



Harding County School District 31-1

12474 Tipperary Street

PO Box 367

Buffalo, SD 57720



Harding County School District 31-1

Improvement Plan 2018-2021

Beliefs and Mission

Our Beliefs:

Our educational community, consisting of students, staff and patrons,

- Shares the responsibility for developing lifelong learners and progressive thinkers.
- Shares a commitment to recognize and develop the potential of each student.
- Recognizes learning occurs in various ways and at different rates.
- Will develop the whole student.
- Will prepare students for successful post-secondary pursuits.
- Will focus on respect, integrity, responsibility and accountability.
- Will prepare students to be productive citizens of their communities, states and nation.

Mission:

To Prepare Our Students for lifelong learning

Vision:

"Establishing a Foundation for Future Endeavors"

Our Philosophy:

The primary concern of the Harding County School District is to provide quality education fitting the time and the need of the area in which it serves. Education should be a



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cooperative effort using all resources within the community effectively and efficiently. The responsibility of the school is to provide the educational environment, learning opportunities, and instruction that will produce a maximum return for all students regardless of occupation or location later in life.

To attain these ideals the Harding County School District will pursue the achievement of the following characteristics:

- Safe and orderly environment
- Climate of high expectations for success
- Clear and focused mission
- Instructional leadership
- Frequent monitoring of student progress
- Opportunity to learn and student time on task
- Home, school, community relations

Collective Commitments:

In order to achieve the vision of a school district that functions as a professional learning community, the staff has made the following collective commitments:

- Align and utilize the South Dakota Common Core Standards to provide a guaranteed and viable curriculum for all students;
- Develop, implement, and evaluate on a regular basis a School Improvement Plan that targets specific instructional areas and students identified by data analysis;
- Engage in meaningful, job-embedded staff development to enhance professional skills;
- Initiate individual and small group instructional programs to provide additional learning time for students;
- Provide Families with resources, strategies, and information to help children succeed academically;
- Utilize a variety of researched-based instructional strategies to promote success for all students; and
- Develop and implement effective local assessments and administer state assessments as directed.



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District Profile

Harding County School District (K-12)

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Program Development

The Harding County School District leadership team consists of representation from building administration and teachers. Team members were selected from the Elementary, Junior High and High School teachers. The members convene monthly to address specific needs and annually to reevaluate the Improvement Plan.

Leadership Team Members

Josh Page	Superintendent
Kelly Messmer	K-12 School Principal
Pam Brewer	SPED Director
Marisa Hett	Elementary Teacher, Chairperson
Kaycee Moody	Elementary Teacher
Cher Messmer	Elementary Teacher
Jay Wammen	Elementary Teacher
Jen Anders	High School Teacher
Tammy Bruha	Jr High/High School Teacher
Holly Costello	Jr High/High School Teacher



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Our District

Harding County is located in the furthest northwest corner of South Dakota. It is the most sparsely populated school district in the state, with 0.05 persons per square mile. It is 50 miles to the next closest attendance center outside the district. The district is made up of the several rural communities. The largest is the town of Buffalo, the county seat. Buffalo Elementary School, Harding County Middle School and Harding County High School are all located in Buffalo. The town of Camp Crook is located west of Buffalo, Ludlow Community is in the north, Reva is east of Buffalo and Redig is south.

The Harding County School District is in Harding County, which is in northwest South Dakota. The community of Buffalo consists of approximately 375 people. The Buffalo community is a hub for the surrounding area regarding health care and consumer services. The county is approximately 1,200 square miles and educates about 206 students. Camp Crook and Ludlow Schools serve grades K- 8th. Buffalo Elementary School serves kindergarten through fifth grade students, and the Buffalo Jr High and High School serves grades 7th- 12th. Kindergarten through 12th grade is four days a week and class sizes are about 20 students or less. Students are taught a general curriculum that includes pe, music, computers, and guidance.

The Harding County community is very supportive of the school and the community projects, which are ongoing. We have a very active PTO and Booster Club who consistently put on events for everyone to attend.

School Profile

The Harding County School District has two administrators and highly qualified staff, experienced staff (demographic data). The District offers the following services and academic programs beyond the standard curriculum.

