

Student Learning and Academic Achievement

E-Learning Days/ Virtual Option for Inclement Weather

Action Steps/Enablers	Evidence of Attainment	Responsible Parties	Expected Completion
Research Best Practices: Create Committee, parents of elementary/jr high/sr high stuents/special education teacher/teachers/technology/administratio n/ students	Collection of Best Practices Shared by Committee: School board meeting, email, Letters to parents, Social Media- Facebook/website, Newsletter, Newspaper	Principals, District Office, Assistant principals, eLearning Committee	Begin 2018 School Year
Research State Requirements, Online research conducted, Contact Indiana DOE Office of eLearning, Compile research	State Requirements Shared by committee, school board meeting, email, letters to parents, social media, Facebook/website, newsletter, newspaper	Principals, District Office, Assistant principals, eLearning Committee	Spring 2018 School Year
Survey of Internet Usage, Create survey, Modify survey for various stakeholder groups: students, teachers, and parents; administer surveys	District Wide Survey of Internet Access complete, Compile survey results, Use survey to drive deicision making and identify areas of growth and need; share results, <u>see above</u>	Principals, District Office, eLearning Com	Spring 2018 School Year
Develop E-Learning Program: School board approval, implement tiered staff PD, site visits to schools with similar established programs, curriculum writing, research and select Learning Management System (LMS) to assist teachers in facilitating delivery of course contest, special education accommodations written into IEPs during case conferences prior to eLearning days	District E-Learning Program in Place: Staff understanding of SAMR (substitution, augmentation, modification, redefinition) and its relation to Blooms Taxonomy, Curriculum guide in place, LMS selected and in use by classroom teachers, Site visits conducted and information learned shared with professional learning communities (PLC)	Principals, District Office, Assistant principals, guidance, eLearning Committee	Begin 2018 School Year

Implement Mock E-Learning Days: School board approval of calendar dates, Submit application to IDOE, LMS in place, Students training in the use of LMS, Ongoing tiered support of staff in eLearning, Reflection of eLearning days by both staff and students	Mock E-Learning Days Concluded: Dates approved and on school calendar, Application submitted to IDOE and approved, Staff PD days on calendar, staff and student reflections are taken into consideration and used to drive changes to procedures for	Principals, Teachers, Students	Begin 2018 School Year
E-Learning / Virtual Option for Inclement Weather in Place: Submit application to IDOE, Ongoing tiered support of staff in eLearning, Procedures in place for student expectations, Procedures in place for staff expectations	E-Learning / Snow Day Procedure in place: Application to IDOE submitted and approved, PD calendar in place, Procedures/expectations are in student handbooks and on the school website,	Principals, Teachers, eLearning Committee	Fall 2018

Elementary Enrichment Program

Action Steps/Enablers	Evidence of Attainment	Responsible Parties	Expected Completion
Tie-In Elementary/Middle School Enrichment Programs: Parent workshops to introduce need for increased rigor, Additional aides, support low and high students (parent volunteers, high school students/career pathways), dedicating a portion of the school day to enrichment/remediation, summer programs	Middle School and Elementary Programs Tie-In with HS Programs (Theater, Spirit Group, Gaming Club, Etc.): Elementary students used as extras in HS plays, musicals, concerns, etc., HS students assist with elementary enrichment programs as part of career pathways, Students in HS foreign language classes create projects that incorporate elementary	Principals, Assistant Principals, Teachers	Begin 2019 School Year
Increase Club Opportunities: Possibilities - robotics, dance club, foreign language, theater, coding, chess/game club	Club opportunities in place: opportunities are in place for student enrichment during the school day and after school	Principals, Assistant Principals, Guidance, Teachers	Begin 2019 School Year

Preschool and Early Learning

Action Steps/Enablers	Evidence of Attainment	Responsible Parties	Expected Completion
Study to discover what is needed to start a pre-school: State regulations, state licensure, infrastructure (equipment), curriculum, cost analysis to operate a self-funded program. budget projections	Report discoveries, data gathered regarding implementation, infrastructure and equipment evaluated, curriculum created, cost analysis reported	Pre-school Committee	October 2018
Start pre-school: Board approval, organize facilities, state licensing, hire director, hire staff, parent/student registration, handbooks (student/staff), budget	Pre-school program in place and operational: Facilities operational, applications to IDOE submitted and approved, director and staff hired, full capacity	Pre-school director	August 2019

