



SCHOOL
IMPROVEMENT
ADVISORY
COMMITTEE
(SIAC)

RED OAK CSD

NOVEMBER 6, 2024

AGENDA



1. Purpose and Outcomes of SIAC
2. Academic Achievement
 1. Student Proficiency Data
 2. Attendance Data
3. Learning Goals
4. Culture and Climate
 1. Belonging
 2. Bullying and Harassment
5. Facilities Planning
6. Student Needs and Local Priorities (Breakouts)

How SIAC Works

Iowa Code 280.12 outlines the requirements of a School Improvement Advisory Committee (SIAC). The board of directors of each public school district and the authorities in charge of each nonpublic school shall do the following:

1. Appoint a school improvement advisory committee to make recommendations to the board or authorities. The advisory committee shall consist of members representing students, parents, teachers, administrators, and representatives from the local community, which may include representatives of business, industry, labor, community agencies, higher education, or other community constituents. To the extent possible, committee membership shall have balanced representation with regard to race, gender, national origin, and disability.
2. Utilize the recommendations from the school improvement advisory committee to determine the following:
 1. Major educational needs.
 2. Student learning goals.
 3. Long-range and annual improvement goals that include, but are not limited to, the state indicators that address reading, mathematics, and science achievement.
 4. Desired levels of student performance.
 5. Progress toward meeting the goals set out in paragraphs “b” through “d”.
 6. Harassment or bullying prevention goals, programs, training, and other initiatives.
3. Consider recommendations from the school improvement advisory committee to infuse character education into the educational program.



Recent SIAC Outcomes

1. Expanded Concurrent Enrollment Opportunities
2. Greater Emphasis on Student Attendance
3. Implementation of Cell Phone Restrictions
4. Alternate Graduation Pathways
5. Work-Based Learning Program
6. Construction Trades Program
7. Systemic Curriculum Adoption Process
8. Student Mentoring Program





STUDENT ACHIEVEMENT



We take kids where they are and get them to where they need to be!



- I. At the 3rd grade level our proficiency/advanced rates are between 40% and 67%
 - A. Our average English-Language Arts proficiency rate the last three years is 39%--This is actually 5% higher than our pre-Covid number
 - B. Our average Math proficiency rates the last three years is 67%--this is 7% higher than our pre-Covid percentage
- II. By the 6th grade proficiency/advanced rates are over 50%
 - A. Our average ELA proficiency rates the last three years is over 52%--again higher than our pre-pandemic numbers
 - B. Our average Math proficiency rates the last three years is 51%--this is slightly higher than our pre-pandemic numbers
- III. By the 9th grade our proficiency/advanced rates are between 62% and 75%
 - A. Our average ELA proficiency rates the last three years is over 74%--this is 12% higher than our pre-Covid number
 - B. Our average Math proficiency rates the last two years is 62%--about 4% higher than our pre-Covid number
- IV. ELA rates hold steady at around 75% through the remainder of high school, while math proficiency rates increase to around 70% in 10th and 11th grade

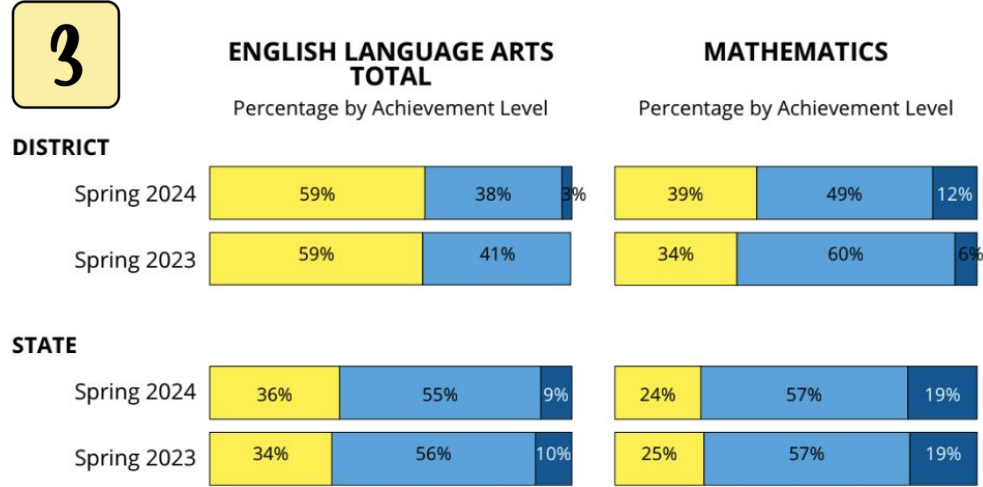


IOWA STATEWIDE ASSESSMENT
of STUDENT PROGRESS

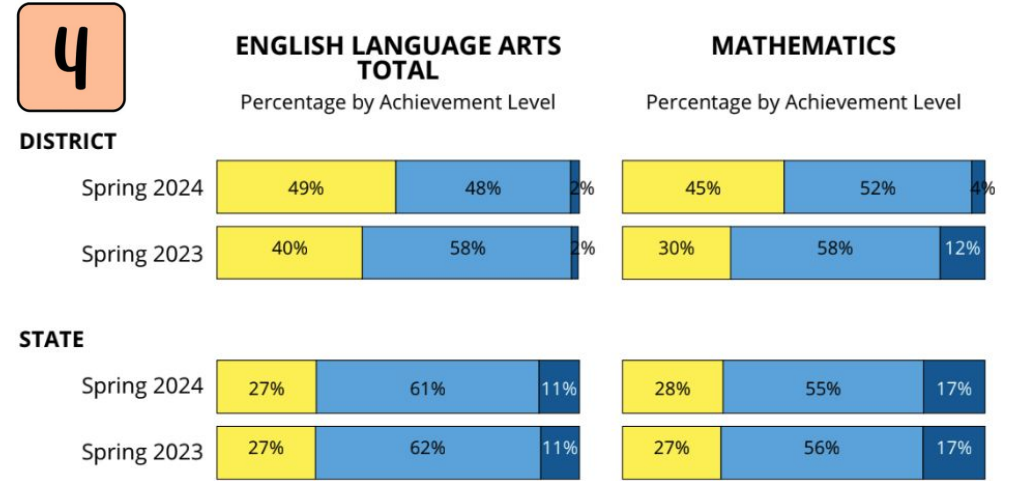
2024 Iowa Statewide Assessment of Student Progress (ISASP)

		Fourth Grade						Eighth Grade						Eleventh Grade					
		English Language Arts			Mathematics			English Language Arts			Mathematics			English Language Arts			Mathematics		
		Not Yet Proficient	Proficient	Advanced	Not Yet Proficient	Proficient	Advanced	Not Yet Proficient	Proficient	Advanced	Not Yet Proficient	Proficient	Advanced	Not Yet Proficient	Proficient	Advanced	Not Yet Proficient	Proficient	Advanced
	All Students	49%	48%	2%	45%	52%	4%	29%	69%	1%	25%	71%	4%	28%	66%	7%	33%	58%	9%
Gender	Male	62%	38%	0%	43%	54%	3%	34%	63%	3%	26%	66%	8%	31%	62%	7%	28%	52%	21%
	Female	40%	56%	4%	46%	50%	4%	24%	76%	0%	24%	76%	0%	26%	68%	6%	36%	62%	2%
	Non-Binary	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Students with Disabilities	IEP	92%	8%	0%	100%	0%	0%	72%	28%	0%	61%	39%	0%	NA	NA	NA	NA	NA	NA

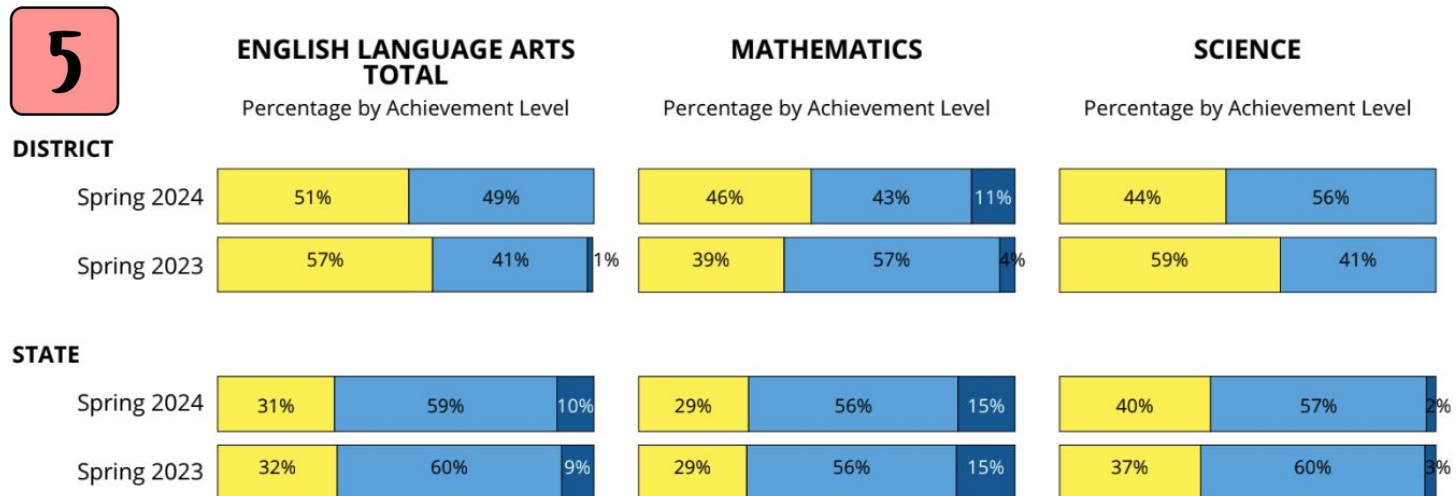
The graphs below display the performance of the grade 3 students in the district compared to the state by Achievement Level.



The graphs below display the performance of the grade 4 students in the district compared to the state by Achievement Level.



The graphs below display the performance of the grade 5 students in the district compared to the state by Achievement Level.



The graphs below display the performance of the grade 6 students in the district compared to the state by Achievement Level.

6

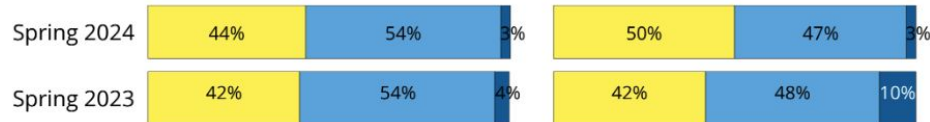
ENGLISH LANGUAGE ARTS TOTAL

Percentage by Achievement Level

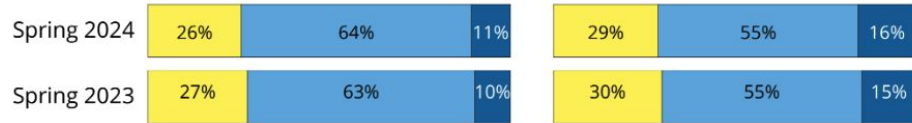
MATHEMATICS

Percentage by Achievement Level

DISTRICT



STATE



The graphs below display the performance of the grade 7 students in the district compared to the state by Achievement Level.

7

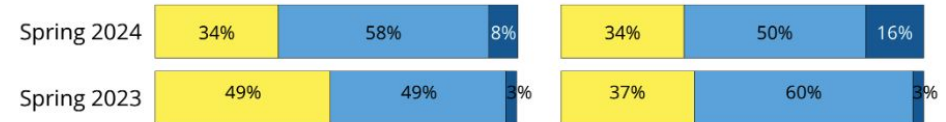
ENGLISH LANGUAGE ARTS TOTAL

Percentage by Achievement Level

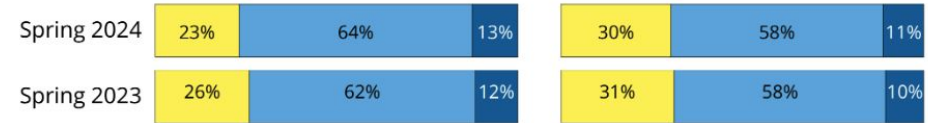
MATHEMATICS

Percentage by Achievement Level

DISTRICT



STATE



The graphs below display the performance of the grade 8 students in the district compared to the state by Achievement Level.

