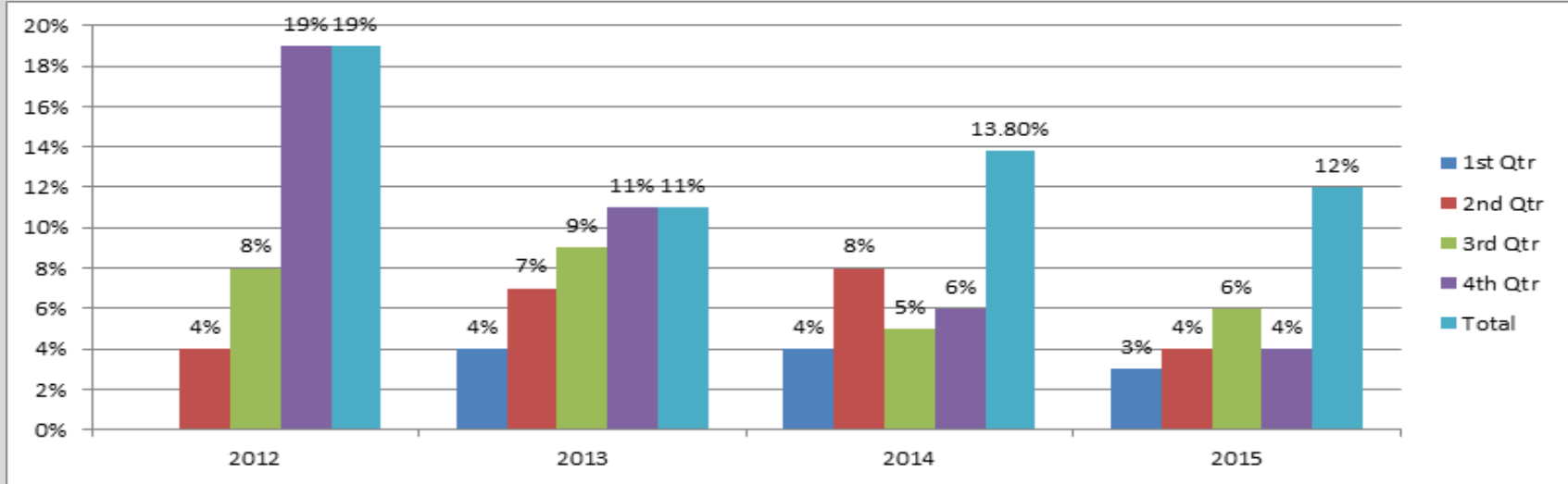
# Independence Elementary 16-17 School Improvement Plan

**SMART STRATEGY #1 AND MEASUREMENT: 100% of staff members will implement Character Education and PBIS at the Tier 1 Level in all areas as measured by monthly discipline data.**