- I pads for K-5 (90) and Elementary Staff
- J touch interactive boards in all K-12 classrooms
- Dual Credit/ AP classes
- Band / Chorus (5-12)
- National Honor Society
- K-12 Counseling
- Oral Interp
- Drama
- FFA
- History Day
- Latin
- Handicapped Accessible School
- Laptop Cart (COW) for 6th-12th grade (90 computers)
- Extracurricular
- Pixxelot Camera for live streaming events
- Speech, PT, OT services
- K-8 Math/Reading Intervention programs
- 100% wireless internet coverage and hard-wired labs



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Demographic Data

STUDENT PROFILE	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
Students Transported	24	28	20	24	28
Student to Staff Ratio	11.5	11.2	12.4	11.3	12.2
Number of Graduates	11	12	21	12	17
Percentage for Free/Reduced Lunch	19.6	14.0	17.3	21.4	25.1
% Of Students with Special Needs	12.9	14.0	20.7	23.4	21.2

STAFF PROFILE	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
Certified Instructional Staff	23	24	22	22	21.8
Average years of Experience	15	15	16.8	14.7	13.9
% With advanced Degrees	8.7	8.7	8.7	8.7	8.7
Teachers with Emergency or Provisional Credentials	0	0	1	1	1
Classes Not Taught by Highly Qualified Teachers	0	0	4.06%	4.06	4.06
Average Teacher Salary	40,013	39,887	44,032	43,840	43,875
Waivers of Administrative Rule	0	0	0	0	0

DISTRICT ENROLLMENT	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
Enrollment K-12	178	192	202	196	203
ADM K-8	119	130	131	137	140
ADM 9-12	59	62	71	59	63
Open Enrolled Students	6	7	6	7	6
District Drop Out Rate	0.0	0.0	0.0	0.0	0.0
District Attendance Rate	96.54	96.45	96.43	95.97	96.26



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Needs Assessment, Professional Development and Highly Qualified Staff

Data Retreat

The Harding County School District will meet two times per year to review student level data, programs and structures, professional practices and family/community data. The leadership team will disseminate the data that will be used to make plans for the current and coming school year. The team members will be involved in the presentation and discussion of the data. The group will also discuss the new testing methods and materials. Strengths and weaknesses will be communicated by the team.

Professional Development

The Harding County School District has designated three days throughout the school year to provide teacher training and explore and adopt the changes in education and technology. The District feels that it is important that all staff members to be involved in professional development training, as it will help ensure success and increase student learning. Staff works together and in small groups to learn new technologies and methods. The state and local leadership will also provide assistance in data mining and provide recommendations for future trainings. The Leadership Team is involved with the development of the professional development goals and objectives.

Highly Qualified Teachers

The Harding County School District attracts highly qualified professionals through a variety of recruiting methods and job notifications. We advertise on the South Dakota Associated School Board's teacher placement website, local and regional newspapers. We also contact schools of higher education to announce our job openings. The School District encourages teachers to become highly qualified in areas of need and provide reimbursement for applicable costs. All applicants must submit an application, references and transcripts. All employees must complete a background check before starting their employment.

Monitoring/Evaluation

SD-STARS, South Dakota Assessment Portal, NWEA Maps, and Smarter Balance scores are utilized by teachers and administrators to evaluate students' proficiency and make recommendations on intervention and curriculum. AIMSwebPlus is also used to screen K-6 students. ACT scores, ACT screening assessments, National Career Readiness Certificate assessment, and benchmarks are used to judge students' college readiness. Mid-term and quarter grades are given to the students and parents. Eligibility is checked weekly for students that participate in extracurricular activities, and students that are failing two or more classes are ineligible for extracurricular activities as well as non-essential internet sites, until the scores are passing. Students that are struggling are given more opportunities for one-on-one assistance and their parents are informed of strategies that would help their students improve their grades. Struggling students may be referred by any staff member. Building level teams will work to find interventions that may help students, teachers and parents address situations within the general



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education environment. Student in need of further interventions or that may have a suspected disability may be referred for further review. Student progress and results are shared with parents in a variety of ways. Parents may access the school's website to view their students' academic performance through the Parent Portal with Infinite Campus. Parent/student/teacher conferences are held in the fall and winter of the school year.

Fiscal Responsibility

Teachers have been provided quality professional development, in-service time has been, and will be provided for teachers to work on curriculum, assessment, and instructional strategies to improve student achievement. Substitute costs are covered through district, state or title funds. Any school curriculum materials or supplemental materials will be identified and purchased as needed or as budgeting and funding allows.

Parent Involvement and Education

The Harding County School District's performance is published on the school website and in public locations for the community to view. We utilize the Infinite Campus notification system to increase parent contact and notify them of important announcements. Students' grades are posted weekly and teachers' lesson plans are posted on the school's website for parents to view. Staff contact information is listed on the school website. Educational programs for parents are sponsored through the Title I program, special education department, and the school. School district stakeholders will join the Leadership Team in creating and reviewing the school district improvement plan.

On-going Program Development

The plan is being developed and written within the time frame and is written to be carried out for a two year time period. The plan will be submitted to the school board for approval and implementation. The district leadership team will meet semi-annually to assess the merits of the plan.