8

ENGLISH LANGUAGE ARTS TOTAL

Percentage by Achievement Level

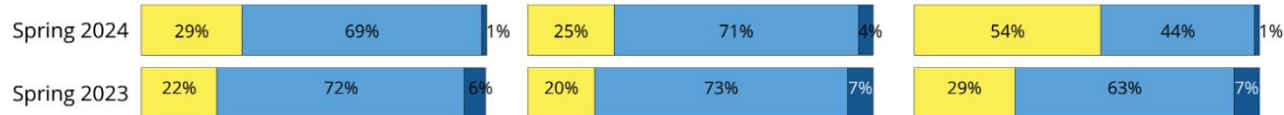
MATHEMATICS

Percentage by Achievement Level

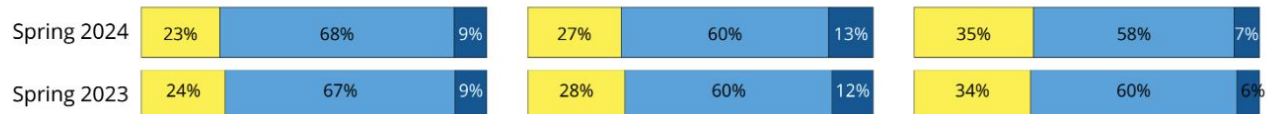
SCIENCE

Percentage by Achievement Level

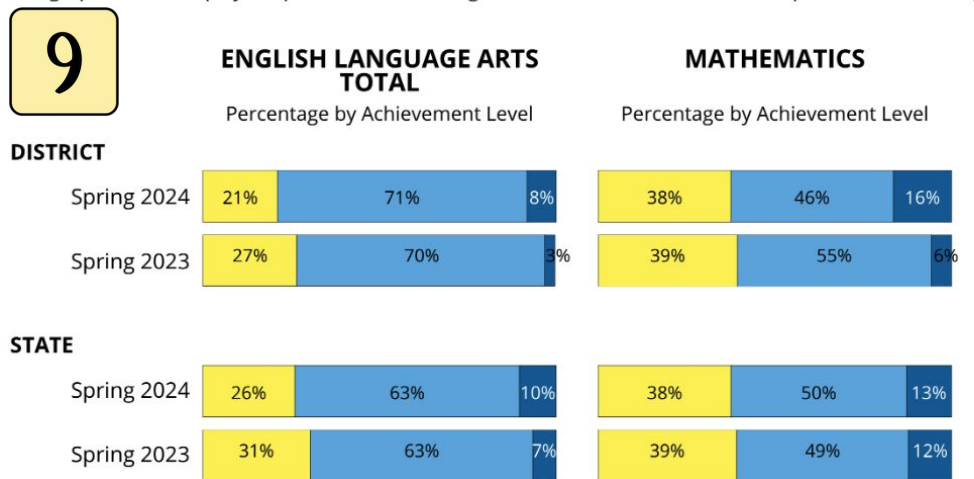
DISTRICT



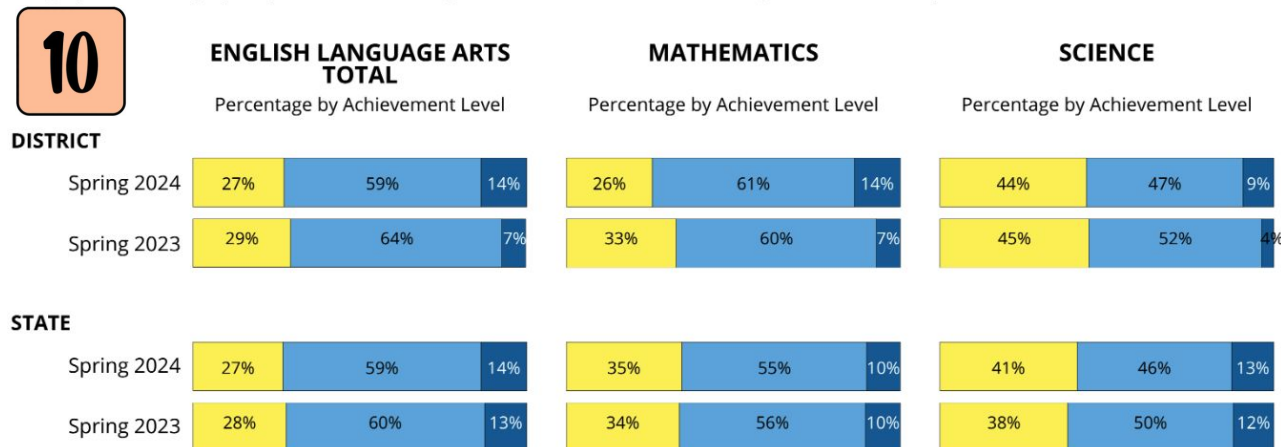
STATE



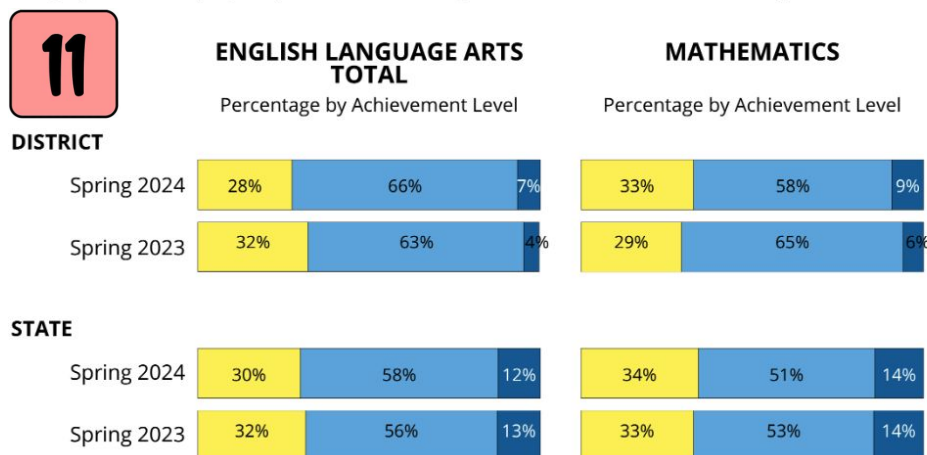
The graphs below display the performance of the grade 9 students in the district compared to the state by Achievement Level.



The graphs below display the performance of the grade 10 students in the district compared to the state by Achievement Level.



The graphs below display the performance of the grade 11 students in the district compared to the state by Achievement Level.



Fall FAST Assessment (administered August 2024)



Fall FAST: Literacy

Fall FAST: Math

Grade level	Enrollment	Screened	At benchmark
KG	49	98%	60%
1	82	99%	36%
2	65	98%	36%
3	59	100%	34%
4	69	96%	53%
5	78	99%	52%
6	59	98%	66%

Grade level	Enrollment	Screened	At benchmark
KG	49	98%	67%
1	82	99%	56%
2	65	98%	41%
3	59	100%	51%
4	69	96%	64%
5	78	99%	48%
6	59	98%	69%