**Person Responsible for Reporting Progress: Administrators, SAIL (PBIS) Team, Counselors**

**Progress Metric: SWIS**

**2012-2015 Quarterly Comparisons  
% of ALL Students with an ODR**

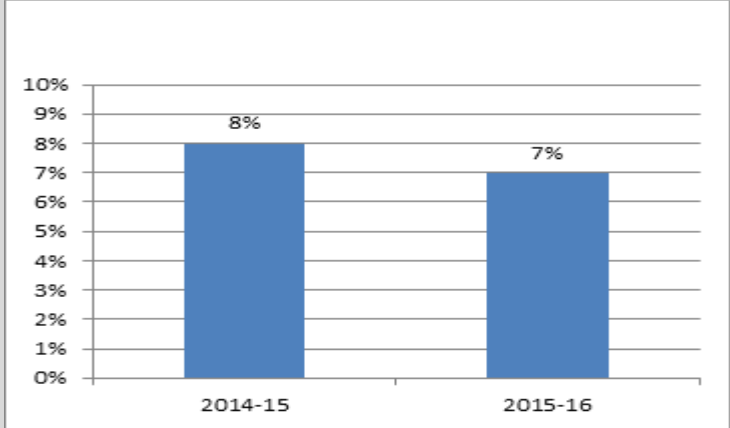


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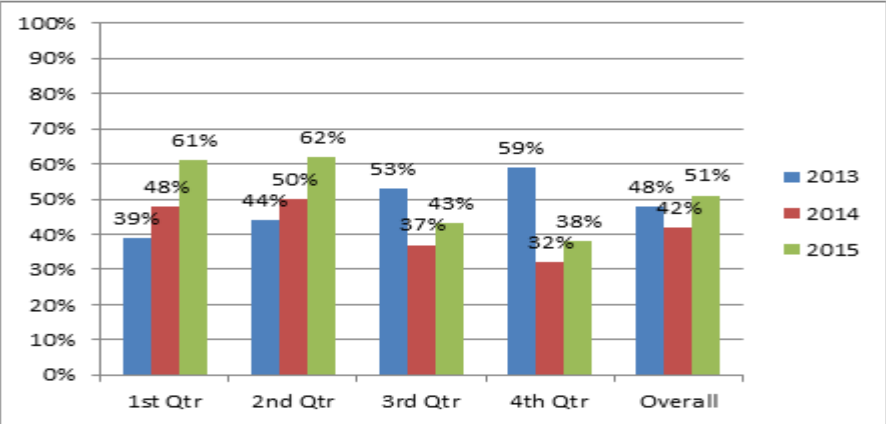
<p><b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b>                  Qtr. 1:                  Qtr. 2:                  Qtr. 3:                  Qtr. 4:</p>		
<b>ACTION STEPS:</b>	<b>TIME LINE:</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS:</b>
1) Update the bus video for teaching bus expectations	August, Sept	Administrators Counselors
2.) Teach the		
<p><b>SMART STRATEGY #2 AND MEASUREMENT: Independence will decrease incidents of improper physical contact from 51% (15-16) to 45% in order to decrease the number ISS/OSS actions as measured by monthly discipline data.</b></p> <p><b>Person Responsible for Reporting Progress: Administrators, SAIL (PBIS) Team, Counselors</b>  <b>Progress Metric: SWIS Data</b></p>		