Alternative Education

Action Steps/Enablers	Evidence of Attainment	Responsible Parties	Expected Completion
Develop Alternative Education Program	Alternative Education Program operational	High School (*Principals), Guidance, Special Education, Superintendent	2019-2020 School Year

Career Exploration

Action Steps/Enablers	Evidence of Attainment	Responsible Parties	Expected Completion
Form stakeholder committee to research career opportunities for students	Committee is in existence and functional	HS Principal, HS Guidance	August 2018
Stakeholders present possible career opportunities	Options shared with involved parties	Building Administration, Career Exploration Committee	October 2018
Talk to representatives from listed career opportunities fields from the community	List of volunteers willing to speak to/with students	Building Administration, Career Exploration Committee	January 2019
Stakeholders decide what career opportunities are possible for SW students	Career opportunity list	Building Administration, Career Exploration Committee	May 2019
Budget for and fund program that will expose SW students to career	Program has assigned resources	Building Administration, Career Exploration Committee	January 2020
Begin program that exposes students to career opportunities	Students benefit from career guidance- survey	Building Administration, Career Exploration Committee	August 2020

CTE and AP/Dual Credit

Action Steps/Enablers	Evidence of Attainment	Responsible Parties	Expected Completion
Actively recruit additional career and technical education teachers	Increase in number of vocational and technical education classes offered	Superintendent, HS counselor, HS principal	Ongoing
Regularly assess the needs in AP/DC/CTE offerings	Line of communication is active and receives ongoing comments, suggestions and feedback	Committee - including HS counselor and parents of HS students	Ongoing
Provide transportation to area CTE courses located at other venues	Students have been made aware of and attending CTE courses outside of current location	Superintendent, HS counselor, CTE teachers	Ongoing
Increase access to CTE and AP/Dual Credit programs	Each content area will have a minimum of 2 AP/Dual Credit	Guidance, Principal, Teachers	Begin 2020 school year

Theatre Arts Programming

Action Steps/Enablers	Evidence of Attainment	Responsible Parties	Expected Completion
Implement Theatre Arts Program	Theatre Arts Program established with appropriate staffing	Principals, Assistant Principals, Teachers	Begin 2018 School Year
Tie-In Elementary/Middle School Enrichment Programs	Middle School and Elementary Programs Tie-In with High School Programs (Theater, Spirit Group, Gaming Club, Etc.)	Principals, Assistant Principals, Teachers	Begin 2019 School Year

Narrow Achievement Gaps

Action Steps/Enablers	Evidence of Attainment	Responsible Parties	Expected Completion
Revise and implement RTI process: RTI team in place, monthly meetings held to discuss student progress and provide assistance, interim meetings held for updates as needed	Written and implemented process in place: teachers leave RTI meetings with plans for implementation, data collected for students on RTI continuum	Principals, Special Education, guidance, teacher committee	2018-2019 School Year
Implement standards based school-wide assessments: IReady and NWEA administered in grade K-8, DIBELS administered in grades K-2, ILEARN administered in grades 3-8, PSAT administered in grade 9, SAT administered in grade 10	School-wide assessments utilized in all content areas: Data wall with current data, staff members have and utilize data binders, student data analyzed on a regular basis to determine student needs and influence classroom instruction	Principals, Assistant Principals, teachers	Begin 2018 School Year
Promote writing in all curriculums (R.A.C.E.): RACE professional development is given to all staff, RACE is taught to all students as appropriate by grade level, RACE answers are expected in written and verbal work, State writing rubric professional development is given to all staff, State writing rubric usage is taught to all students as appropriate by grade level, Writing recipes (TRAT, storyline, etc.) professional development is given to all staff, Writing recipes are taught to all students as appropriate by grade level, All subject areas are expected to incorporate literacy standards	Writing implemented in all classes on a weekly basis: RACE answers are used in written and verbal work for short applied skills answers, The state writing rubric is implemented to evaluate work on a regular basis, Students use the correct writing recipe based on the assigned writing prompt, All subject areas incorporate literacy standards on a weekly basis	Principals, Teachers	2017-018 School Year
Elementary student mentoring program: School presentation by Big Brothers/Big Sisters to interested volunteers and parents, counselor provides Big Brothers/Big Sisters interested volunteers and churches to connect with, Big Brothers/Big Sisters provides training to interested mentors, Big Brothers/Big Sisters coordinates with school counselor for mentors and students to meet	Mentoring program in place: Big Brothers/Big Sisters presentation held, Training held for volunteers through Big Brothers/Big Sisters, Parent consent frms sent home and completed for students in the mentoring program, Students and mentors meet on a weekly basis	Elementary Principal, Assistant Principal, guidance	Begin 2018-2019 School Year

