LEA	#281	Name: Moscow School District	
Superintendent	Name: Dr. Gregory Bailey		Phone: (208) 892-1139
	E-mail: gbailey@msd281.org		
CIP Contact	Name: Dr. Gregory Bailey		Phone: (208) 892-1139
	E-mail: gbailey@msd281.org		

Instructions: Your Continuous Improvement Plan must include a mission statement and vision statement. Please provide them in this section.

Mission and Vision

Mission: The Moscow School District commits all assets, facilities, time and energy to provide students with the tools needed to become contributing members of society.

Vision: The energies and resources of the District will be dedicated to supporting and empowering: • Students to engage in the process of learning. • Teachers and support staff to inspire each student to achieve his or her maximum potential. • The community to be an integral part of the learning process.

Community Involvement in Plan Development

We understand the importance of making sure staff members, parents, and other community members consider themselves a contributor to the plan development, as well as having a voice in all aspects involving our educational program. This has been an area we have had to improve on in the past and have made promising changes toward improvement.

During the COVID-19 pandemic, it became even more apparent that communication with all stakeholders was vital due to the constant changes having to be made within the school system. Five major communication practices were utilized to help accomplish this goal.

First, the building administrators have increased their communication with parents. The majority of the administrators send a weekly email to all the families with students in their building. These emails consist of important notices, listing of upcoming events, Good News articles, and updates on the pandemic. All building principals send information minimally one time a month. Parents report that these emails are extremely important to them and appreciate the effort on the part of the building principals.

Second, the superintendent began a weekly voluntary morning Zoom meeting open to all Moscow School District employees called "Coffee Chat with the Superintendent". This recorded meeting covers vital information shared with staff, allows staff to ask questions, and allows the staff to provide suggestions or feedback to help guide the direction of the district. The attendance varies between 50 to 120 staff members. In addition, the superintendent sends emails to all staff when information sharing is vital to being able to keep everyone informed. These reports consist of bullet points highlighting changes in the district, acknowledging successes, and proving short informational pieces to keep everyone engaged. Feedback from staff members has been very positive toward both activities.

Third, the superintendent has also started having monthly evening "Community Chat with the Superintendent" Zoom meetings that are open to the community. This allows the superintendent to share current events that are happening in the school district, as well as how it will impact students and their families. People attending these meetings can ask questions that are either answered by the superintendent or documented for a later response if information needs to be gathered. During times when issues or events arise that that may be of concern to the community additional meetings are scheduled. There have been four of these meetings in the past four months.

Fourth, to help in making all the changes that were needed to combat the impact of the COVID-19 virus, a pandemic plan oversight committee was organized. This oversight committee consists of leaders in the school district and community, with oversight responsibilities of ten subcommittees. Each of these subcommittees had specific areas or issues that needed to be addressed in response to the pandemic and are made up of community members, specialists, staff members, and administration. These groups provided the district with a comprehensive plan for the district during the pandemic and are used frequently when changes are needed due to the pandemic. This cooperative effort with staff, administrators, and community members has shown how working together can provide a better educational environment for our students.

Fifth, the Board of Trustees realized when they had to conduct the monthly board meetings on Zoom due to pandemic restrictions it was noticed that an increase in audience occurred. When they returned to holding meetings in person, the Board began projecting the meetings live on YouTube for viewers. Camera and speaker systems were purchased allowing for better quality for sound and viewing.

CONTINUOUS IMPROVEMENT PLAN (2021-2022)

LEA # 281	LEA Name:	Moscow School District

METRICS

LINK to LEA / District Report Card with Demographics and Previous Data (required):	https://idahoschools.org/districts/281/profile

Section I: Student Achievement & Growth Metrics - Current & Previous Year Performance Targets

Goal	Performance Metric	2020-21 Performance Targets (Previously chosen by LEA)	2021-22 Performance Targets (LEA Chosen)
All students will be college and career ready	4-year cohort graduation rate	**2020 cohort** 92.0%	**2021 cohort** **95.0%**
	5-year cohort graduation rate (optional metric)	**2019 cohort** Not required	**2020 cohort** N/A
	% of students who meet the college ready benchmark on the college entrance exam (optional metric)	57.0%	60.0%
All students will be prepared to transition from middle school / junior high to high school	% students who score proficient on the grade 8 Math ISAT	52.0%	55.0%
	% students who make adequate growth on the grade 8 Math ISAT	N/A	N/A
	% students who score proficient on the grade 8 ELA ISAT	72.0%	75.0%
	% students who make adequate growth on the grade 8 ELA ISAT	N/A	N/A
All students will be prepared to transition from grade 6 to grade 7	% students who score proficient on the grade 6 Math ISAT	48.0%	55.0%
	% students who make adequate growth on the grade 6 Math ISAT	N/A	N/A
	% students who score proficient on the grade 6 ELA ISAT	57.0%	70.0%
	% students who make adequate growth on the grade 6 ELA ISAT	N/A	N/A

CONTINUOUS IMPROVEMENT PLAN (2021-2022)

Section II: Literacy Proficiency & Growth Metrics - Current & Previous Year Targets