# Independence Elementary 16-17 School Improvement Plan

**% of STUDENTS with ODR for Improper Phy Contact**

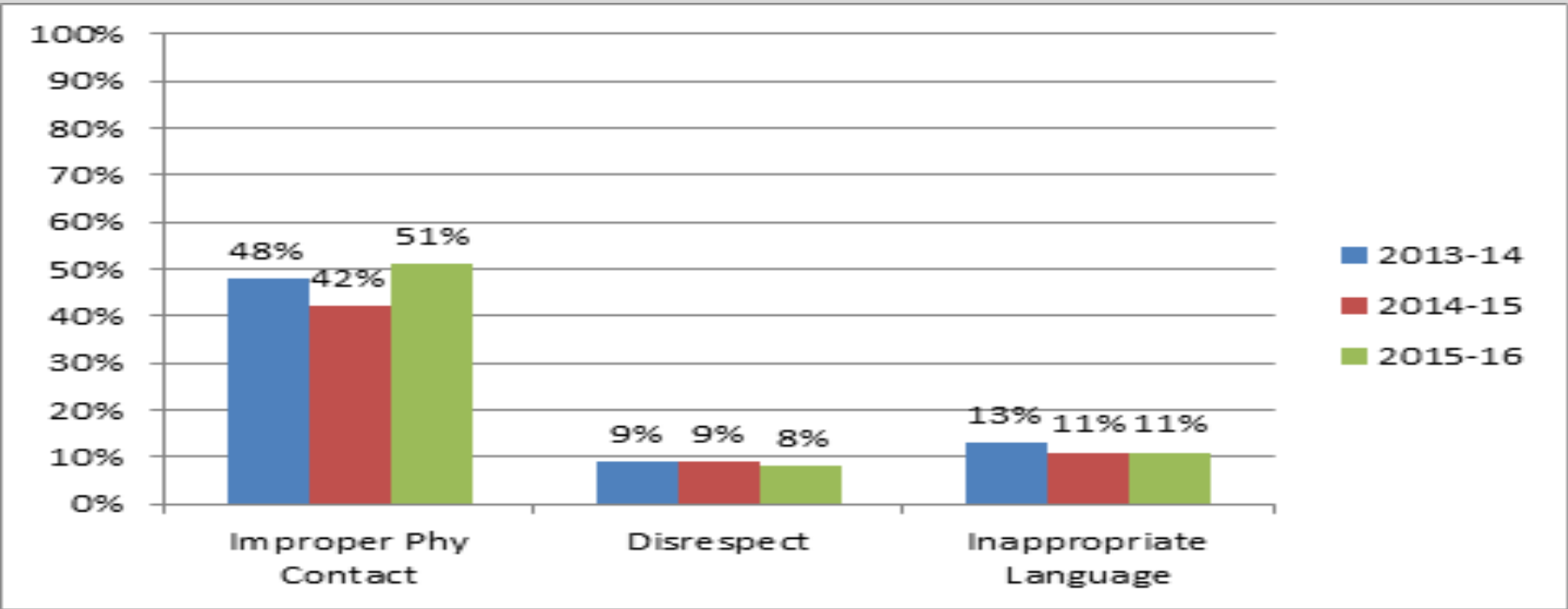


**2013-2105 Quarterly Comparison  
% of ODRs for Improper Phy Contact**



# Independence Elementary 16-17 School Improvement Plan

**Top 3 Behavior Incidents  
2013/14-2015/16**



**SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:**

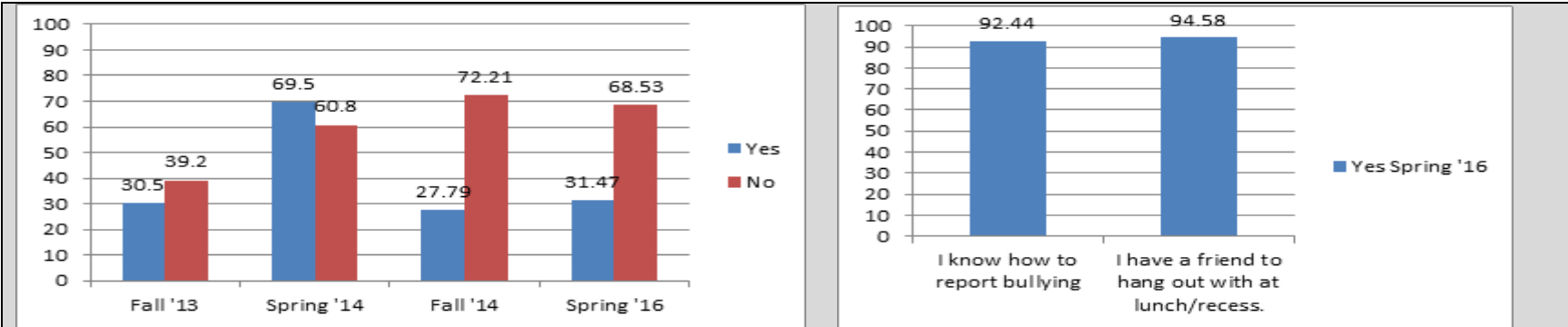
- Qtr. 1:
- Qtr. 2:
- Qtr. 3:
- Qtr. 4:

Independence Elementary 16-17 School Improvement Plan

<b>ACTION STEPS:</b>	<b>TIME LINE</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS</b>
1)		
2)		
3)		

**SMART STRATEGY #3 AND MEASUREMENT: Bullying incidents will be appropriately identified and reported in all areas as measured by the FHSD Climate survey for student.**  
**Person Responsible for Reporting Progress: Administrators, SAIL (PBIS) Team, Counselors**  
**Progress Metric: SWIS, Counselor reports, student survey**  
**2013-2016 Student Survey (bullying question)**  
**This year, have you ever been bullied while at school?                      2016 Student Survey Additional Questions**

# Independence Elementary 16-17 School Improvement Plan



**SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:**

- Qtr. 1:
- Qtr. 2:
- Qtr. 3:
- Qtr. 4:

**ACTION STEPS:**

	<b>TIME LINE</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS</b>
1) Teach lessons on bullying and peer mistreatment as well as how to report bullying.	Quarterly	Administrators Counselors
2) Teach lessons about the Buddy Bench and why we use the Buddy Bench.	August December	Administrators Counselors
3)		

# Independence Elementary 16-17 School Improvement Plan

<b>SMART STRATEGY #4 AND MEASUREMENT:</b> <b>Person Responsible for Reporting Progress:</b> <b>Progress Metric:</b>		
<b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b> <b>Qtr. 1:</b> <b>Qtr. 2:</b> <b>Qtr. 3:</b> <b>Qtr. 4:</b>		
<b>ACTION STEPS:</b>	<b>TIME LINE</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS</b>
1)		
2)		
3)		



# Independence Elementary 16-17 School Improvement Plan

## CLIMATE

**1 YEAR GOAL:**

75% of students will feel like they have not been bullied during the 16-17 school year.

95% of all staff will work to improve open channels of communication in order to increase the staff's sense of shared decision making as measured by the FHSD Climate Survey.