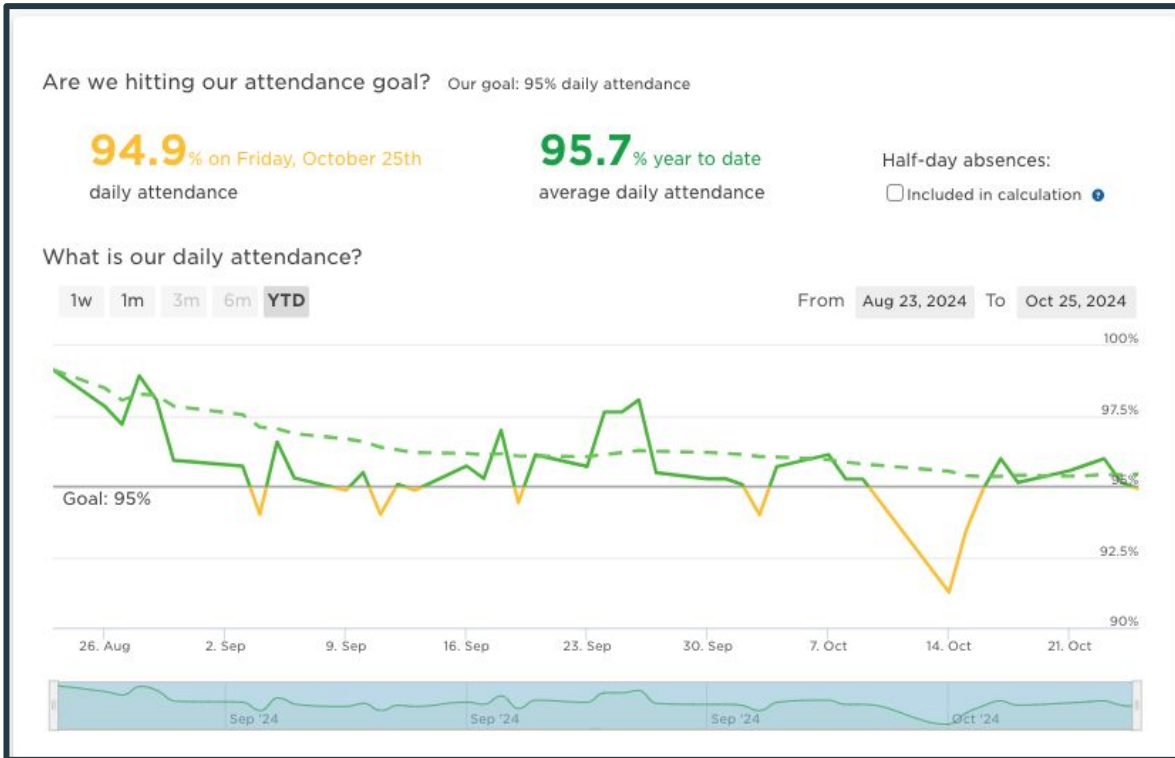


STUDENT ATTENDANCE

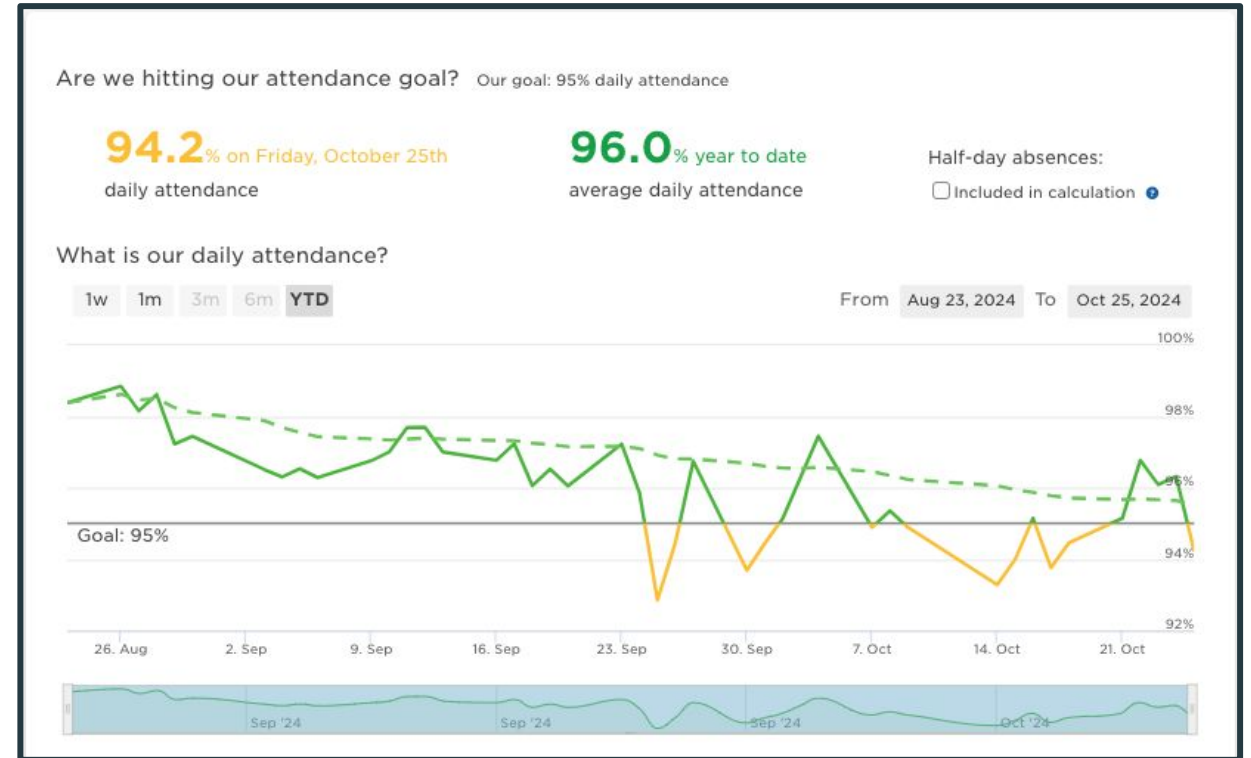




Inman Average Daily Attendance

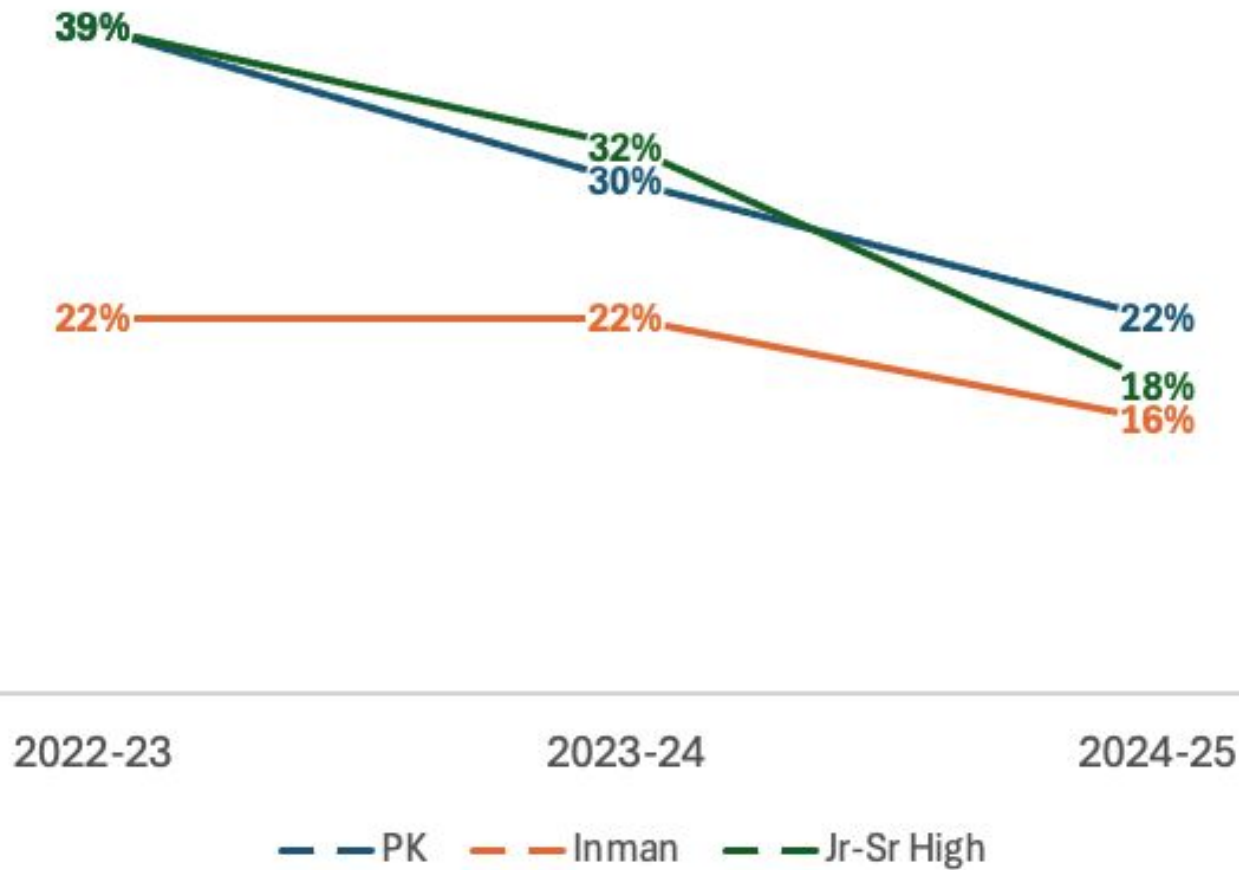


Jr-Sr High Average Daily Attendance



In 2023-24, average daily attendance at Inman was **93.13%** and at the Jr-Sr High School it was **91.91%**

CHRONIC ABSENTEEISM





PERFORMANCE AND GOALS



Desired Levels of Performance - Where are we compared to other districts?

Iowa School Performance Profiles - 2023

- Inman Elementary - Acceptable
- Jr-Sr High School - Acceptable



Iowa School Performance Profiles - 2024

- Changes point system and how ratings are calculated - no longer a formula
- Replaces Conditions for Learning with Chronic Absenteeism
- Adds Science
- Equally weights Proficiency and Growth
- Changes focus of Postsecondary Readiness
 - Keeps college credit
 - Removes CTE enrollment and ACT participation and success
 - Adds work-based learning and industry-recognized credentials

STUDENT LEARNING GOALS



Required Focus Areas:

- IDEA (special education literacy)
- Literacy: Individual Literacy Plans K-6
 - Required for all students not reading proficiently in grades K-6
 - Proficiency in K-3 based on screeners
 - Proficiency at end of grade 3-6 based on ISASP ELA score
 - Goals specific to each child and progress monitored weekly
- Attendance
 - Identified need in Title Programs and School Improvement Plan
 - Goal: reduce chronic absenteeism by 5% from spring 2024 to spring 2025

STUDENT LEARNING GOALS



District Goals:

- Student Learning: Increase Graduation Rate from 90.36% to 92%
- Long-Range Goal: Exceed state averages in reading, math and science proficiency as measured by the Iowa School Performance Profile.
- Annual Improvement Goals:
 - Reading: Increase ELA Proficiency from 60.16% to 66%
 - Math: Increase Math Proficiency from 66.56% to 70%
 - Science: Increase Science Proficiency from 55.56% to 62%

CULTURE AND CLIMATE



Belonging

- I. Emphasis on building a deeper sense of belonging among all students and staff
 - A. Strive to make all people “unconditional positive regard” and connected to others in the building
 - B. Teachers are engaged in professional development surrounding 11 research-based dimensions of belonging (i.e., being Welcomed, Invited, Present, Accepted, Known, Supported, Befriended, Involved, Heard, Needed, and Loved)
 1. Students need to feel that they belong in order to learn and grow at school.
 2. Educators can’t assume belonging will just happen for kids because they’re all in class together. We must use our actions and choices each day to build school environments where students will experience belonging.
 - C. Administrators are engaged in a book study of How to Know a Person by David Brooks
 1. Being understood, known, and recognized is basic yet universal human need
 2. Developing our awareness and skills of seeing others and making them feel seen heard and understood

Inman Initiatives

- I. Belonging Time- First 15 minutes of each day are spent developing relationships within the classrooms.
- II. Tiger Den- Once a month
- III. TIGER Matrix focus (TEAMWORK, INTEGRITY, GOALS, EMPATHY, RELATIONSHIPS)
- IV. Teacher Belonging Book Study
- V. Guidance lessons and small group skill building



Jr-Sr High Initiatives

- I. Leadership Team pulling strategies from “Belonging in Schools,” and implementing these strategies with staff:
 - a. Welcoming Classrooms
 - b. 2x10
- II. Student of the Month
 - a. Yard Signs
 - b. Recognition & Positive Letters
(2x as many positive letters sent home)
- III. Policy Changes:
 - a. Cell Phone
 - b. Social Media Disruption (copied H10)



Bullying and Harassment

- I. Clarifying bullying and harassment with parents and students
 - A. Bullying/harassment IS “when someone repeatedly and purposefully says or does mean or hurtful things to another person who has a hard time defending him or herself
 - B. Bullying/harassment is NOT isolated incidents of bad behavior or mutual conflict
- II. Individual, small group, and whole class skill building through Guidance Department
- III. School Based Mental Health Provider
- IV. School Based Interventionist
- V. Behavioral and Suicide Assessments (i.e., STOP Grant)
- VI. Student Buddy Program





FACILITIES LONG-RANGE PLANNING





RED OAK COMMUNITY SCHOOL DISTRICT

PLANNING FOR THE FUTURE

DISTRICT MASTER PLAN - DRAFT
FEBRUARY 1, 2023

APMA

LARSON ENGINEERING + ENGINEERING TECHNOLOGIES INC + BUILDING CRAFTS



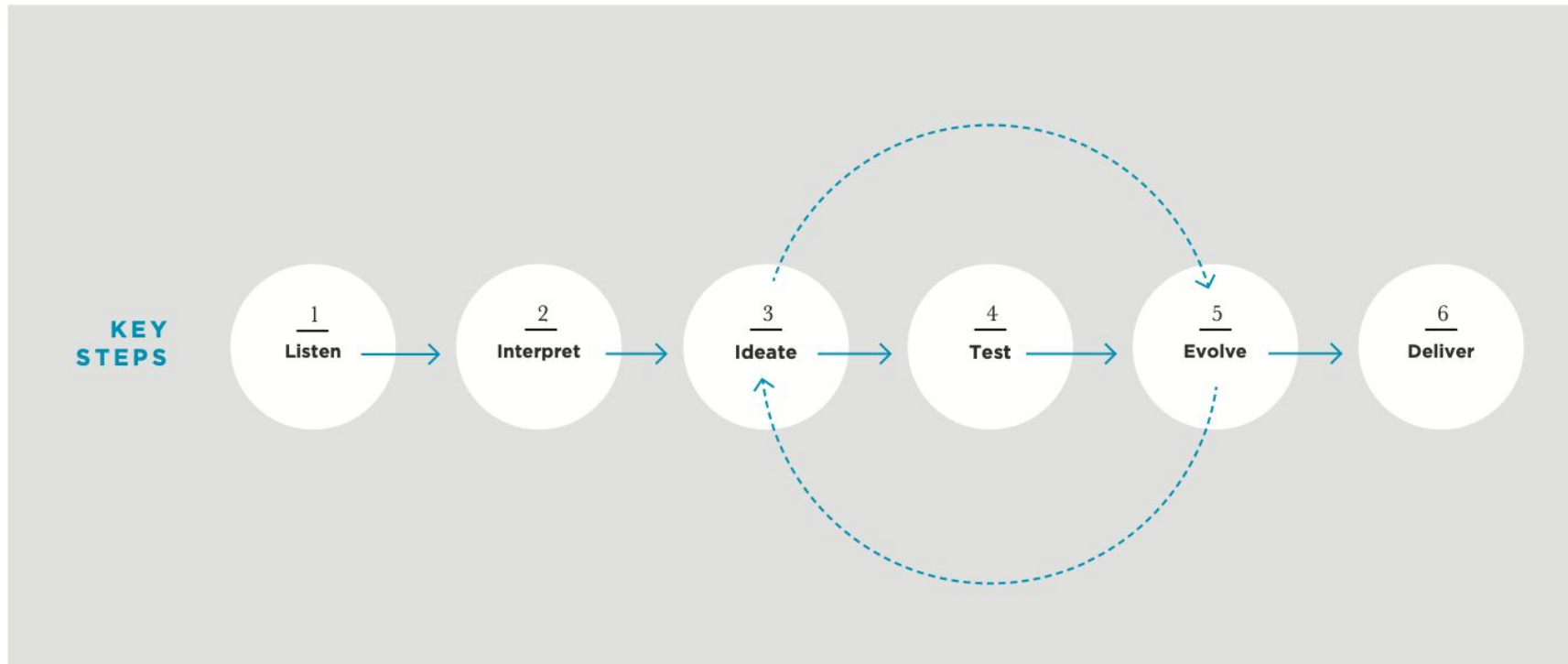
1. Background + Process

Executive Summary
Dedication + Approach
Student Enrollment + Capacity

APPROACH

APMA has an established fun and collaborative process for navigating project design. Design isn't linear, it's a cyclical process that involves listening, collaborating, and, most importantly, trial and error. We rarely land on the best solution with the first try. Each evolution gets closer to the result that best fulfills our shared aspirations.

We know this is a big deal for the Red Oak School District, and that it means something different to each individual. We know you have already put a **lot** of thought into this endeavor. So, we begin by listening to you.



Safety and Inclusion

Safety is the **TOP PRIORITY.** We want an inclusive environment so all students can thrive in school academically, socially and emotionally.

Academic

Let's focus on learning outcomes and how our physical space can be improved to better support student success.

Wellness

We want ROCSD to be a place that nurtures physical, psychological and social wellbeing for students, staff and families.

Extracurricular

From athletics to the arts to afterschool programs, extracurriculars make students more well-rounded and engaged.