Parent and Community Relationships/Partnerships

Increased Student Enrollment

Action Steps/Enablers	Evidence of Attainment	Responsible Parties	Expected Completion
Increase bussing opportunities for out of district students	Bussing opportunities are increased	Transportation/Southern Wells Admin	8/2017 and on
Create learning opportunities for students other schools do not offer	Comparison to area schools demonstrates learning opportunities provided are more expansive.	Southern Wells Administration	8/2017 and on
Hiring best staff possible	Staff Hired	Southern Wells Administration	8/2017 and on
Development of current staff	Engaged staff that acknowledges value afford them; staff climate survey	Southern Wells Administration	8/2017 and on
Create extracurricular opportunities for students that are excellent and beyond what others offer for students	Comparison to extracurricular activities at various schools reflect SW with a distinct advantage.	Southern Wells Administration	8/2017 and on

Latchkey Program

Action Steps/Enablers	Evidence of Attainment	Responsible Parties	Expected Completion
Form a stakeholder committee to discuss needed after school programs	Committee Formed; meetings held and documented	Southern Wells Administration	August 2018
Stakeholder evaluates needs and decides what after school programs are most needed	List of afterschool programs developed	Southern Wells Administration and Committee	January 2019
Budget and staff after school programs	Programs are staffed and funded	Committee and Director of after-school program	January 2019-May 2019
Survey students about what they think of an after-school program. Before game/practice How to help reach the 3-5 crowd. Examples: Study Tables. Involve	Survey created and administered. Feedback is reviewed by committee.	After-school program director	August 2020

Website and Social Media Presence

Action Steps/Enablers	Evidence of Attainment	Responsible Parties	Expected Completion
Hire company to revamp current website	Company is under contract	Superintendent	January 2018
Training for office staff to input information into new website	Training is complete and efforts underway to enter data.	Tech Director	January 2018
Plan to continue to update so site is always evolving	Staff is aware of ongoing updates plan and feedback is sought to keep site relevant.	Tech Director	July 2018
Research ways on how connect with apps on phone/devices	SW APP. Efforts made to research capability of device applications to share information.	Tech Director	July 2018
Tech Director/Expansion of tech department. Take out of the hands of current staff members. For example, like a senior citizen or a student that can data entry and maintain Facebook, social media, and website.	Tech Director named and roles/responsibilities are determined to allow for continuous services.	Tech Director	January 2018

Corporation Branding

Action Steps/Enablers	Evidence of Attainment	Responsible Parties	Expected Completion
Contest for creating a new logo	Contest is created, advertised, and has participants.	Southern Wells Administration, Branding committee	January 2018
Hire an advertising/marketing company to create a brand	Advertising/marketing company is contracted	Southern Wells Administration	February 2018
Decide how we will display brand, e.g., . Clothes, letterhead, email, signage...	Brand utilization is determined and documented.	Branding committee	August 2018
Budget for items that display brand	Line item exists in the budget.	Branding committee	September 2018
Roll out new brand	Those aware of school, recognize new branding.	Branding committee	November 2018