School Data

Data and documentation for the plan will be collected by the team members every year for review. The Harding County School will use the Smarter Balance Assessment results when they become available, and the National Career Readiness Certificate assessment results to assess student achievement. The team will then assess the goals and make adjustments to the strategies as needed.

The data will be shared with the staff at the beginning of the year. Students and parents will receive information through the school website and through the mail service. The school board will be updated annually.

The Harding County School District has historically made Adequate Yearly Progress in the past. The District is working with State and Education Service Agency officials to improve all students' test scores.



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Number of Students Tested and Percent of Students Proficient for Students at Harding County 31-1, 2018-2019

English Language Arts

Grade	Number of Students Tested	Percent Proficient
Grade 3	16	64%
Grade 4	16	69%
Grade 5	13	69%
Grade 6	17	59%
Grade 7	11	73%
Grade 8	12	67%
Grade 11	21	73%

Mathematics

Grade	Number of Students Tested	Percent Proficient
Grade 3	16	88%
Grade 4	16	81%
Grade 5	13	62%
Grade 6	17	41%
Grade 7	11	36%
Grade 8	12	33%
Grade 11	21	33%



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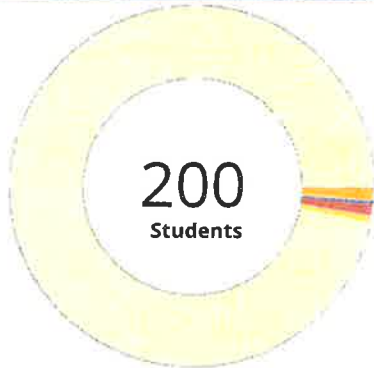
HARDING COUNTY

ALL DISTRICTS

Grade Levels: KG-12

Superintendent: Page, Josh

SCHOOL ENROLLMENT



Race/Ethnicity

American Indian/Alaska Native	1.0%	Economically Disadvantaged	15.5%
Asian	0.0%	English Learners	0.0%
Black/African American	0.5%	Foster Care	0.0%
Hispanic/Latino	1.0%	Homeless	0.0%
Native Hawaiian/Pacific Islander	0.5%	Migrant	0.0%
Two or More Races	0.0%	Military Connected	0.5%
White/Caucasian	97.0%	Students with Disabilities	18.5%

Additional Services

Teachers

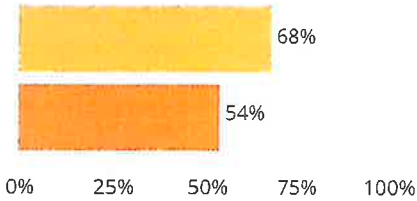
21.80

Administrators

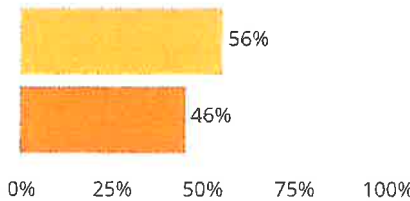
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STUDENT PERFORMANCE

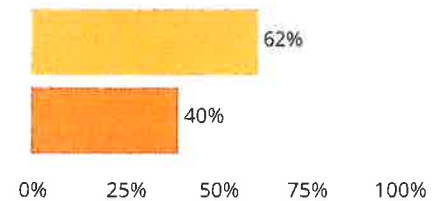
English Language Arts



Mathematics



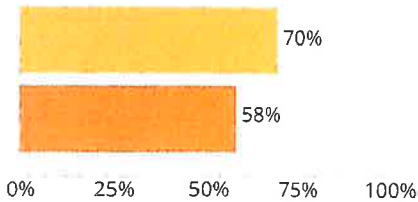
Science



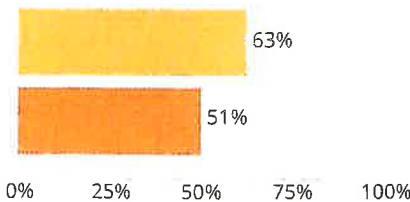
District State

STUDENT PROGRESS

English Language Arts



Mathematics



District State

ENGLISH LEARNERS ON TRACK

Access

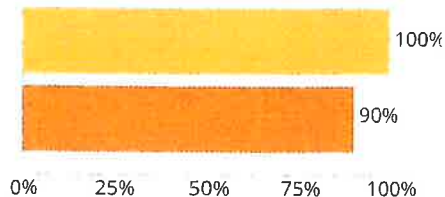
* There were not any English Learners at this District during this school year.

HIGH SCHOOL COMPLETION

COLLEGE AND CAREER READINESS

Attendance Rate

99%



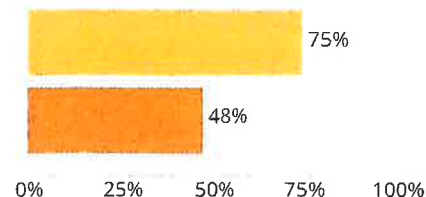
0% 25% 50% 75% 100%

District

College and Career Readiness

75%

48%



0% 25% 50% 75% 100%

State

Chronic Absenteeism Rate

5%



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Performance Goal #1

By 2020-2021, reduce by half the percentage of students who are not proficient in mathematics.