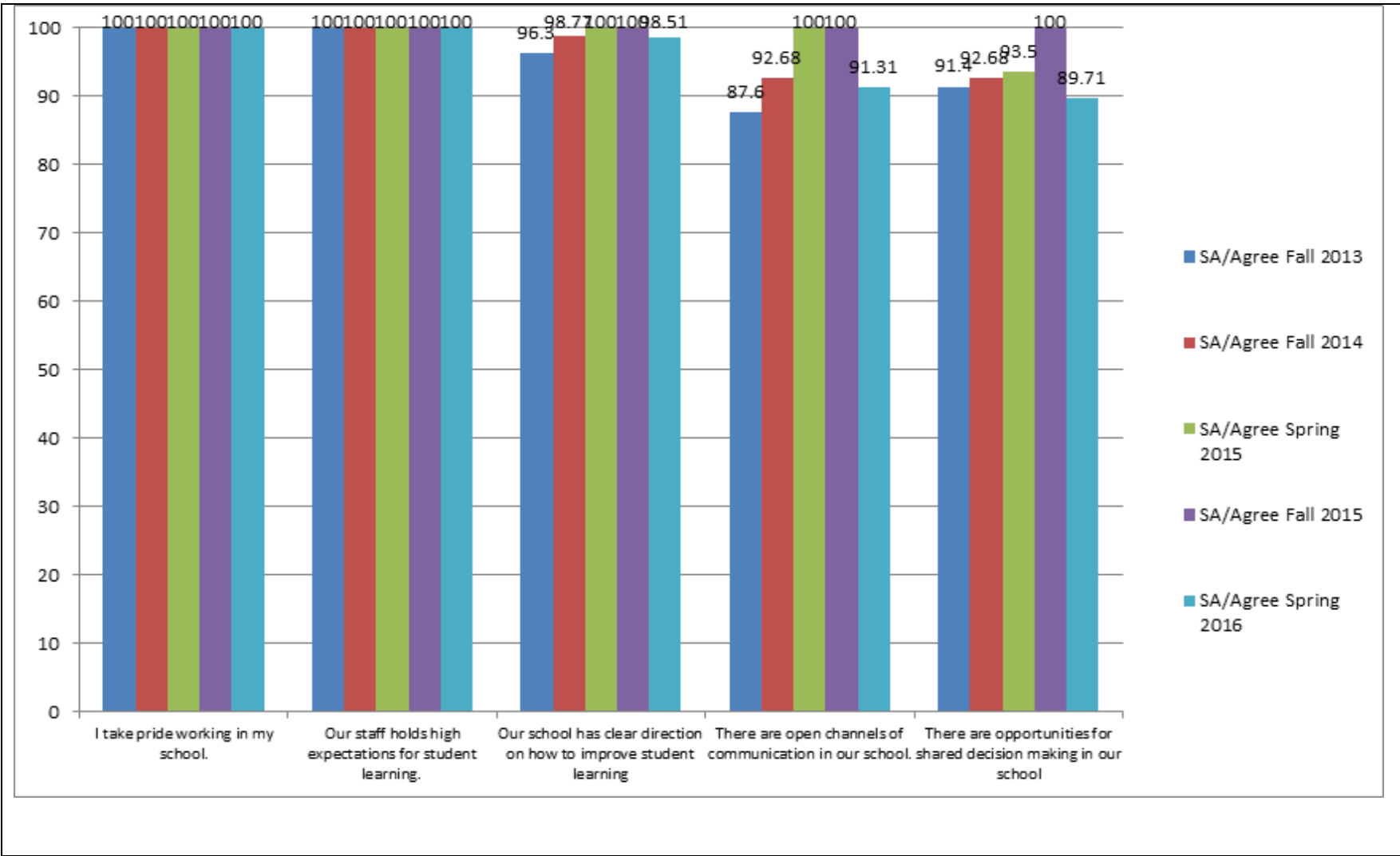
90% of Independence's parents will feel connected to Independence as measured by the FHSD/Independence Climate Survey.

