



**Mackay Joint District #182**  
**Continuous Improvement**  
**Plan**  
**2024-2025**

Updated: September 9, 2024

<b>LEA</b>	<b>#182</b>	
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## **Mission Statement**

*We, the community of Mackay Joint District #182, will empower each of our students to be prepared, successful and responsible citizens in a changing world.*

## **Vision Statement**

*The Mackay School District community believes that people of character consistently demonstrate and act on the following values:*

***Trustworthiness*** – They keep promises, fulfill commitments, and abide by the spirit as well as the letter of an agreement.

***Loyalty*** – They support friends and their profession in good times and bad times on the basis of positive values.

***Respect*** – They treat other people fairly, with tolerance, acceptance, and equity.

***Compassion*** – They show compassion for the well-being of others and their environment through acts of caring, generosity, kindness, and service.

***Citizenship*** – They contribute to the well-being of their communities (both locally and globally) as responsible citizens acting in positive and creative ways.

***Work Ethic*** – They strive for excellence, taking pride in their work, always giving their best efforts, persevering in spite of adversities, reflecting on the results of their efforts and applying what they've learned to new endeavors.

***Integrity*** – They understand, consider, and accept the impact and consequences of personal actions and decisions.

## **We Believe:**

*All students have the ability to learn.*

*Every student is unique and deserves the opportunity to achieve his/her potential.*

*Each student is responsible for his/her own actions and the resulting consequences.*

*Our size is our strength.*

*Nothing is impossible.*

*In opportunity for and acceptance for all people*

*In an emotionally, physically, and nurturing environment*

*In partnerships with parents, guardians, and community*

## **Community Involvement in the development of the Combined District Plan (or CIP and Literacy Plan)**

A committee exists to develop and review the Continuous Improvement Plan which includes the College and Career Advising Plan and the Literacy Intervention Plan. The committee consists of parents, teachers, administrators, students, and one board member. Ongoing input is requested and collected throughout the school year through a variety of methods including board meetings, district and building level meetings, personal contacts, letters, and surveys.

## **Parent Notification of College and Career Advising and Mentoring Services**

Parents are notified of the college and career advising and mentoring services and resources available to their children through Mackay Junior/Senior High School's weekly newsletters, the District's Facebook page, the district website, personal contacts, and email. Targeted events are held periodically at the school, and students participate in a variety of activities related to college and careers throughout the school year. Eighth Grade students complete a Career Exploration Course with a culminating project of drafting their 4-year plan.

## **Parental Involvement in Students' Individual Reading Plans**

Parents are informed that their child has qualified for literacy intervention and are given an opportunity to be involved in the development of their child's individual reading plan through a variety of methods which include letters, personal contacts, weekly newsletters, and targeted school events. Reading nights are held during the school year to discuss literacy and available programs and services. Summer school is available for students who need to improve their reading skills.

## **Goals: 2021 - 2025**

**Academic Achievement: The District shall provide opportunities to improve the academic achievement of all students.**

### **A. College and Career Readiness**

1. All students will be college and career ready at graduation.
  - a. Incorporate essential knowledge and skills (i.e. academic skills, communication, and problem solving in all courses)
  - b. Analyze national, state, and district assessments including ISAT, SAT, ASVAB
  - c. Support industry testing and certification
  - d. Utilize career and college advisor

### **B. All students will be prepared to transition from elementary school to junior high and from junior high to high school.**

1. Align curriculum to Idaho standards
  - a. Offer rigorous, standards-based curriculum
  - b. Analyze student achievement and growth data
  - c. Administer formative and summative assessments
2. Provide curriculum differentiation
  - a. Utilize Problem Solving/RTI teams at each school
  - b. Offer enrichment and advanced learning opportunities

- c. Offer intervention and remediation opportunities
- d. Support and encourage teachers to add teaching endorsements

**C. Teacher engagement will be increased.**

1. Professional Development will be planned to address the needs of staff, students, and the District.
2. All new teachers will participate in a District mentor program.
3. Professional development for certified and classified staff will be encouraged and compensated/reimbursed according to the annual PD plan.
4. Individualized professional development will be encouraged and supported.

**D. Technology**

1. Incorporate technology to improve learning and school safety
  - a. Promote digital and remote learning technologies and skills
  - b. Implement Remote Learning technologies to include all instructional staff and students
  - c. Encourage professional development on technologies and instruction for all instructional staff
  - d. Utilize available technology to promote district accountability and communication
  - e. Update and use technology effectively to address school safety to include the use of the newly installed public address and bell system.