Partnership with Wells County Library

Action Steps/Enablers	Evidence of Attainment	Responsible Parties	Expected Completion
Meet with Wells County Library to discover areas they are capable of partnering with us	Meeting has been held and viability of possible partnerships determined	Elementary Principal, guidance secretary, corporation secretary, Library committee	August 2017
Community Meeting to talk about the future of the partnership with the Wells County Library	Minutes from the community meeting	Wells County Library Director, Teen Librarian, Community members (Barb Oswalt, Julie Tucker), School rep (Chris Hartman)	January 2018
Community Survey - Interest in branch near Southern Wells Community Schools	Compiled data, Survey is out in digital form. To date 153 responses. Paper copies are now going to the community. Deadline is April 16th.	Wells County Library Director, Teen Librarian, Community members (Barb Oswalt, Julie Tucker), School rep (Chris Hartman)	May 2018
Explore grants for rural communities	Grant paperwork	Wells County Library Director and Teen Librarians	Ongoing
If warranted by survey, continue exploring a Wells County Library branch near Southern Wells Community Schools	Library Board minutes	Wells County Library Director and Teen Librarians, Barb Oswalt, Chris Hartman	August 2018
Continue current programs and expand opportunities	Shared program exists	Wells County Library Director, Teen Librarian, Community members (Barb Oswalt, Julie Tucker), School rep (Chris Hartman)	August 2018

Positive Communication

Action Steps/Enablers	Evidence of Attainment	Responsible Parties	Expected Completion
Communication to all stakeholders (students, parents, community) on a regular, routine basis	Monthly elementary newsletters, daily announcements at elementary and junior-senior high school, social media posts weekly, Instant Connect messages as	Southern Wells Administration	Ongoing
Communication to all staff on a regular, routine basis	Weekly staff newsletters at the elementary and junior-senior high school, board and corporation updates from superintendent	Southern Wells Administration	Ongoing
STAR Athlete of the Year	Student recognition at home football games	Athletic Director	Ongoing
Student Recognition at Board meetings	Board approved resolutions highlight student accomplishments	Southern Wells Administration, Board	Monthly

Career Opportunities Outside the Box

Action Steps/Enablers	Evidence of Attainment	Responsible Parties	Expected Completion
Form stakeholder committee to research career opportunities for students	Committee Formed	Southern Wells Administration	August 2018
Stakeholders present possible career opportunities	Opportunities Presented	Building Administration, Career Exploration Committee	October 2018
Talk to representatives from listed career opportunities fields from the community	Meetings with Representatives occurs	Building Administration, Career Exploration Committee	January 2019
Stakeholders decide what career opportunities are possible for SW students	Committee creates a list of opportunities	Building Administration, Career Exploration Committee	May 2019
Budget for and fund program that will expose SW students to career opportunities	Committee creates a budget	Building Administration, Career Exploration Committee	January 2020
Begin program that exposes students to career opportunities	Program begins	Building Administration, Career Exploration Committee	August 2020

Professional Development, Recruitment, Retention

Teacher Recruitment and Retention in AP/Dual Credit Areas

Action Steps/Enablers	Evidence of Attainment	Responsible Parties	Expected
Partner with area colleges to identify top candidates coming out of teacher education programs and actively recruit candidates in AP/DC certification	Increase in number of teachers licensed/certified to teach AP/DC classes	Supterintendent, Principals	Ongoing
Pay for current teachers to receive the necessary training/certification in AP/DC.	Money budgeted for training/certification for AP/DC professional development and licensure.	Supt., Corp. Treasurer, HS Principal	January 2018 - begin Ongoing
Ensure teachers with AP/DC certification receive competitive compensation when compared with their peers.	Adjustment in pay scale/salary chart to account for teachers with AP/DC licensure and certification.	Supt., Corp. Treasurer, HS Principal	Immediately - begin Ongoing

Expanded CTE/AP/Dual Credit Courses

Action Steps/Enablers	Evidence of Attainment	Responsible Parties	Expected Completion
Actively recruit additional CTE teachers.	Increase in number of career and technical education classes offered.	Superintendent, HS Counselor, HS Principal	Ongoing
Regularly assess the needs in AP/DC/CTE offerings.	Line of communication is active and receiving ongoing comments, suggestions and feedback.	Committee - including HS counselor, parents of HS students	Ongoing
Provide transportation to area CTE courses located at other venues.	Students have been made aware of and are attending CTE courses outside of current location.	Superintendent, HS counselor	Ongoing