2018-2019 Measurable Objectives to Meet Goal

To improve math skills of students in grades K-12 so that each school will meet their AMO (Annual Measurable Objective) for year three.

Elementary K-6: 80% of the students will perform at Levels 3 & 4.

Middle School 7-8: 65% of the students will perform at Levels 3 & 4.

High School 9-12: 65% of the students will perform at Levels 3 & 4.

Action Steps

- Implement accountability standards at each grade level/course to assist in achieving grade level standards.
- Take a systemic view of math achievement and identify areas where students are underperforming. Identify professional development to address underperforming areas.
- Explore a vertical alignment exercise to ensure that key concepts are addressed at each grade level.
- Focus on retention of math skills at each grade level. Use formative assessments to determine mathematics competency.

All staff will be involved in writing, revising and implementing Student Learning Objectives (SLO's) and documenting Professional Development activities by the end of the 2018-19 school year.

All parents will be informed and involved in all aspects of the HCSD Federal Programs by the end of the 2018-19 school year as determined by flyers, agendas, sign-in sheets, newsletters, the newspaper, and parent input.

Performance Goal #2

Goal: The Harding County School District will facilitate grade level and/or content area meetings to discuss and analyze assessment data.

Strategies:

- Utilize the Student Learning Objective process to create goals for students.
- Create a schedule to facilitate the meetings.
- Professional development to train teachers regarding referral teams and processes.

Evaluation:



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- Teachers present strategies that they learned at trainings
- Evidence of strategies in teaching during formal and informal evaluations
- Meeting minutes and documentation

Timeline:

- 2018-2019

Resources:

- Local Trainings
- Expert presenters
- Local teachers
- Report cards
- District and State level data
- Response To Intervention Coordinator

Person Responsible:

- Administration, Leadership Team, and K-12 Staff

Performance Goals #3

Goal: By 2020-2021, reduce by half the percentage of students who are not proficient in reading/language arts.

2019-2020 Measurable Objectives to Meet Goal:

To improve reading skills of students in grades K-12 so that each school will meet their AMO (Annual Measurable Objective) for year three.

Elementary K-5: 75% of the students will perform at Levels 3 & 4.

Middle School 6-8: 70% of the students will perform at Levels 3 & 4.

High School 9-12: 75% of the students will perform at Levels 3 & 4.

Action Steps

- Review reading test scores and disaggregate data to determine specific areas of need.
- Develop core assessments that will be administered at each grade level/course periodically throughout the year.



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- Explore ways to use technology to enhance reading performance at each grade level and identify strategies to address reading gaps to improve reading performance.
- Identify specific reading professional development activities that will improve reading instruction in the classrooms.

All staff will be involved in writing, revising and implementing Student Learning Objectives (SLO's) and documenting Professional Development activities by the end of the 2018-19 school year.

All parents will be informed and involved in all aspects of the Harding County Federal Programs by the end of the 2018-19 school year as determined by flyers, agendas, sign-in sheets, newsletters, the newspaper, and parent input.

Harding County School District Professional Development Plan

The Harding County School District strives to implement high quality professional development.

To ensure that our professional development is high quality our professional development includes activities that:

- improve and increase teachers' knowledge of the academic subjects
- are an integral part of broad school-wide and district-wide educational improvement plans
- give teachers, principals, and administrators the knowledge and skills to provide students with the opportunity to meet challenging student academic achievement standards
- improve classroom management skills
- are high quality, sustained, intensive and classroom-focused in order to have a positive and lasting impact on classroom instruction and student learning

District Goals

Goal 1: To improve individual and subgroups reading skills of students in grades K-12

Goal 2: To improve individual and subgroup math skills of students in grades K-12

Goal 3: To encourage family involvement because education of young people is a partnership between the school, home and the community

Goal 4: All teachers and administrators in all schools will experience high-quality professional learning as part of their daily work

District-wide Professional Development Opportunities Examples

- Technology Training – once a month Oct.-April provided by Ray Ginsbach
- Bullying Articles/Blog
- Book Studies
- System Change Conference
- Native American Indian Summit
- Laptop Academy – summer training provided by staff
- Common Core Training
- Mini Data Retreat



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- NEA Diversity Training
- TIE workshops

Professional Development Funding Sources:

General Fund

This plan will be available to the public at:

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Administration Office

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Phone: 605-375-3241

<http://www.hardingcounty.k12.sd.us>



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