Goal	Performance Metric	2020-21 Performance Targets (Previously chosen by LEA)	2021-22 Performance Targets (LEA Chosen)
All students will demonstrate the reading readiness needed to transition to the next grade	% students who score proficient on the Kindergarten Spring IRI	81.0%	**81.0%**
	% students who score proficient on the Grade 1 Spring IRI	75.0%	**75.0%**
	% students who score proficient on the Grade 2 Spring IRI	85.0%	**85.0%**
	% students who score proficient on the Grade 3 Spring IRI	84.0%	**84.0%**
	% students who score proficient on the Grade 4 ELA ISAT	N/A	**67.0%**
	% students who make adequate growth on the Grade 4 ELA ISAT	N/A	**66.0%**

CONTINUOUS IMPROVEMENT PLAN (2021-2022)

Section III: How LEA Measures Progress Towards Literacy Goals and Targets (required)

Section III.A: Measuring Literacy Progress - LEA Chosen Performance Metrics			
Performance Metric	**2020-21 Performance Targets** (previously chosen by LEA)	**SY 2020-21 Results** (if available)	**2021-22 Performance Targets** (LEA Chosen)
% of students who scored proficient on the spring Istation in grade 4	N/A	N/A	**70.0%**

CONTINUOUS IMPROVEMENT PLAN (2021-2022)

Section IV: College and Career Advising and Mentoring Performance Metrics

Goal	Performance Metric	2020-21 Performance Targets (previously chosen by LEA)		SY 2020-21 Results		2021-22 Performance Targets (LEA Chosen)
All students will be college and career ready	# of HS students who graduate with an associate's degree or a CTE certificate	80		58		**60**
	% of students with learning plans created and reviewed in 8th grade	**8th grade**	100.0%	**8th grade**	100.0%	**100.0%**
	% of students whose learning plans are reviewed annually by grade level	**9th grade**	100.0%	**9th grade**	100.0%	**100.0%**
		10th grade	100.0%	**10th grade**	100.0%	**100.0%**
		11th grade	100.0%	**11th grade**	100.0%	**100.0%**
		12th grade	100.0%	**12th grade**	100.0%	**100.0%**
	# students who Go On to a form of postsecondary education within 1 year of HS graduation	**# Enrolled**	**# 2020 cohort**	**# Enrolled**	**# 2020 cohort**	Not Required
		107	178	113	178	
	% students who Go On to a form of postsecondary education within 1 year of HS graduation	60.0%		63.5%		**65.0%**
	# students who Go On to a form of postsecondary education within 2 years of HS graduation	**# Enrolled**	**# 2019 cohort**	**# Enrolled**	**# 2019 cohort**	Not Required
		108	181	135	181	
	% students who Go On to a form of postsecondary education within 2 years of HS graduation	60.0%		74.6%		**60.0%**

CONTINUOUS IMPROVEMENT PLAN (2021-2022)

Section V: How LEA Measures Progress Towards College & Career Advising & Mentoring Goals (required)

Instructions: To indicate how your LEA intends to measure your progress towards your college and career advising and mentoring goals and targets, you may choose to complete either Section V.A **or** Section V.B. Section V.A allows you to identify at least one LEA Chosen Performance Metric (note that it must be distinctly different than the metrics listed in Sections I and IV), which may be consistent with previously chosen LEA chosen metrics. Section V.B allows you to address your plan to measure progress through a short narrative.

Section V.A: College and Career Advising - LEA Chosen Performance Metrics (at least 1)

Performance Metric	2020-21 Performance Targets (previously chosen by LEA)	SY 2020-21 Results (if available)	2021-22 Performance Targets (LEA Chosen)
% of high school seniors who complete the FAFSA	60.0%	64.0%	**60.0%**
% of high school seniors who apply to at least one post-secondary institution	51.0%	44.0%	**51.0%**
% of high school juniors who complete the Careers and Financial Literacy Course	61.0%	61.0%	**64.0%**

Section VI: Report of Progress Narrative
While Moscow High School met the majority of our 20-21 performance targets, the pandemic caused shutdown and hybrid schedule made if very difficult to maintain contact with all of our students. We are very fortunate to have a career and counseling staff that went above and beyond to reach students and help them move toward their post-secondary goals. Beginning this year in a five day per week schedule will be very helpful as we work to achieve our goals.

CONTINUOUS IMPROVEMENT PLAN (2021-2022)