Improved Collegial Coaching and Training

Action Steps/Enablers	Evidence of Attainment	Responsible Parties	Expected Completion
Hire candidates that can articulate a passion and plan for sharing knowledge with their counterparts.	All faculty members have knowledge base increased and have subject matter expert available when necessary	Principals	Ongoing
Foster an environment of collaboration among all grade levels and content	Calendar of quarterly meetings.	Superintendent, Principals, Grade representatives, Department Chairs	Ongoing

First Aid and Safety Protocol Training

Action Steps/Enablers	Evidence of Attainment	Responsible Parties	Expected Completion
Provide opportunities for all staff members to receive first aid training and certifications at a reduced cost.	All staff have current first aid credentials.	Superintendent, School Nurse	Begin 2018-2019 school year; Ongoing
Conduct partial reunification drills involving staff and students one (1) time each year	Annual partial reunification drills are scheduled, utilized and ongoing.	Corporation Safety Team, Law Enforcement	2018-2019 school year
Conduct full reunification drills involving parents and the community every five (5) years.	Full reunification drills are scheduled, utilized and ongoing in five year increments.	Corporation Safety Team, Law Enforcement	2020-2021
Training in fire safety for all staff at the beginning of every school year.	Fire safety training is scheduled, attended and a part of new school year orientation.	Corporation Safety Team, Fire Department Representative(s)	Begin 2017-2018 school year; Ongoing
Conduct tabletop exercises and full drills for non-mandated emergencies such as child abduction or medical emergencies.	Exercises for specific non-mandatory emergencies are scheduled, attended and ongoing.	Corporation Safety Team, Law Enforcement	2019-2020
Training provided for all staff on an annual basis as required by Indiana code and school regulations	Sign-in sheets, sign-off sheets, completion logs as generated	Southern Wells Administration	Ongoing

Exceptional Facilities and Strategic Financial Planning

Expanded Technology-Based Tools for Student Learning

Action Steps/Enablers	Evidence of Attainment	Responsible Parties	Expected Completion
Computer & Chromebook rotation	Set rotation list, plan - disposal of old	Technology Department	Continual
Replace classroom projection systems with Interactive TVs	Set purchase & installation plan (10 classrooms/year)	Technology Department & Maintenance	December.2020
Increase devices in K-3 to 1:1	Amount in yearly budget	Technology Department	January. 2018

Empowering Learning Environment Updated and Restored

Action Steps/Enablers	Evidence of Attainment	Responsible Parties	Expected Completion
Determine wastewater plan	Hire engineer, bid, select vendor	Superintendent, Maintenance, Board	Complete 2019
Inspect/ review/ replace HVAC, Bldg A roof, ceiling tiles	Hire engineer, bid, select vendor	Superintendent, Maintenance, Board	Complete by 2021
Inspect/ review/ replace Elementary Well	Get IDEM approval, drill test well, Select Vendor	Superintendent, Maintenance, Board	Complete 2018

New, Connected Learning Centers (Agriculture/Theatre/Auxiliary Gym)

Action Steps/Enablers	Evidence of Attainment	Responsible Parties	Expected Completion
Ag Building attached to school (Decision & Presentation to community)	Hire engineer, bid, select vendor Board and Superintendent agree	Superintendent, Maintenance, Board, Tech Department	Committee to explore or complete by 2020
Additional high school classroom space/large group integration space available for student use	Space determined and available	Superintendent, Maintenance, Board, Tech Department	Committee to explore or complete by 2020

Outdoor Multi-Use Facility Created for Athletic Areas

Action Steps/Enablers	Evidence of Attainment	Responsible Parties	Expected Completion
Determine viability of Auxiliary gym, concessions, locker rooms, restrooms	Hire engineer, architect, bid, select vendor	Superintendent, Maintenance, Board, Tech department, Activities Director	Committee to explore 2020