

Summary of School Improvement Activities

Homer Community School District

2010/2011 to 2016/2017

Continuous School Improvement Process

- Teacher leadership through school improvement committees
- Mission, vision, and motto statements created with stakeholders
- Systematic data analysis and action planning
- Development and use of SMART goals and continuous progress monitoring
- Establishment of a Professional Learning Community structure for school improvement
- Professional Learning Teams meet monthly
- AdvancED Accreditation (12/13) with new standards
- MTSS process improved and with more support for student achievement
- Strategic plan created in 2011/2012 and used through 2015/2016

Learning & Instruction

- Established a state accredited preschool program
- Curriculum
 - Analysis and alignment of curriculum with standards and instruction
 - Power standards identified and unpacked
 - Revised and Implemented
 - Business and Industrial Technology (12/13)
 - Mathematics (13/14)
 - Science (14/15)
 - Fine Arts (15/16)
 - Technology (16/17)
 - Physical Education (16/17)
 - Language Arts (17/18)
- Added classes to 7-12 offerings
 - Language arts/reading class added to 7th and 8th grades
 - 7th and 8th grade algebra with objective selection process
 - Trigonometry
 - College Algebra
 - Statistics and Probability
 - History of Rock and Roll
 - Music Appreciation
- Northeast Community College, Peru State, Wayne State, UNL, Western Iowa Tech
 - Increased communication to expand opportunities for students
 - Increased use of online courses
 - Lower cost courses for high school students

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- Instructional supports
 - Expanded tutoring for struggling students before, during, and after school
 - Targeted interventions
 - Computerized learning opportunities: Odyssey and APEX
 - Expanded summer school
 - Credit recovery for grades 9 – 12
 - Created levelled reading library
 - Added Achievement Center for daily academic support
 - Mandatory Homework Assistance Program implemented (5th – 12th)
- Homeroom Implemented 2014/2015
 - Provided every student with a consistent connection with an adult throughout 7-12
 - Provided more time for intervention and enrichment
 - Monitored grades and homework more frequently
 - Increased uninterrupted time for instruction in the elementary grades
 - Teambuilding activities
 - Service learning projects
- Increased graduation requirements – 230 to 250
- Assessment
 - Developed a balanced assessment system
 - Regular progress monitoring throughout the school year
 - Implemented Measures of Academic Progress (MAP) as the interim benchmark assessment
 - Incentive program for student performance on NeSA
- Achievement conferences – between teacher and student, teacher and principal
- Individual goal setting and monitoring with students
- Recognition
 - Pride Assemblies – Quarterly
 - Top achievement posted in hallways and recognized at assemblies (ACT Club, Valedictorian and Salutatorian Board, perfect NeSA scores, attendance, etc.)
 - Reward activities and assemblies
- Overall improved student achievement on state tests (NeSA)
 - 28% increase in reading from 09/10 to 15/16
 - 36% increase in mathematics from 10/11 to 15/16
 - 12% increase in science from 11/12 to 15/16

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- State recognition for narrowing the achievement gap for students in poverty out in March of 2015 and March of 2017
- Transition
 - 7th grade parent meeting in August
 - Class audit and transcript review with auditor
 - Increased onsite and offsite college and military visits
- Elementary Student Council established
- Elementary Enrichment Program established
- Schoolwide reading programs – annual at-home program, One Book One School program
- Standard-based grading (1st through 3rd grades)
- Introduced international travel experience for high school students
- Speakers
 - Cyber-Bullying with Karen Haase
 - Increasing achievement with John Baylor
 - Motivation – Coach Kush, Matt Davidson
- Culture and Climate
 - TIPS reporting system (bullying and behavior)
 - Second Step – guidance curriculum for social/emotional learning and problem resolution
 - Daily elementary assembly with social skills instruction
 - Bullying and Harassment Prevention Program
- Attendance
 - Updated policy to meet state requirements
 - Attendance Committee utilized
- Safety and Crisis Preparation
 - Updated staff procedure guides
 - Emergency backpacks
 - Drill schedule – evacuation, fire, inclement weather, bus
 - Staff training – CPR, first aid, CPI (Crisis Prevention Intervention), ALICE, John Dudley
- Food Service
 - Implementation of federal nutritional guidelines
 - Increased healthy food offerings – fruit and vegetable bar
 - Established multiple options for entrées

