



ICS Lima

ICS-Lima Continuous School Improvement Plan
August 2018

Goals for Improvement:

1. Data driven decision making and instruction, enhancing the use of assessment data: demographics, educational testing
2. Spiritual Development of Students: mentorship and discipleship program, meaningful involvement in chapels
3. Maximization of Current Facility
4. Develop procedure for hiring new staff at any point of the year
5. Enhance professional development to reflect interpretation of data
6. Refine and expand the annual institutional planning process to ensure the revision of short-term and long-range plans

Area of Improvement	Data driven decision making and teaching Goal: Staff will utilize assessment and demographic data in teaching and in the general decision making process
Time Frame	Ongoing
Fiscal Consideration	\$1000-\$2000 If bringing a professional trainer from the U.S. \$200 if local professional is used
Action(s)	<ul style="list-style-type: none"> ● Make MAP, PSAT, Fountas & Pinnell, and WIDA interpretation a part of the July staff training (July 2018 and beyond) ● MAP data will be revisited at least once per quarter ● MAP training will be an integral part of ongoing professional development for staff ● Recruit a MAP expert to train staff in MAP use and the utilization of educational and demographic data. (by July 2019) ● Use MAP data to form ever-evolving reading and math groups at the elementary level ● Better train teachers in the reviewing of the four areas of the WIDA test for our ELL students (reading, writing, listening, and speaking). This will help inform instruction for this population of our student body. ● Compare MAP trends for students who continue to struggle despite receiving SpEd services
Who is responsible?	Administrative Team, Lead Teachers
Resources needed	Online tools (NWEA website), allotted time, experts
Communication to	Data shared in "Admin Coffee" sessions, Testing reports given

Constituents	during parent-teacher conferences, CSIP posted to school web page
Evidence of progress	Teacher pod agendas, scheduled discussions each quarter, action plans
Expected Schoolwide Learning Results	<p>Cooperative Contributors Who:</p> <ul style="list-style-type: none"> Establish and accomplish effective goals with others <p>Quality Producers Who:</p> <ul style="list-style-type: none"> Create intellectual, artistic, practical, spiritual, and physical products Reflect creativity and high standards Take advantage of emerging technology <p>Perceptive Thinkers Who:</p> <ul style="list-style-type: none"> Identify, analyze, discriminate, prioritize and apply information.

Area of Improvement	Student Discipleship and Mentoring Goal: ICS Lima will actively promote and update the school's discipleship/mentor program
Time Frame	End of 2018-2019 School year
Fiscal Consideration	\$200-\$1000 for physical and/or digital curriculum resources
Action(s)	<ul style="list-style-type: none"> Improve school discipleship program Provide students with meaningful opportunities to participate in weekly chapels Research and purchase new options and/or curriculum for discipleship and mentoring
Who is responsible?	School Chaplain, FLT+
Resources needed	Other NICS school input, Student Spiritual Life Survey, Stakeholder feedback
Communication to Constituents	Information shared in "Admin Coffee" sessions, Clubs will be created for and promoted to the school community via email and written publication, CSIP posted to school web page
Evidence of progress	Active participants in program, staff verification of proper training

<p>Expected Schoolwide Learning Results</p>	<p>Involved Citizens Who:</p> <ul style="list-style-type: none"> ● Respect and submit to proper authorities in accordance with Biblical principles ● Demonstrate positive and productive citizenship ● Contribute their time, energy, and talents to improve the quality of life in our school, communities, nations, and the world ● Show compassion and wisdom <p>Cooperative Contributors Who:</p> <ul style="list-style-type: none"> ● Foster, develop and maintain relationships in a Biblical perspective within varied cultures and diverse settings <p>Investigative Learners Who:</p> <ul style="list-style-type: none"> ● Formulate positive personal values based upon Biblical principles
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<p>Area of Improvement</p>	<p>Maximize School Facility to Full Potential Goal: ICS Lima will pursue effective use of its current facility and maximize its space</p>
<p>Time Frame</p>	<p>Ongoing</p>
<p>Fiscal Consideration</p>	<p>\$6000-\$8000 for construction costs (materials and labor)</p>
<p>Action(s)</p>	<ul style="list-style-type: none"> ● Request permission from the Union Church for implementation of dedicated lunchroom space. (August 2018) ● Request and have full use of the 1st floor of current school building (August 2019) ● Support UCL in the creation and maintenance of a dual-purpose facility (ongoing) ● Propose different spaces for additional play equipment (August 2019) ● Modify current multi-purpose auditorium to hold three movable dividers, increasing the potential learning spaces from one to three (January 2019)
<p>Who is responsible?</p>	<p>Facility Manager, FLT, Union Church Leadership board</p>
<p>Resources needed</p>	<p>UCL approval, funds for material purchase, allotted space, architectural designs from hired professional</p>
<p>Communication to</p>	<p>Information shared in "Admin Coffee" sessions, Agenda Item for</p>