**1 YEAR GOAL - UPDATE/ADJUSTMENTS:**

## Independence Elementary 16-17 School Improvement Plan

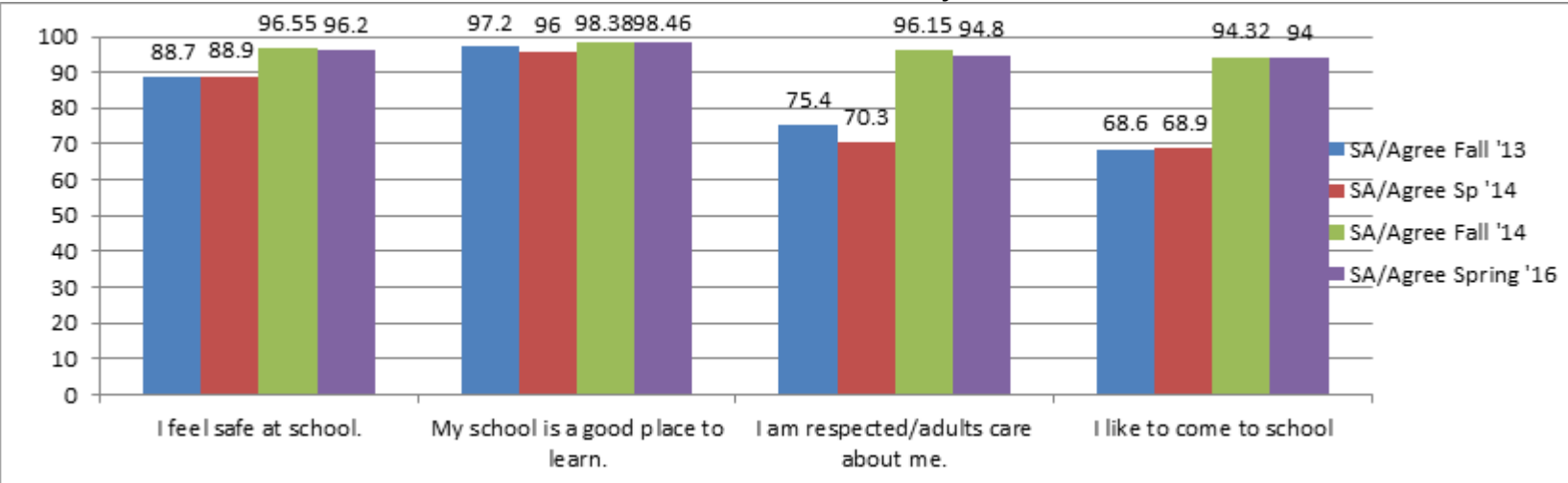
**2013-2016 Staff Climate Survey (Cert/Non Cert)**

# Independence Elementary 16-17 School Improvement Plan



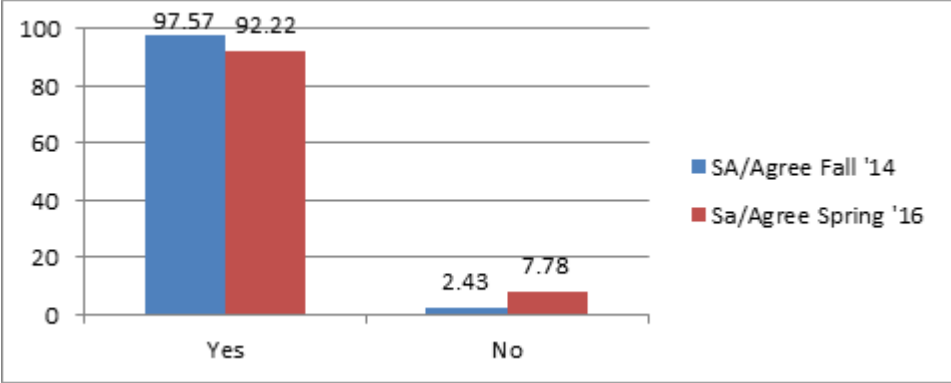
# Independence Elementary 16-17 School Improvement Plan

