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MISSOURI DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION
FEDERAL GRANTS AND RESOURCES
PO BOX 480, JEFFERSON CITY, MO 65102-0480
FEDERAL SCHOOL IMPROVEMENT GRANT, TITLE I, SECTION 1003(G) OF ESEA
Project Dates: July 1, 2013 to June 30, 2014

DIRECTIONS

Mail the completed form postmarked or delivered by Friday, June 21, 2013 to: Federal Grants and Resources, Missouri Department of Elementary and Secondary Education, PO Box 480, Jefferson City, MO 65102-0480.

Questions, contact Federal Grants and Resources: Phone: (573) 526-3232; Fax: (573) 526-6698; or e-mail to: webreplysiggrants@dese.mo.gov; Visit the Department's website at: dese.mo.gov

DEPARTMENT'S APPROVAL - FOR DEPARTMENT USE ONLY

Department AUTHORIZED REPRESENTATIVE	SIGNATURE	DATE	TOTAL APPROVED
Craig Reactor		July 1, 2013	$273,378

SECTION I. - LEA/DISTRICT AND PROGRAM CONTACT INFORMATION

LEA/DISTRICT/AGENCY NAME			COUNTY-DISTRICT CODE
North Pemiscot R-1			078-001
NAME OF BOARD-AUTHORIZED REPRESENTATIVE Terry Hamilton	ADDRESS P.O. Box 38	CITY, STATE, ZIP Wardell, MO 63879	
E-MAIL ADDRESS terryh@northpem.k12.mo.us		TELEPHONE NUMBER 573-628-3471 x222	FAX NUMBER 573-628-3472
NAME OF GRANT CONTACT Same	ADDRESS	CITY, STATE, ZIP	
E-MAIL ADDRESS		TELEPHONE NUMBER	FAX NUMBER
NAME OF LEA TURNAROUND OFFICER (if known)	ADDRESS	CITY, STATE, ZIP	
E-MAIL ADDRESS		TELEPHONE NUMBER	FAX NUMBER

SECTION II. - ASSURANCES

The LEA/District must include the following assurances in its application for a School Improvement Grant.
Check the boxes in this table to include the assurances in this application.

The LEA/District must assure that it will—

- ☑ Use its School Improvement Grant to implement fully and effectively an intervention in each Priority school that the LEA/District commits to serve consistent with the final requirements;
- ☑ Establish annual goals for student achievement on the State's assessments in both English/language arts and mathematics and measure progress on the leading indicators in section III of the final requirements in order to monitor each Priority school that it serves with school improvement funds, and establish goals (approved by the State Education Agency (SEA)) to hold accountable its Priority schools that receive school improvement funds;
- ☑ If it implements a restart model in a Priority school, include in its contract or agreement terms and provisions to hold the charter operator, charter management organization, or education management organization accountable for complying with the final requirements;
- ☑ Monitor and evaluate the actions a school has taken, as outlined in the approved SIG application, to recruit, select and provide oversight to external providers to ensure their quality;
- ☑ Monitor and evaluate the actions schools have taken, as outlined in the approved SIG application, to sustain the reforms after the funding period ends and that it will provide technical assistance to schools on how they can sustain progress in the absence of SIG funding; and
- ☑ Report to the SEA the school-level data required under section III of the final requirements.

SECTION III. - WAIVERS

Missouri has requested waivers of requirements applicable to the LEA's/District's School Improvement Grant (SIG). An LEA/District must indicate which of those waivers it intends to implement.

The LEA/District must check each waiver that the LEA/District will implement. If the LEA/District does not intend to implement the waiver with respect to each applicable school, in an attached document, the LEA/District must indicate for which schools it will implement the waiver.

☑ Extending the period of availability of school improvement funds.

> Note: Missouri has requested a waiver of the period of availability of school improvement funds, that waiver automatically applies to all LEAs/Districts in the State.

☐ "Starting over" in the school improvement timeline for Priority, Tier I and Tier II Title I participating schools implementing a turnaround or restart model.

☐ Implementing a schoolwide program in a Priority, Tier I or Tier II Title I participating school that does not meet the 40 percent poverty eligibility threshold.

LEA/District approval for the Department to provide direct services:

☑ The LEA/District approves the Department's use of grant funds to provide improvement services directly to the LEAs/Districts and schools.