**E. School Climate**

1. Continue use of PBIS (Positive Behavioral Supports and Interventions) District-wide
2. Work with student organizations and staff to develop positive activities.
3. Collect data on school climate through the use of surveys and other tools.

# Report of Progress

## Academic Achievement

Goal	Evidence	Target Met
Students in Grades K-3 will increase proficiency on the Spring 2025 IRI from 36.9% proficient in Spring 2024 to 60% proficient in Spring 2025.		
Teachers and administration will develop accurate indicators for student academic growth for both the ISAT and IRI.		
100% of students will be taught skills necessary to participate in remote learning. Remote learning will be scheduled only as needed for health-related situations and weather conditions.		
100% of students will participate in digital citizenship education and grade level relevant keyboarding skills education/practice		
100% of students will be engaged in classroom level constructive learning experiences that are enhanced and maximized by technology.		
Electronic reporting data, including grade reports to parents and the state will be complete, accurate, and timely.		
Support more effective utilization of PowerSchool to include familiarity with the new version.		

**Parent, Student, Staff, and Community Communication and Participation: The District shall communicate effectively with students, staff, parents, and other community members.**

Goal	Evidence	Target Met
Continue to update and revise the district website to include ADA requirements and more timely and pertinent information.		
Better utilize the Mackay School District Facebook page to communicate academic, athletic, and general information about the district.		
Maintain a two-way communication plan utilizing multiple methods of information delivery (Print, digital, newspaper, handbooks, calendar, phone, etc.) Research texting communication capabilities.		
Train students, parents, staff, and patrons to use the PowerSchool, Google Classroom and MySchool Bucks systems effectively.		
Research and implement best communication practices.		
Provide opportunities for parents and the community to be involved in the education process.		
Continue implementation of Parent Advisory and/or PTO related groups in the schools.		
Utilize community resources and volunteers.		
Effectively use E3 Communication system for non-emergency and emergency situations.		
Continue update and use of school safety technology to include cameras, intercom and bell systems, buzzer systems, etc.		

**Fiscal Responsibility: Using sound budget practices and quality use of resources, the Mackay School District will remain fiscally sustainable operating within its means while providing the needs of all staff and student members.**

Goal	Evidence	Target Met
The District will retain a minimum of 3-6 months of operating expenses.		
The District will strengthen internal accounting controls by correcting and eliminating all audit findings.		
The District will review the 5-10 year Maintenance and Facility Plan to anticipate future expenditures.		
The District will develop a 10 year plan to align with the State of Idaho Modernization funding.		
The District will conduct a “needs assessment” related to possible future expenditures.		
The District will continue to investigate grant writing and its related policies, procedures, and possibilities.		
The District will continue to address in-house maintenance of buses including construction of a bus maintenance facility. This will include the CTE grant and donation of the steel structure.		
The District will review athletic budget and expenditures to determine if the 24-25 Budget is adequate and sustainable.		

**Provide a Safe and Secure Environment: Based upon available funding and our five-year maintenance and facility plan, Mackay School District will ensure a safe and attractive facility and grounds.**

Goal	Evidence	Target Met
Conduct annual walk-throughs via inspections and evaluations of facilities to ensure safety and enable future planning.		
Eliminate facility or grounds safety audit findings.		
Promote proper health standards through utilization of the District’s Wellness Policy and best practices.		
Continue to practice enhanced cleaning and sanitization of facilities.		
Staff will complete SafeSchools courses related to the District’s Safety Plan and Idaho Code requirements.		
Continue to review and update the Crisis Manual with staff and local law enforcement agencies.		
Convert to the State of Idaho’s Idaho Standard Command Responses for Schools (ISCRS)		
Conduct routine fire, earthquake, evacuation, etc. drills		



**Continuous Improvement: The District shall implement practices and procedures that promote continuous improvement in the organization.**

Goal	Evidence	Target met
The Board and Superintendent will execute the Continuous Improvement Plan with support from district staff.		
The Continuous Improvement Plan will be reviewed and updated annually.		
The District will comply with state and federal laws.		
The Board will review and update policies and procedures periodically and as recommended by the Idaho School Board Association. This included continually updating the Policy Manual and website by the Board Clerk.		
The Board and Superintendent will schedule and attend training provided by the Idaho School Board Association.		
The Board will complete the required literacy training as required by Idaho Code 33-1809.		