**2013-2016 Student Survey Results**



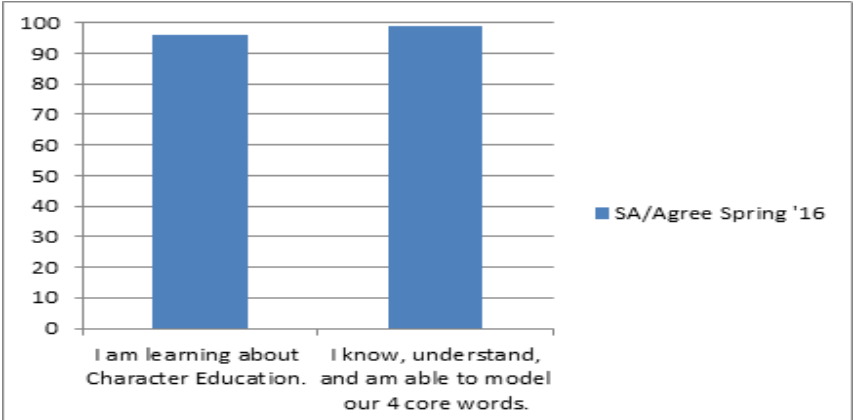
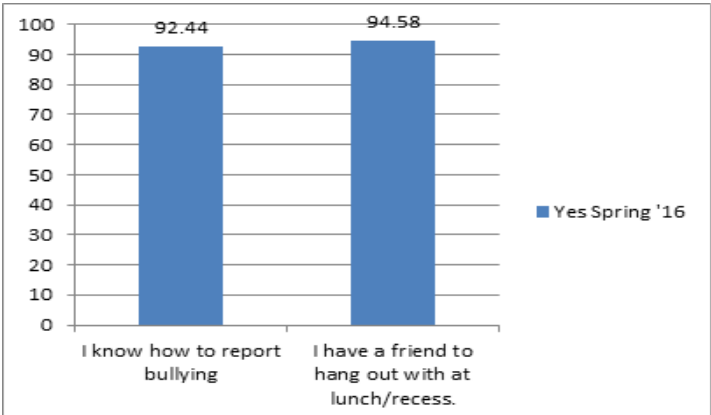
**2014-16 Student Survey  
Goal Setting**

**I set and monitor academic goals.**



# Independence Elementary 16-17 School Improvement Plan

**2016 Additional Student Survey Questions added by Character Council students**



**SMART STRATEGY #1 AND MEASUREMENT:** SAIL Team, Climate SIP Task Force, and staff will analyze student, staff, and parent data as measured by FHSD climate surveys.

**Person Responsible for Reporting Progress:** Administrators and Climate SIP Task Force

**Progress Metric:** Survey participation report and survey results.

**SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:**

- Qtr. 1:
- Qtr. 2:
- Qtr. 3:
- Qtr. 4:

ACTION STEPS:	TIME	PERSON RESPONSIBLE

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	<b>LINE:</b>	<b>FOR REPORTING PROGRESS:</b>
1) Student Leadership team(s) will analyze the student climate survey results and develop action steps.	Spring 2017	Administrators Climate SIP Task Force
2)		
3)		
<p><b>SMART STRATEGY #2 AND MEASUREMENT:</b> All staff will increase open channels of communication in order to increase the staff's sense of shared decision making as measured by the FHSD Climate Survey.</p> <p><b>Person Responsible for Reporting Progress: Administrators and Climate SIP Task Force</b>  <b>Progress Metric: Staff survey results</b></p>		
<p><b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b>                  Qtr. 1:                  Qtr. 2:                  Qtr. 3:                  Qtr. 4:</p>		
<b>ACTION STEPS:</b>	<b>TIME LINE</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS</b>
1)		

## Independence Elementary 16-17 School Improvement Plan

2)		
3)		

<p><b>SMART STRATEGY #3 AND MEASUREMENT: All stakeholders will implement and follow the School Emergency Operations Plan (SEOP) as measured by a school safety survey question.</b></p> <p><b>Person Responsible for Reporting Progress: Administrators and Climate SIP Task Force</b></p> <p><b>Progress Metric: Staff survey results</b></p>		
<p><b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b></p> <p>Qtr. 1:</p> <p>Qtr. 2:</p> <p>Qtr. 3:</p> <p>Qtr. 4:</p>		
<b>ACTION STEPS:</b>	<b>TIME LINE</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS</b>
1)Practice safety drills and explain to students why we are doing the drills.		

## Independence Elementary 16-17 School Improvement Plan

2)		
3)		

<p><b>SMART STRATEGY #4 AND MEASUREMENT: Independence Elementary Staff, Parent Involvement Team, and PTO will increase Independence Elementary’s parents’ feelings of connectedness as measured by the FHSD Climate survey.</b></p> <p><b>Person Responsible for Reporting Progress: Administrators and Climate SIP Task Force</b></p> <p><b>Progress Metric: Parent climate survey results</b></p>		
<p><b>SMART STRATEGY AND MEASUREMENT - UPDATE/ADJUSTMENTS:</b></p> <p><b>Qtr. 1:</b></p> <p><b>Qtr. 2:</b></p> <p><b>Qtr. 3:</b></p> <p><b>Qtr. 4:</b></p>		
<b>ACTION STEPS:</b>	<b>TIME LINE</b>	<b>PERSON RESPONSIBLE FOR REPORTING PROGRESS</b>



Independence Elementary 16-17 School Improvement Plan

1)		
2)		
3)		