Constituents	DAC meetings, CSIP posted to school web page, Plans shared at Open House orientation
Evidence of progress	Classrooms and court no longer being used for eating lunch, classes held on first floor of building, multiple parties using Chase Hall at once, play equipment safely installed at new site
Expected Schoolwide Learning Results	<p>Involved Citizens Who:</p> <ul style="list-style-type: none"> Contribute their time, energy, and talents to improve the quality of life in our school, communities, nations, and the world <p>Perceptive Thinkers Who:</p> <ul style="list-style-type: none"> Identify, analyze, discriminate, prioritize and apply information. Utilize multiple frames of reference Make responsible decisions Apply critical thinking skills to life's problems

Area of Improvement	Investigate better ways to implement current policies and procedures for the hiring and onboarding of new employees, regardless of start date, which comply with all ethical employment practices and legal requirements
Time Frame	September 2018
Fiscal Consideration	\$0
Action(s)	<ul style="list-style-type: none"> Add information into Faculty Staff Manual
Who is responsible?	Field Leadership Team -Director -Principal -Business Manager
Resources needed	Computer, Internet
Communication to Constituents	Policy will be made known to accrediting agencies and during first Director's Advisory Council meeting
Evidence of progress	Policy included in Faculty and Staff Manual
Expected Schoolwide Learning Results	<p>Perceptive Thinkers Who:</p> <ul style="list-style-type: none"> Identify, analyze, discriminate, prioritize and apply information. Utilize multiple frames of reference

	<ul style="list-style-type: none"> • Make responsible decisions
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Area of Improvement	Goal: Refine and expand the annual institutional planning process to ensure the revision of short-term and long-range plans
Time Frame	By April 2019
Fiscal Consideration	\$0
Action(s)	<ul style="list-style-type: none"> • Follow detailed policy of revision placed in handbook
Who is responsible?	Director, Principal, Business Manager
Resources needed	Stakeholder feedback FLT+ Feedback CSIP document
Communication to Constituents	DAC members will be informed during March 2019 meeting Mention will be made during Admin Coffee during semester two
Evidence of progress	Long and short-term plans revised in timely and appropriate manners
Expected Schoolwide Learning Results	<p>Involved Citizens Who:</p> <ul style="list-style-type: none"> • Contribute their time, energy, and talents to improve the quality of life in our school, communities, nations, and the world

Area of Improvement	Goal: Enhance professional development to reflect interpretation of data
Time Frame	Ongoing
Fiscal Consideration	\$2000-\$3500
Action(s)	<ul style="list-style-type: none"> • Purchase ISTE curriculum for staff to take at their own pace for PD during the year • Purchase “Your Christian School” series by Paul Tripp as a means to modernize our Philosophy of Christian Ed and Biblical Worldview PD • Obtain training of MAP data interpretation via web or written curriculum

Who is responsible?	Director, Principal, Curriculum Coordinator
Resources needed	Time during staff meetings Days set aside for Professional Development Curriculum purchased
Communication to Constituents	Information will be shared during Parent Teacher Conferences regarding the interpretation of student data
Evidence of progress	-Staff will plan lessons and structure assessments based on interpretation of testing data -Student work will reflect growth -Student feedback related to Spiritual atmosphere (on surveys) Areas of improvement will be targeted in lesson plans and professional development
Expected Schoolwide Learning Results	Perceptive Thinkers Who: <ul style="list-style-type: none"> ● Identify, analyze, discriminate, prioritize and apply information. ● Utilize multiple frames of reference ● Make responsible decisions ● Apply critical thinking skills to life's problems