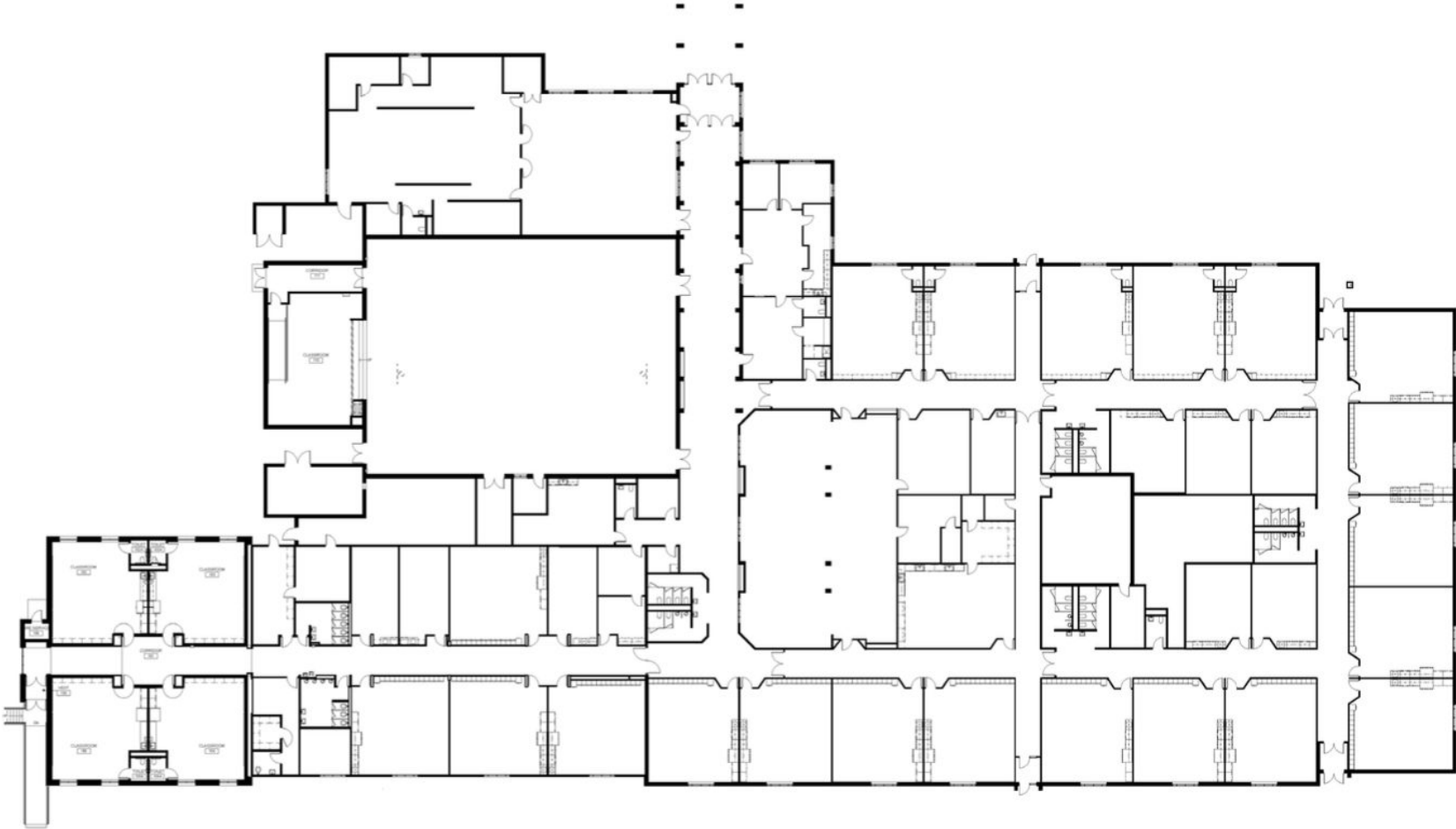
Existing Plans

EARLY CHILDHOOD CENTER – Existing Plans



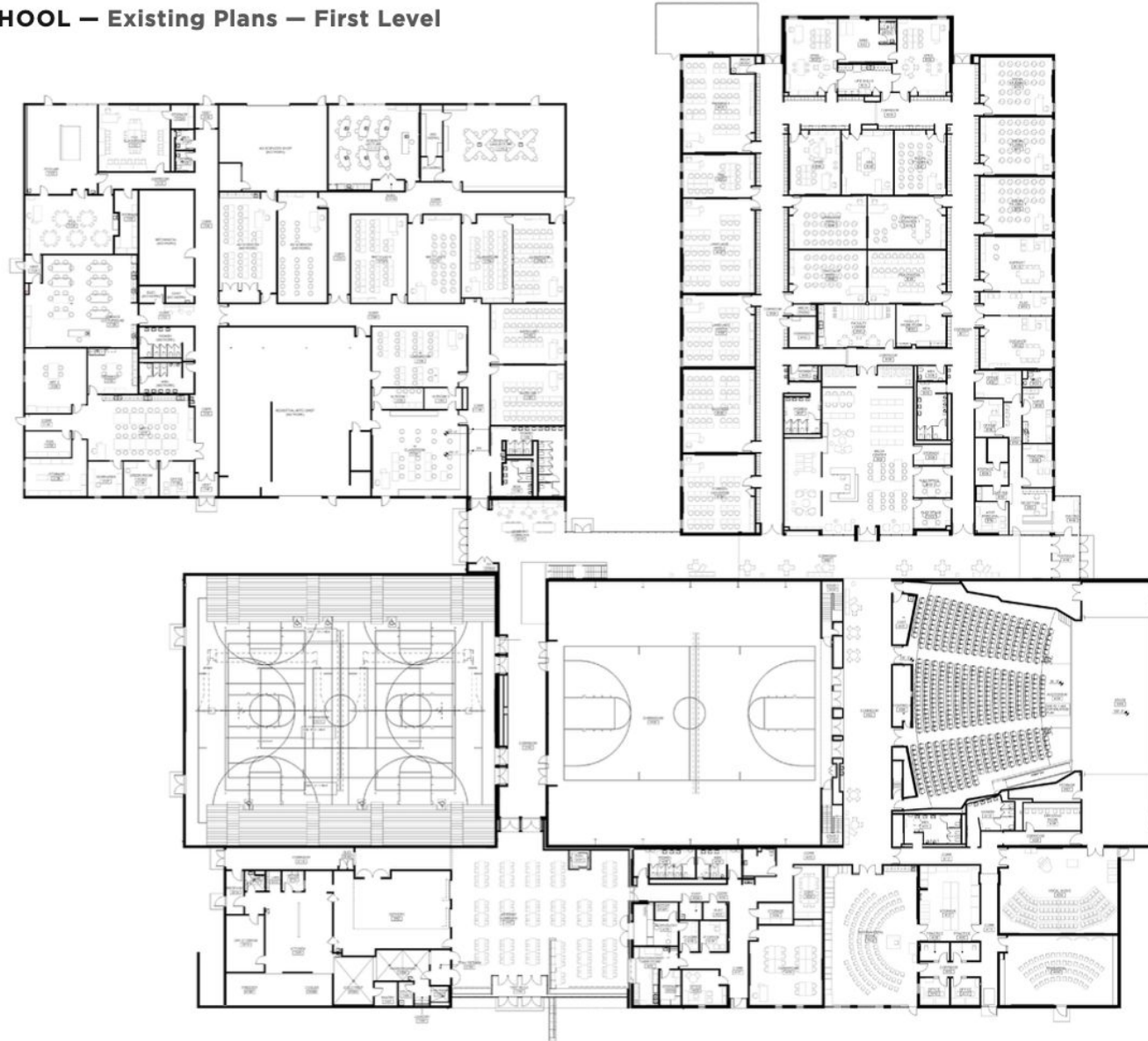
Existing Plans

INMAN ELEMENTARY — Existing Plans



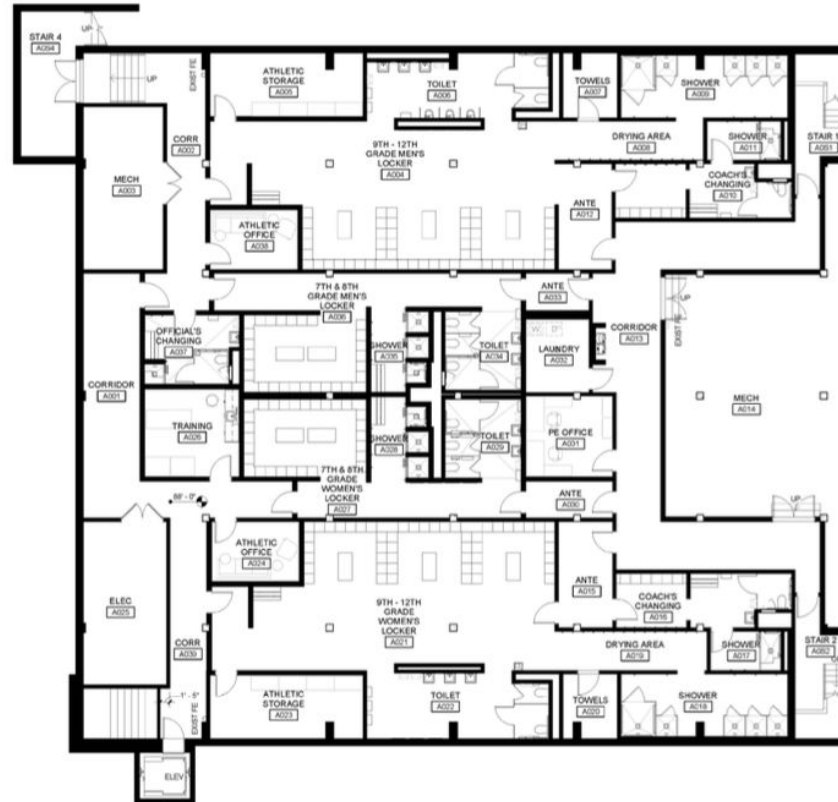
Existing Plans

JR/SR HIGH SCHOOL — Existing Plans — First Level



Existing Plans

JR/SR HIGH SCHOOL – Existing Plans – Lower Level





3. Stakeholder Engagement





**Where are we
now?**



**Where do we
want to be?**



**How do we get
there?**

Where are we now?



Staff & Community Engagement

The District Staff participated in a workshop to identify the opportunities, weakness and needs they see for the district's facilities. Some of the overarching items included:

- Increased Safety & Security
- HVAC updates at each Facility
- More Learning Spaces
- Storage
- Increased Sense of Community & District Pride

This sets us up for our conversations today to both identify anything additional and start to set priorities to keep us moving forward.

The community was also engaged via workshop and online survey.

Where do we want to be?



The Challenge

ROCSD has great facilities today!

The goal is to identify opportunities, weaknesses and needs through staff and stakeholder engagement.

The best information about the building comes from the users.

The process is to extract as much information as we can.

The outcomes will be driven by you!

How do we get there?



The Process

Your data will drive decisions!

After gathering feedback from as many staff stakeholders as we can, we'll present data to the Administrative Team.

The Design Team will generate phased approaches to address opportunities, weaknesses and needs.

The phases will be set up to address needs first, placing ROCSD in position to attack weaknesses and opportunities to enhance the school district and constituents.

EARLY CHILDHOOD CENTER	INMAN ELEMENTARY	RED OAK JR/SR HIGH	ATHLETICS + PERFORMING ARTS
<p>Small Area Reorganization of the Building Student</p> <p>Storage Space</p> <p>Pre-K Classroom</p> <p>Commons area</p> <p>expansion</p> <p>cosmetic updates</p> <p>HVAC</p>	<p>Bigger Cym Space</p> <p>Security</p> <p>Biggie Teaser Leunge</p> <p>Outdoor Classroom</p> <p>Classroom Lunchroom</p> <p>Carpet updates</p>	<p>Security Cameras</p> <p>Baler</p> <p>Updated Sports Complex</p>	<p>ATHLETICS + PERFORMING ARTS</p> <p>Updated intercom System</p> <p>Biggie Lunchroom</p> <p>Storage Space</p> <p>Security Cameras</p> <p>Updating ambled fire lines</p> <p>Waffle Center Courtney Madison Julie Shree Mehal Bilings Cassandra Culbertson Heidi Harris</p>
<p>Chris Sebarg Jared Basso Jack Venz Daniela Porco Rakine Wingless Jesse Branning</p>	<p>Security Cameras</p> <p>Pre-K Classroom</p> <p>Classroom Lunchroom</p> <p>Classroom Lunchroom</p> <p>Classroom Lunchroom</p>	<p>Security Cameras</p> <p>Baler</p> <p>Updated Sports Complex</p>	<p>ATHLETICS + PERFORMING ARTS</p> <p>Updated intercom System</p> <p>Biggie Lunchroom</p> <p>Storage Space</p> <p>Security Cameras</p> <p>Updating ambled fire lines</p> <p>Waffle Center Courtney Madison Julie Shree Mehal Bilings Cassandra Culbertson Heidi Harris</p>

OWN the process!