Areas of Success
•**Elementary**: Our district was able to provide six weeks of summer remediation in math and ELA for identified at-risk students Kdg-5th grade. All our elementary schools reviewed data in reading and math throughout the year and adjusted interventions accordingly. In addition, we provided supplemental instruction and intervention on our at-home learning days for identified at-risk students.
•**Moscow Middle School:** The Moscow School District adopted Canvas as an LMS during the summer of 2020, in preparation for a blended model. Teachers worked very hard to get up to speed on blended approaches, assisting each other in this work. The level of purposeful collaboration has been stellar. Efforts and structures to create extra opportunities for students to get help (coming in on non-class days, targeted summer school) were quite successful. Many students became more independent as learners, building skill sets inspired by the hybrid model that was used.
•**Moscow and Paradise Creek High School:** The Moscow School District, adopted the LMS Canvas in preparation for last year's blended approach to learning. Staff collaboration was at an all time high, and many efforts to reach students were made. These included offering in-person instruction and help on student off days and targeted summer school. We were able to pay for IDLA credit recovery courses for students who had failed (or not taken) a class over the past year through a grant facilitated by a parent. At the alternative school (PCRHS), synchronous online learning was offered through Meeting Owl technology to allow for at-risk students to participate in real time if having to quarantine or participate in any distance learning. In addition, all students at PCRHS were placed on an individual learning plan to help navigate success concerning credit attainment and graduation through the RTI process.
Areas of Challenge
•**Elementary:** Engaging students through multiple digital platforms, inconsistent and extended student absences, and the task of covering all content standards while teaching in a hybrid model, were areas of challenge at the elementary level.

Section VII: Notes

NOTES: Elementary School Subject areas/grade levels not N%: GT, Title, Sped, PE, Music, STEAM, Movement, School Psychologists, Counselors.
Middle School Subject areas/grade levels not N%: Electives including music, art, independent study, foreign language, drama, world cultures, outdoor science, creative writing, publications, and technology courses. Core courses including 6th and 7th Social Studies, World History, Life Science, Physical Science, Chemistry and Health, and Special Education.
High School Subject areas/grade levels not N%: Art, Music. PE, Special Education, and PTE.

CONTINUOUS IMPROVEMENT PLAN (2021-2022)

Section VIII: Staff Performance - Previous Year Results & Current Year Performance Targets

Grade(s)	Subject	Performance Metric	Assessment Tool	2020-21 Results	2021-22 Performance Targets (LEA Chosen)
K	All Subjects	% of students taught by staff in this grade (or grade band) and subject group that meet measurable student achievement targets or success indicators on the assessment tool	IRI	81.0%	**81.0%**
1	All Subjects	% of students taught by staff in this grade (or grade band) and subject group that meet measurable student achievement targets or success indicators on the assessment tool	Idaho Reading Indicator	75.0%	**75.0%**
2	All Subjects	% of students taught by staff in this grade (or grade band) and subject group that meet measurable student achievement targets or success indicators on the assessment tool	Idaho Reading Indicator	85.0%	**85.0%**
3	All Subjects	% of students taught by staff in this grade (or grade band) and subject group that meet measurable student achievement targets or success indicators on the assessment tool	Idaho Reading Indicator	84.0%	**84.0%**
4	Math	% of students taught by staff in this grade (or grade band) and subject group that meet measurable student achievement targets or success indicators on the assessment tool	ISAT Summative	52.0%	**65.0%**
5	Math	% of students taught by staff in this grade (or grade band) and subject group that meet measurable student achievement targets or success indicators on the assessment tool	ISAT Summative	54.0%	**56.0%**
6-8	Mathematics	% of students taught by staff in this grade (or grade band) and subject group that meet measurable student achievement targets or success indicators on the assessment tool	ISAT Summative	41.0%	**55.0%**
6-8	ELA	% of students taught by staff in this grade (or grade band) and subject group that meet measurable student achievement targets or success indicators on the assessment tool	ISAT Summative	66.0%	**70.0%**
9-12	ELA	% of students taught by staff in this grade (or grade band) and subject group that meet measurable student achievement targets or success indicators on the assessment tool	Common Assessments	N/A	**60.0%**
9-12	Mathematics	% of students taught by staff in this grade (or grade band) and subject group that meet measurable student achievement targets or success indicators on the assessment tool	Common Assessments	N/A	**60.0%**

CONTINUOUS IMPROVEMENT PLAN (2021-2022)

Grade(s)	Subject	Performance Metric	Assessment Tool	2020-21 Results	2021-22 Performance Targets (LEA Chosen)
9-12	Science	% of students taught by staff in this grade (or grade band) and subject group that meet measurable student achievement targets or success indicators on the assessment tool	ISAT Summative	74.0%	**75.0%**
9-12	US History & Government	% of students taught by staff in this grade (or grade band) and subject group that meet measurable student achievement targets or success indicators on the assessment tool	U.S. Citizenship Test	100.0%	**100.0%**
		% of students taught by staff in this grade (or grade band) and subject group that meet measurable student achievement targets or success indicators on the assessment tool			
		% of students taught by staff in this grade (or grade band) and subject group that meet measurable student achievement targets or success indicators on the assessment tool			
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		% of students taught by staff in this grade (or grade band) and subject group that meet measurable student achievement targets or success indicators on the assessment tool			

CONTINUOUS IMPROVEMENT PLAN (2021-2022)

Grade(s)	Subject	Performance Metric	Assessment Tool	2020-21 Results	2021-22 Performance Targets (LEA Chosen)
		% of students taught by staff in this grade (or grade band) and subject group that meet measurable student achievement targets or success indicators on the assessment tool			
		% of students taught by staff in this grade (or grade band) and subject group that meet measurable student achievement targets or success indicators on the assessment tool			
		% of students taught by staff in this grade (or grade band) and subject group that meet measurable student achievement targets or success indicators on the assessment tool			
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