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Technology

- Increased equipment and use in classrooms
 - SMART boards
 - Document cameras
 - iPads
- Continuation of computer replacement on cycle
- Upgraded computer software and hardware
- Replaced Elementary Computer Lab with Chromebook carts
- Initiated 1 to 1 laptop program
- Installed Microsoft 365 and Microsoft Classroom

Parent/Community Involvement

- Parent Surveys (Mission Statement 2010/2011, School Improvement 2012/2013, Technology 2015/2016)
- Annual meetings – Parent Advisory Committee, Parent Forums, Community Engagement, and Listening Session
- Committee involvement – Preschool Advisory Committee, Community Facility Focus Group, Food Service Committee, Technology Advisory Committee
- Facebook and Twitter
- Automated notification system (School Reach, SchoolMessenger) and app
- Increased communication between guidance counselor and high school parents on course offerings and scholarships
- Elementary Activities
 - Pride Assemblies
 - Title 1 parent events (Muffins for Moms, Donuts for Dads, One School One Book, Annual Parent Meeting)
 - Annual visits to bank, post office, and fire department
- Parent meetings for athletics
- Annual Art Show
- Increased scholarships available for graduates and high school students
- “Welcome Back” cookout for families
- Community Coffee during Homecoming
- Parent guest readers in the Library
- Conducted PTO organizational meetings for parents

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Facilities and Grounds

- Electronic messaging board
- Automated controlled access system
- Facility analysis completed
- Replacement of energy efficient light fixtures begun
- Roofing project completed in 3 stages
- Gym renovations – bleachers, floor, lighting, painting
- Lights – stage, athletic field
- HVAC renovations – systematically replacing heat pumps, preventative maintenance on all equipment
- Sprinkler system in south addition
- Replaced bell, clock, and intercom systems
- Replaced video surveillance system
- Replaced football scoreboard

Staff

- Wellness Program initiated
- Social Committee established
- Staff appreciation activities
 - Homer High Fives
 - Fabulous Fridays
 - Annual Christmas luncheon
 - Birthday recognition by administrators
 - Refreshments, meals, and treats provided throughout the year
 - Staff appreciation week tributes and treats
- Additional support
 - Created fulltime position for LAN Manager/Technology Coordinator
 - Part-time school resource officer
 - Math/science teacher
 - Intervention paraprofessionals
 - Elementary Principal
- Teacher-led Teacher Evaluation Project

Professional Development

- Instructional strategies
 - Marzano's Instructional Strategies

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- Danielson's Instructional Framework
- Technology
 - Presentations by ESU #1 staff
 - Microsoft 365 and Classroom
- Reading
 - Guided reading training onsite
 - State and national conferences
- Second Step problem solving steps
- Mathematics instruction training (elementary teachers)
- New teacher induction program
- APL training (classroom management and learning strategies)
- Boys Town social skills training (administrators and targeted staff)
- AdvancED workshops (administrators and targeted staff)
- MAP (Measures of Academic Progress)
- Safety training with John Dudley (targeted staff) and Dakota County Sheriff's Department
- Multi-Tiered System of Supports (MTSS) training with Dr. Burns
- National mathematics conference for targeted staff
- SPED Law training (targeted staff and principals)
- Job Alike meetings (elementary teachers)
- Crisis Prevention Intervention (CPI) Training
- Love and Logic Training
- CPR training
- Book studies by targeted groups

Finance

- Maintained ability to cover salary costs
- Increased Building and Depreciation Funds
- Established an Employee Benefit Fund
- Maintained funds for repairs and replacements
- Increased and maintained cash reserve
- Managed decreases in state aid