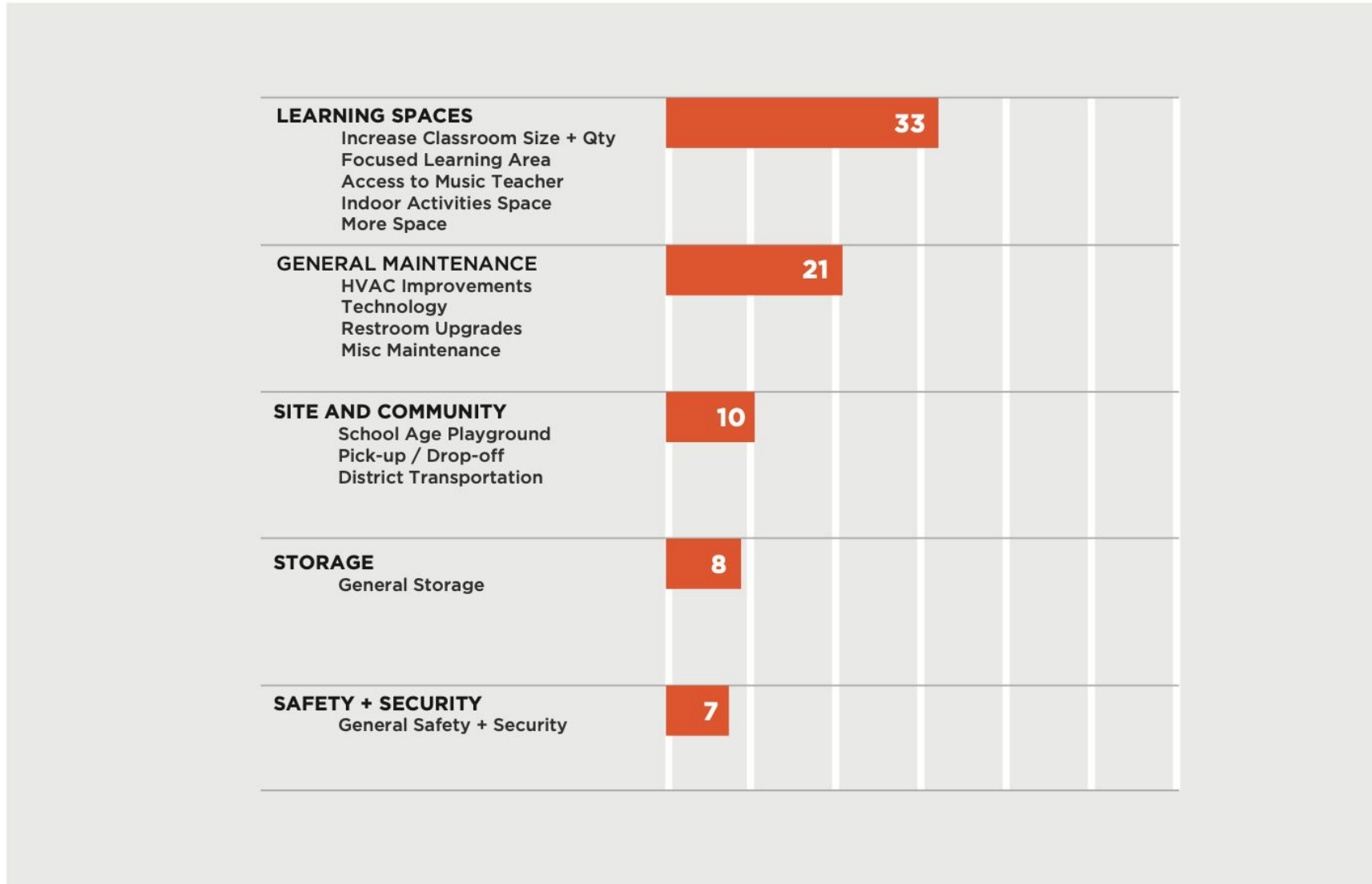
Opportunities... are items that can be added to increase value of the district.

Weaknesses... areas that can be enhanced to increase value to the district.

Needs... are things that need to be addressed today for the health, safety and welfare of students and staff.

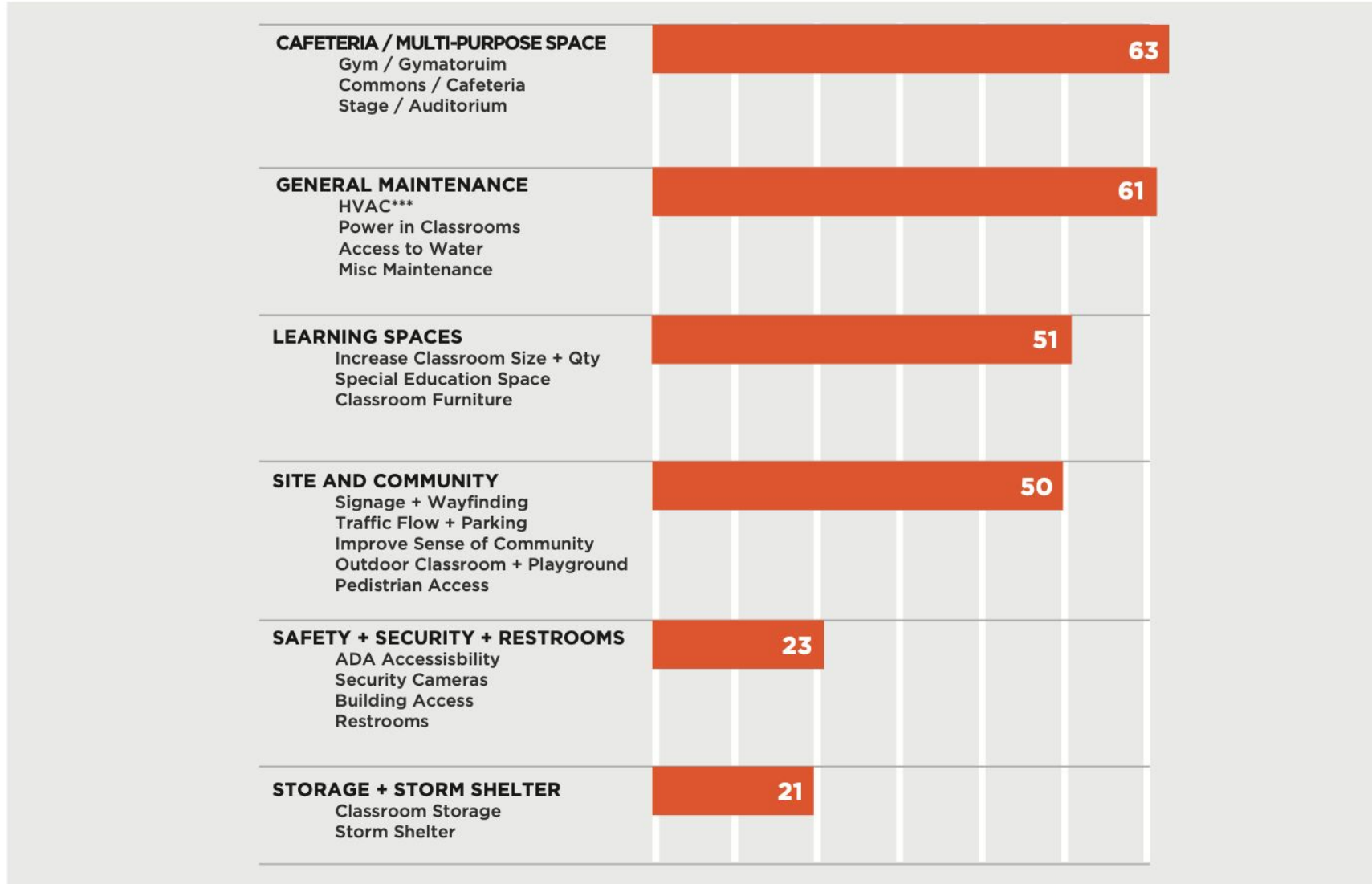
Staff Engagement

EARLY CHILDHOOD RESULTS



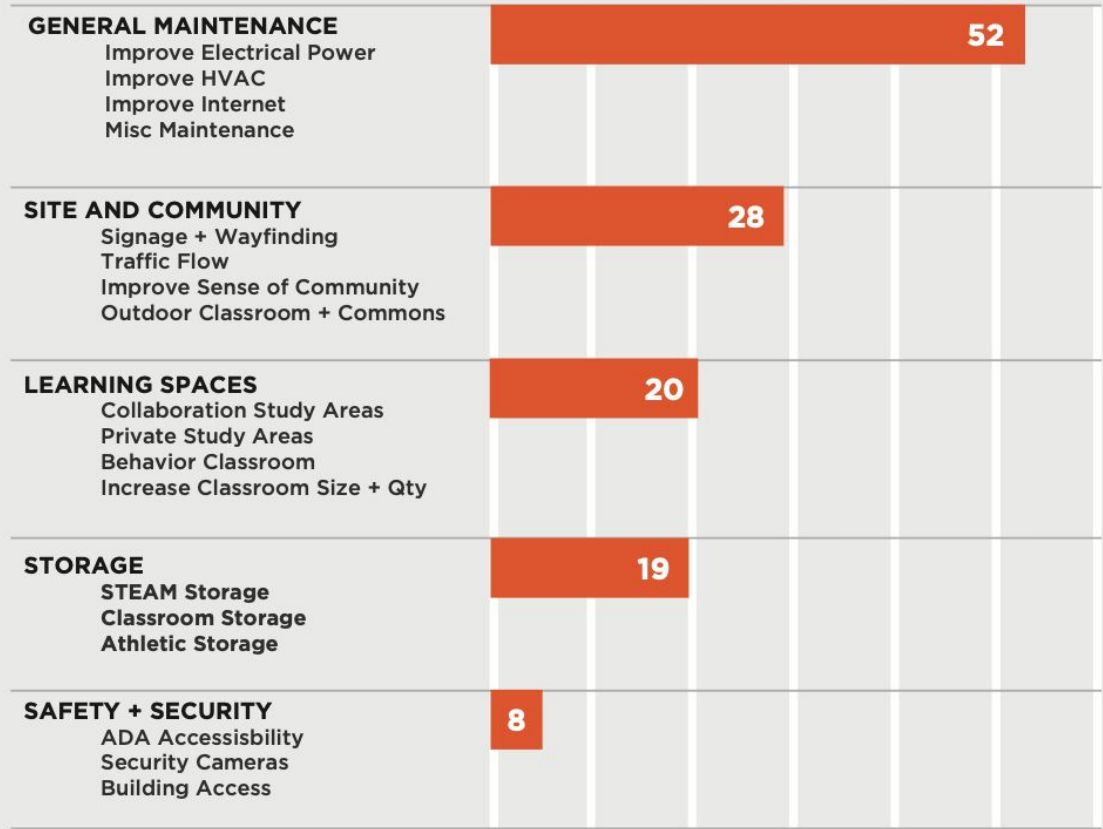
Staff Engagement

INMAN RESULTS



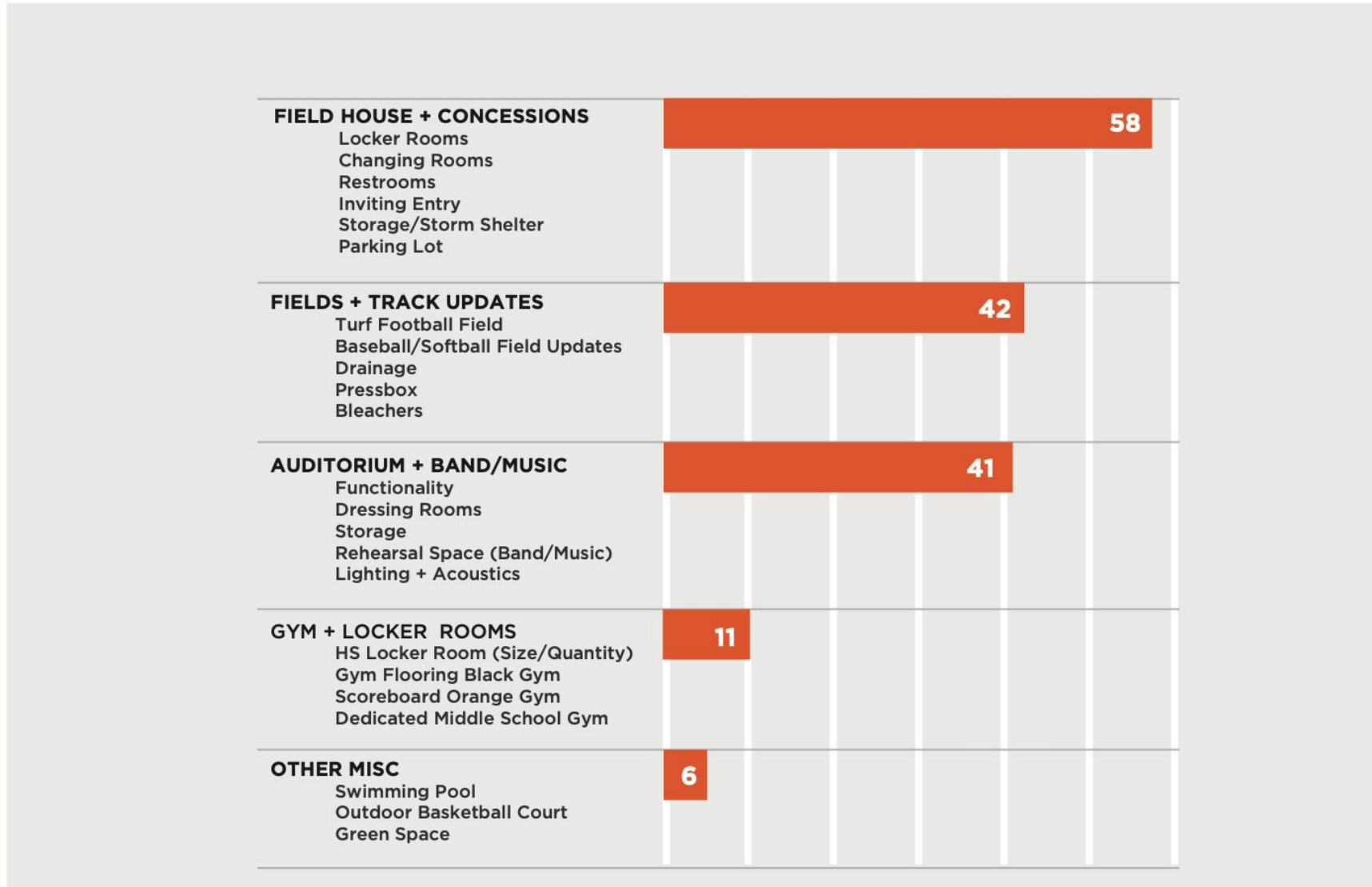
Staff Engagement

JR/SR HIGH SCHOOL RESULTS



Staff Engagement

ATHLETICS + ARTS RESULTS



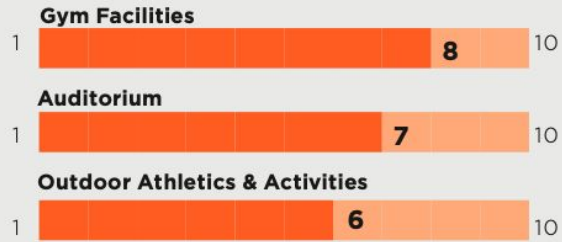
Community Engagement

SURVEY SUMMARY

133
PARTICIPANTS

EXISTING FACILITY RATINGS:

(scale of 1-10; 10 being the highest)



96%
IN SUPPORT OF
CONTINUED FACILITIES
IMPROVEMENTS

2017 BOND EFFORT

62%
SUCCESS RATE

COMMON CONCERNS:

Inman Planning and Space Issues

Infrastructure Concerns

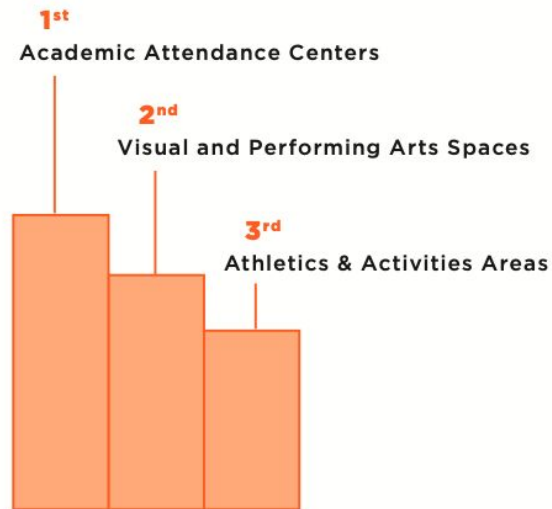
Outdoor Facilities not addressed

Additional Growth Needed

Auditorium & Performing Arts
Improvements

RANKING OF IMPROVEMENT NEEDS

(of all active facilities in the district)



FIND NEW USE FOR FORMER ELEMENTARY BUILDINGS

PRIORITY
(on a scale of 1-5)

3.2

NEW USE IDEAS:

Additional Classrooms

Extra Curriculars

Housing

After Hours Learning

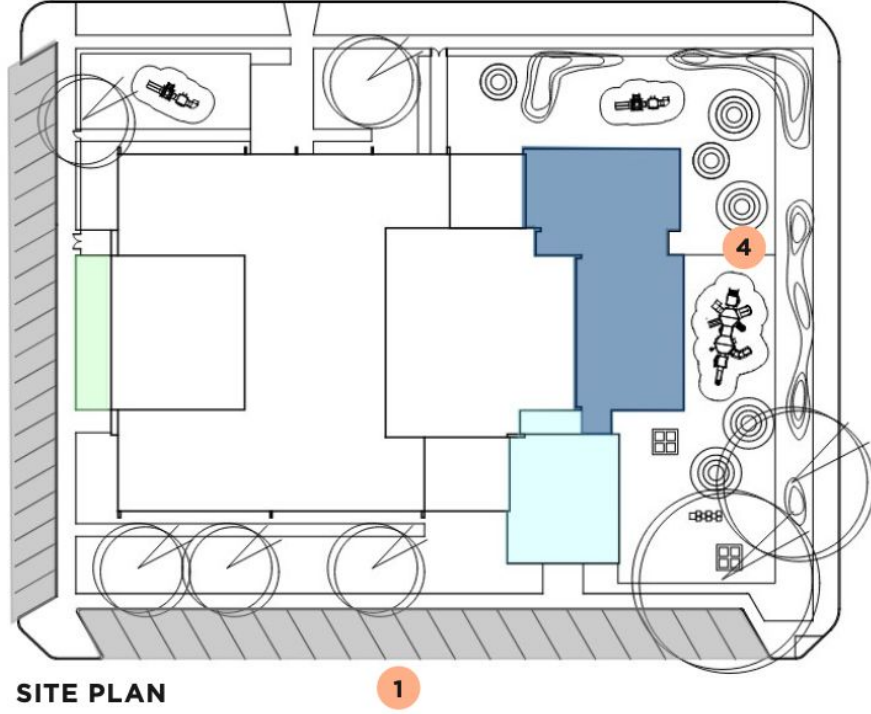
Outside Businesses & Community
Opportunities



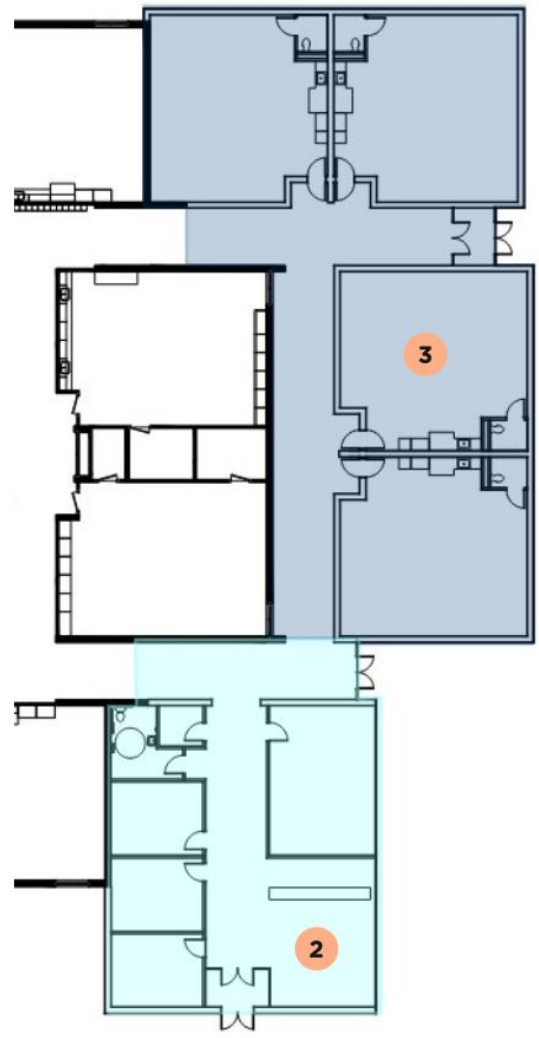
4. Master Plan



Early Childhood Center — Plan Diagram



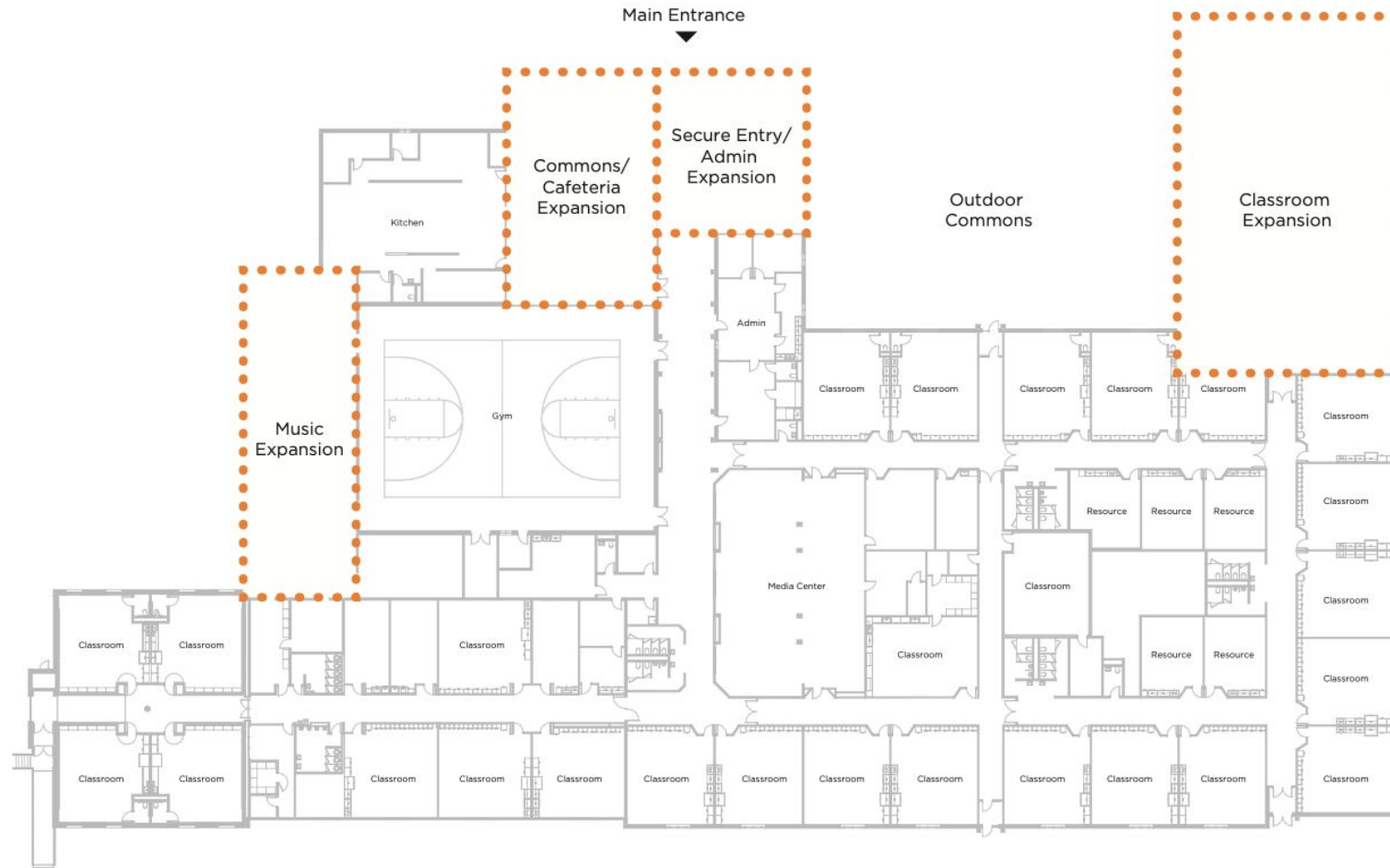
SITE PLAN



FLOOR PLAN



Inman Elementary – Plan Diagram



FLOOR PLAN - SCENARIO 1



JR/ SR High — Proposed Projects

CLASSROOM ADDITION

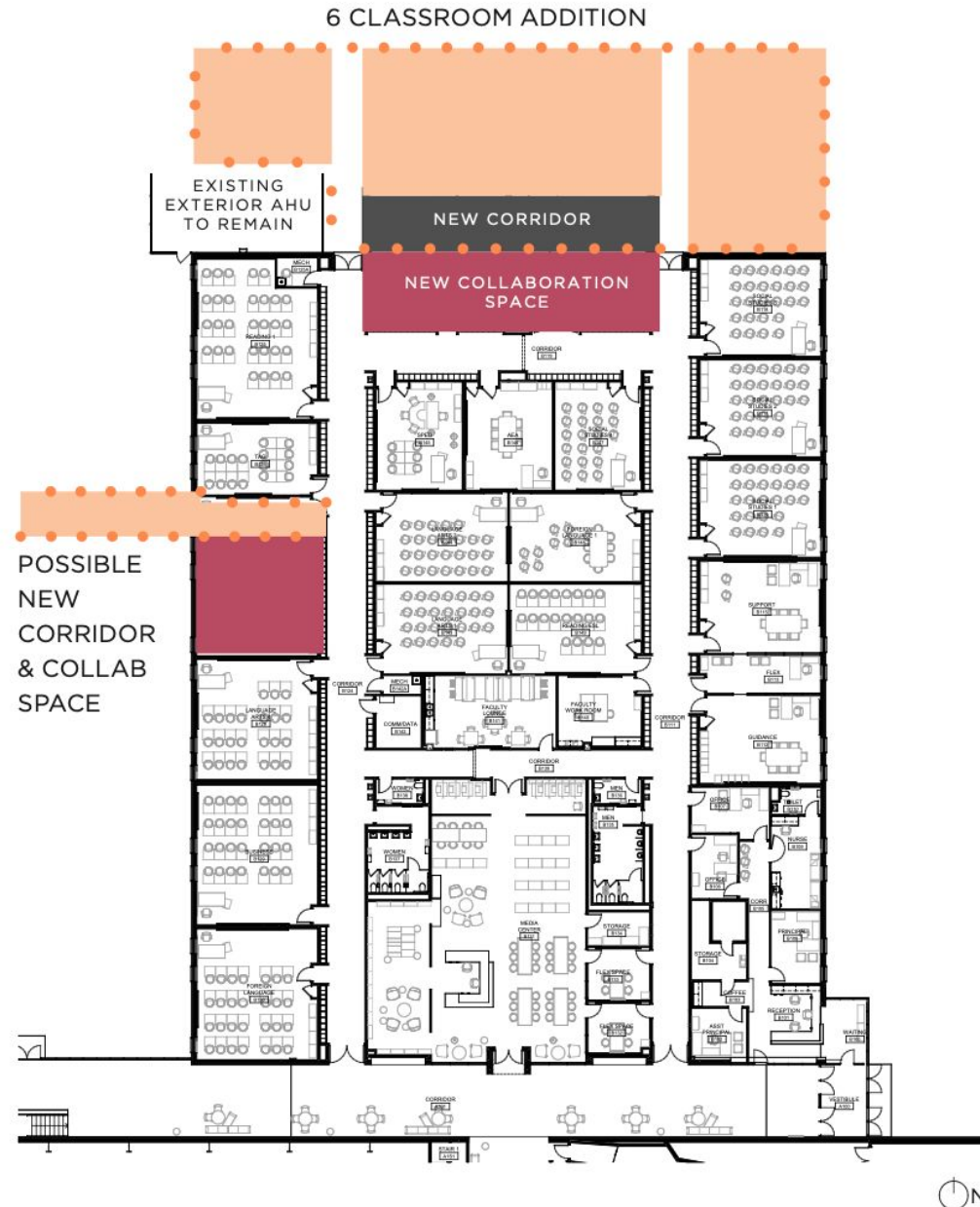
In order to keep the student to teacher ratio desired by the district, additional classroom space will eventually be needed.

- 6 classroom addition
- Additional support space to be able to move some programs/ functions to addition and open up space in existing building footprint for additional items

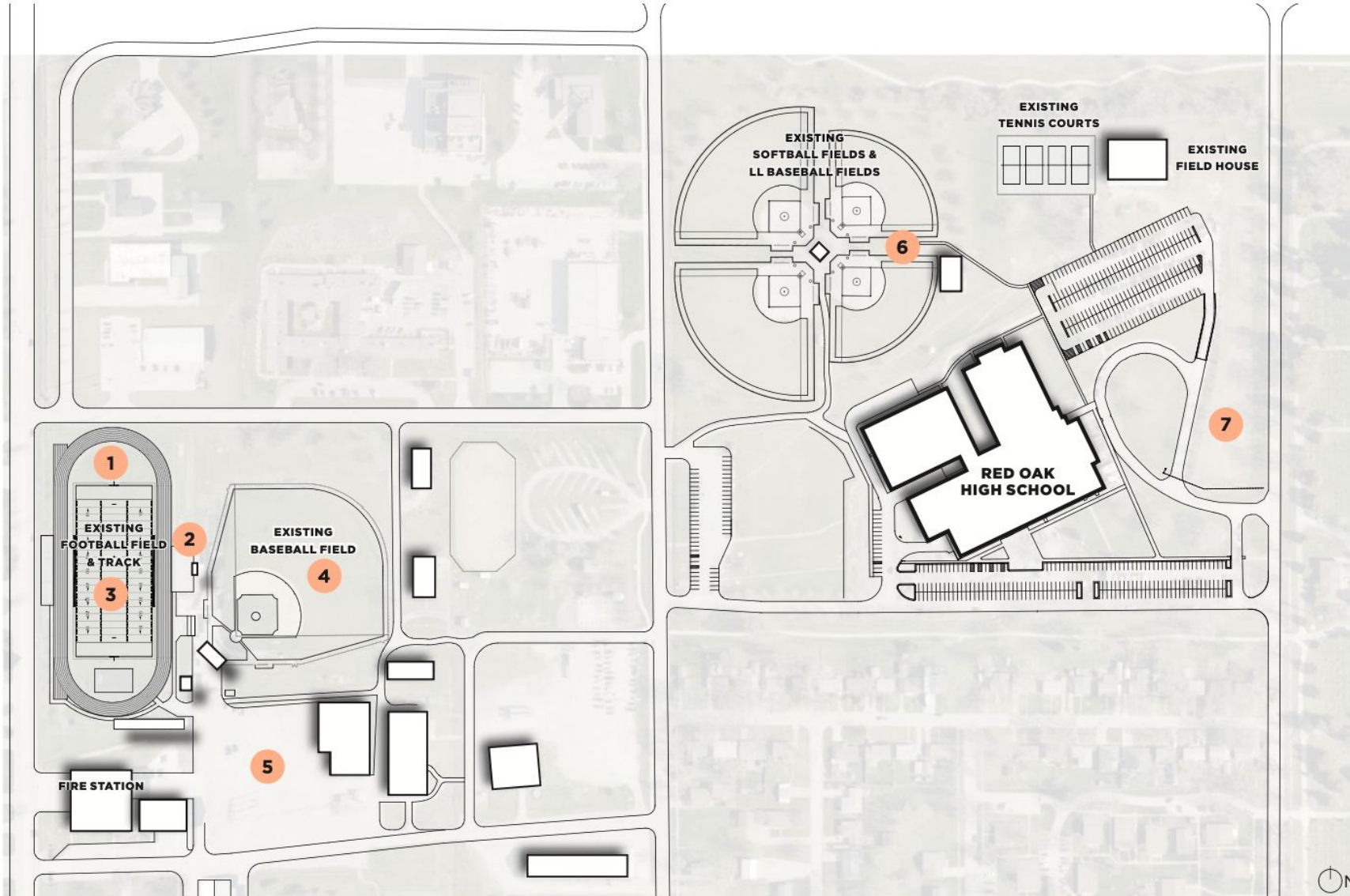
SUPPORT & COLLABORATION SPACES

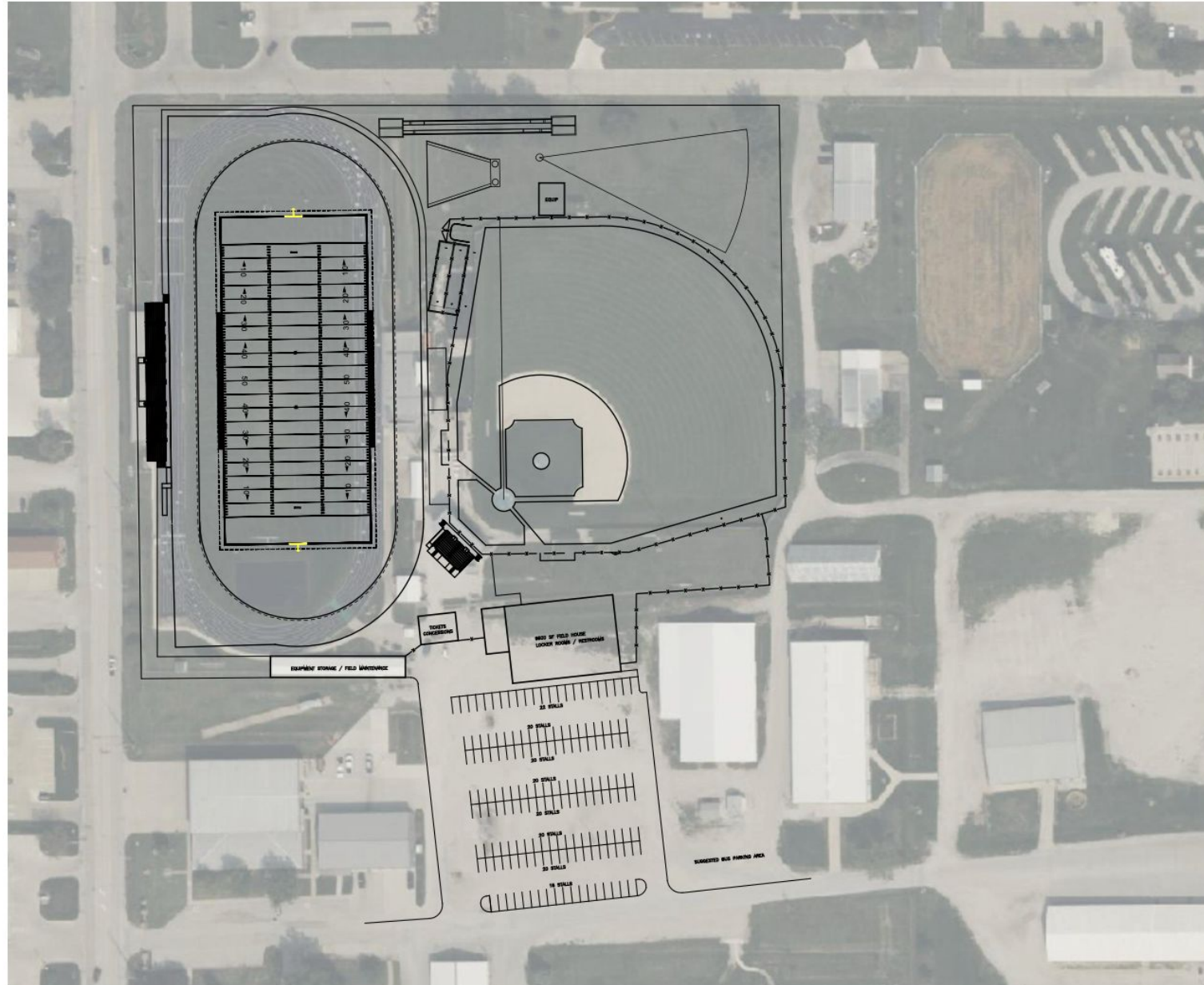
Secondary spaces for students to be outside of the classroom, engaging with one and other and learning from their peers is important to the day to day learning & interactions of students. This increases the sense of community within the district and connectiveness between peers

- Add small to medium breakout spaces where possible within existing building
- Create a variety of quiet study spaces & group gathering areas
- Create lounge style collaboration area w/ soft seating options



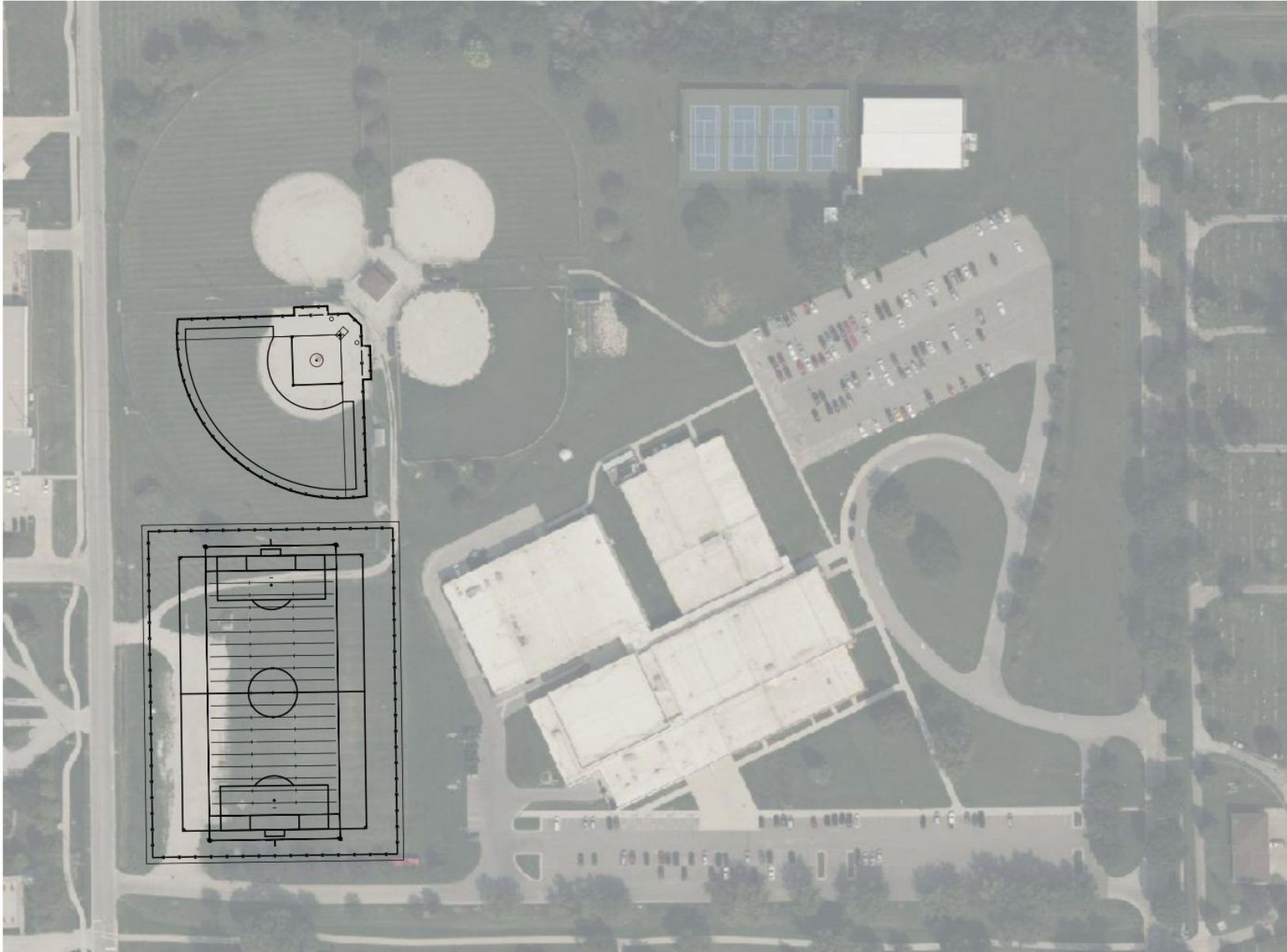
Athletics — Plan Diagrams





Athletics

JR SR HS CAMPUS



Athletics

HIGH SCHOOL – MULTI PITCH / PRACTICE



Existing Building Analysis



① CANOPIES

THE EXISTING CANOPIES SIGNIFY THE BUILDING ENTRANCES. THE EXISTING LOGIC CAN BE DEPLOYED TO CREATE A MORE WELCOMING AND CONTEMPORARY ENTRANCE FOR THE BUILDING.

② BRICK DETAILING

HORIZONTAL BRICK BANDS CREATE DATUMS FOR WINDOWS, DOORS, AND VOLUMETRIC EXPRESSION.

③ SHIFTING VOLUMES / HORIZONTAL DATUMS

THE EXISTING BUILDING IS AN ASSORTMENT OF VARIOUS VOLUMES THAT WORK WITH THE BRICK DETAILING TO EMPHASIZE HORIZONTAL DATUMS AND BREAK DOWN SCALE.

Existing Floor Plan

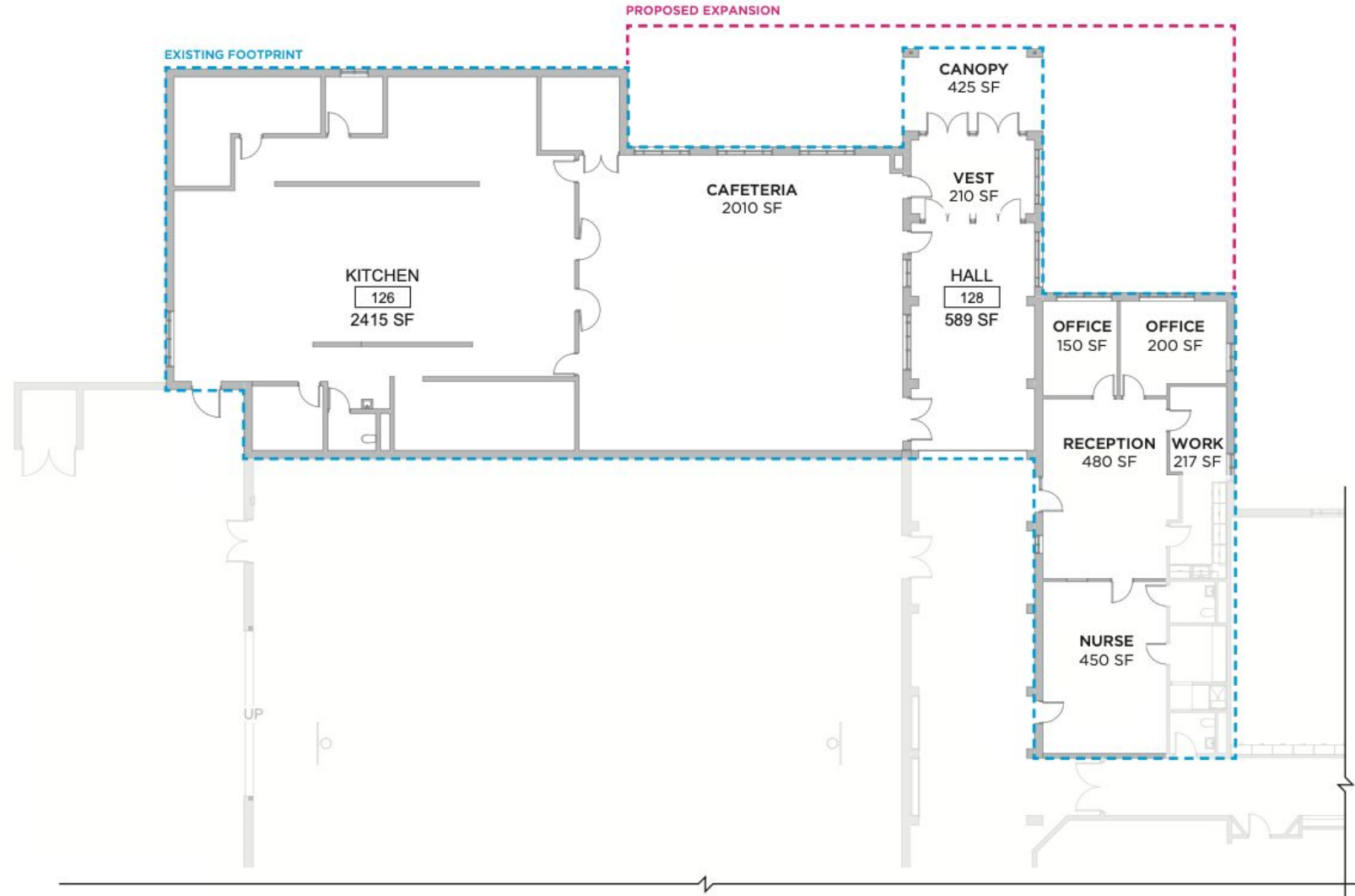
OWNER SUPPLIED PROGRAM

PROVIDE SECURE VESTIBULE THAT CONNECTS TO OFFICE/RECEPTION

NEW ENTRY CANOPY TO DENOTE LOCATION OF ENTRANCE

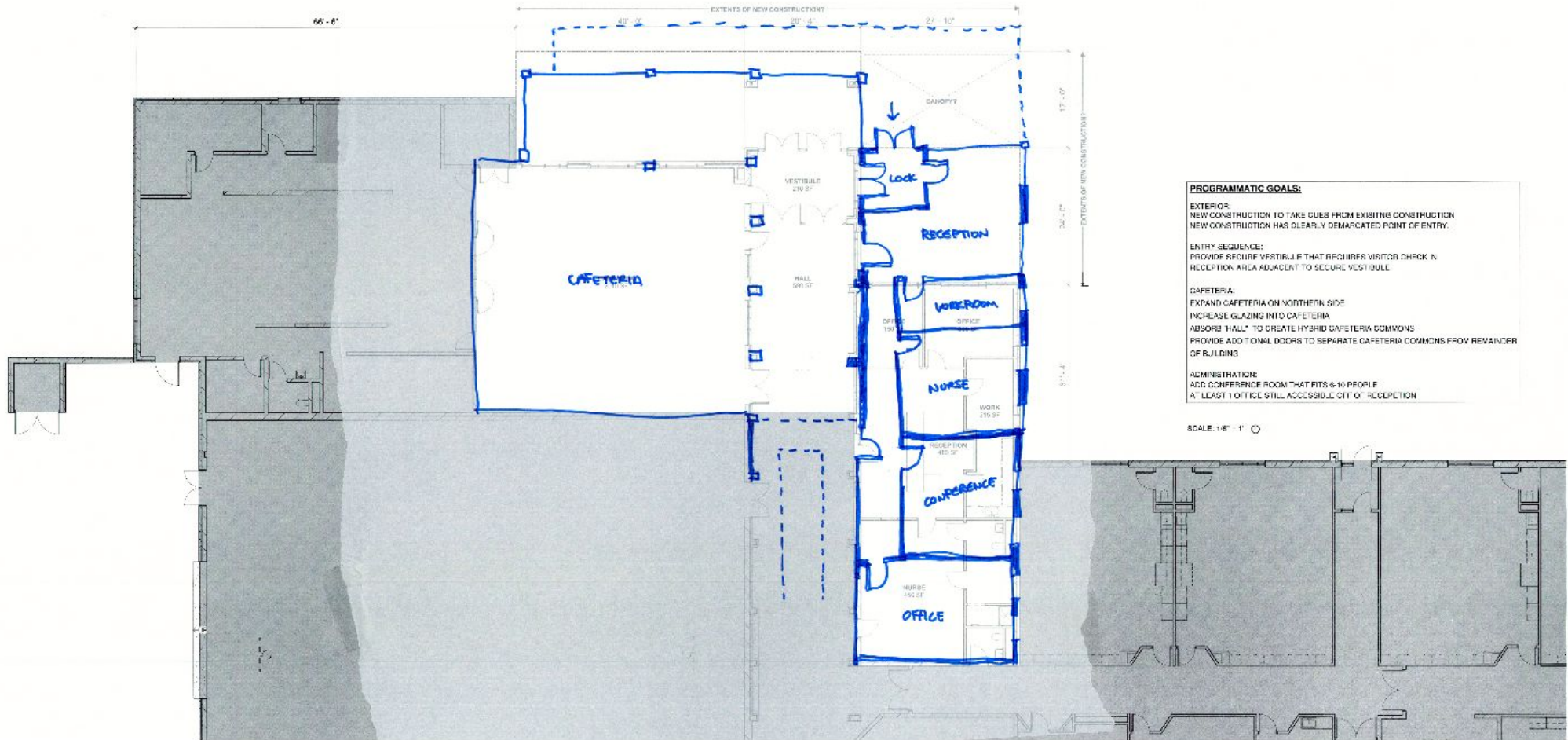
ABSORB HALL 128 INTO CAFETERIA COMMONS

EXPAND CAFETERIA AND INCLUDE MORE GLAZING



FLOOR PLAN 1/16" = 1'-0" N

Conceptual Floor Plan Iterations



PROGRAMMATIC GOALS:

EXTERIOR:
 NEW CONSTRUCTION TO TAKE CUES FROM EXISTING CONSTRUCTION
 NEW CONSTRUCTION HAS CLEARLY DEMARCATED POINT OF ENTRY.

ENTRY SEQUENCE:
 PROVIDE SECURE VESTIBULE THAT REQUIRES VISITOR CHECK IN
 RECEPTION AREA ADJACENT TO SECURE VESTIBULE

CAFETERIA:
 EXPAND CAFETERIA ON NORTHERN SIDE
 INCREASE GLAZING INTO CAFETERIA
 ABSORB HALL TO CREATE HYBRID CAFETERIA COMMONS
 PROVIDE ADDITIONAL DOORS TO SEPARATE CAFETERIA COMMONS FROM REINFORCER
 OF BUILDING

ADMINISTRATION:
 ADD CONFERENCE ROOM THAT FITS 8-10 PEOPLE
 AT LEAST 1 OFFICE STILL ACCESSIBLE OFF OF RECEPTION

SCALE: 1/8" = 1'

Massing Strategies - Option 1



PERSPECTIVE: FROM DROP OFF TOWARDS ENTRY

Massing Strategies - Option 1



① CANOPIES

THE EXISTING CANOPIES SIGNIFY THE BUILDING ENTRANCES. THE EXISTING LOGIC CAN BE DEPLOYED TO CREATE A MORE WELCOMING AND CONTEMPORARY ENTRANCE FOR THE BUILDING.

② BRICK DETAILING

HORIZONTAL BRICK BANDS CREATE DATUMS FOR WINDOWS, DOORS, AND VOLUMETRIC EXPRESSION.

③ SHIFTING VOLUMES / HORIZONTAL DATUMS

THE EXISTING BUILDING IS AN ASSORTMENT OF VARIOUS VOLUMES THAT WORK WITH THE BRICK DETAILING TO EMPHASIZE HORIZONTAL DATUMS AND BREAK DOWN SCALE.



Break Out Discussions



Break Out Discussions

- I. Discussion Questions
 - A. What is going well academically? What more could we do to enhance achievement in literacy, math, and science? How can we continue to improve attendance?
 - B. How can we enhance social, emotional, and behavioral supports for students?
 - C. What impact will proposed facilities projects have on student achievement, enrollment, and/or climate and culture?
 - D. Other
- II. Group #1--Instrumental Music
 - A. Facilitator--Jane Chaillie
 - B. Note Taker-- Leanne Fluckey
- III. Group #2-- Choir Room
 - A. Facilitator--Nate Perrien
 - B. Note Taker-- Janelle Erickson