SIGNATURE OF BOARD-AUTHORIZED REPRESENTATIVE	DATE
	7/1/2013
SIGNATURE OF SUPERINTENDENT (If other than Authorized Representative)	DATE

The Department of Elementary and Secondary Education does not discriminate on the basis of race, color, religion, gender, national origin, age, or disability in its programs and activities. Inquiries related to Department programs and to the location of services, activities, and facilities that are accessible by persons with disabilities may be directed to the Jefferson State Office Building, Office of the General Counsel, Coordinator – Civil Rights Compliance (Title VI/Title IX/504/ADA/Age Act), 6th Floor, 205 Jefferson Street, P.O. Box 480, Jefferson City, MO 65102-0480; telephone number 573-526-4757 or TTY 800-735-2966; fax number 573-522-4883; email civilrights@dese.mo.gov.

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SECTION IV. - LEA/DISTRICT YEAR TWO TOTAL BUDGET & SUPPORTING DATA

This is the total of Year Two Implementation and Administration budgets for all building and district activities.

YEAR TWO 2013-14 SIG & WAIVER FUNDS	6100 Certificated Salaries	6150 Noncertificated Salaries	6200 Employee Benefits	6300 Purchased Services	6400 Materials & Supplies	6500 Capital Outlay	6600 Other	TOTAL
1100 Instruction *1003(g) SIG & Waiver*	35,280		6268	9865	19,325			~~70,378~~ 70,738
1200 Supplemental Instruction (Title I) *1003(g) SIG & Waiver*				5600	5580			11,180
2100 Non-Instructional Support Services *1003(g) SIG & Waiver*	2400	10,110	1473			3200		17,183
2200 Professional Development *1003(g) SIG & Waiver*	17,100		2727	140,800				160,627
2600 Planning and Evaluation *1003(g) SIG & Waiver*					350	8500		8850
3000 Community Services *1003(g) SIG & Waiver*					1600	3200		4800
Program Costs Subtotal *1003(g) SIG & Waiver*	54,780	10,110	10,468	156,265	26,855	14,900		273,378
Indirect Costs								
Administrative Costs *1003(g) SIG & Waiver*								
ADMINISTRATIVE COSTS SUBTOTAL *1003(g) SIG & Waiver*								
GRAND TOTAL *1003(g) SIG & Waiver*	54,780 *	10,110 *	10,468	156,265 *	28,855	14,900 *		273,378 *

SECTION IV. – LEA/DISTRICT YEAR TWO TOTAL BUDGET & SUPPORTING DATA (continued)

SUPPORTING DATA	FTEs					
	Teachers (60)	Paras (80)	Ancillary Personnel (90)	Guidance Personnel (50)	Other Pupil Services (70)	General Supervisor (30)
Supplemental Instruction	0	0				
Preschool	0	0				
Class Size Reduction	0					
Neglected/Delinquent Institution Supplemental Instruction	0	0		0		
Instructional Coach	0					
Reading Recovery Teacher Leader	0					
School/Home Coordinator			0			
Language Translator			0			
Guidance Counselor				0		
Transition Case Manager					0	
Turnaround Officer						0
TOTAL	0	0	0	0	0	0

SECTION V. - SCHOOLS TO BE SERVED

The LEA/District must include the following information with respect to the schools it will serve with a School Improvement Grant. The LEA/District must identify each Tier I, Tier II, and Tier III school the LEA/District commits to serve and identify the model that the LEA/District will use in each Tier I and Tier II school.

					INTERVENTION (TIER I AND II ONLY)			
SCHOOL NAME	NCES ID #	TIER I	TIER II	TIER III	TU	RE	CL	TR
North Pemiscot H.S	292376001431		X					X

Notes:

1. TU - TURNAROUND, RE - RESTART, CL - CLOSURE, TR - TRANSFORMATION
2. The LEA/District that has nine or more Tier I and Tier II schools may not implement the transformation model in more than 50 percent of those schools.
3. The Department will provide each LEA/District with a list of the schools that are eligible to be served in Tiers I, II, and III. The LEA/District will indicate in the application which schools it intends to serve and which intervention it intends to implement in the selected Tier I and Tier II schools.

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LEA/DISTRICT/BUILDING NAME	COUNTY-DISTRICT - BUILDING CODE
NORTH PEMISCOT R-1	078-001

Budget Codes	Related Strategies and Activities
1100 Instruction	1. Early out days for teacher collaboration on instructional practices. 2. Data analysis for instructional guidance. 3. Principal walk-throughs. 4. Before and after school teacher availability.
1100 Instruction *1003(g) SIG & Waiver*	1. Extended school days. The district will extend the high school day one hour, two days a week, for students that are not at proficient and not limited by an IEP. As per Board of Education policy, attendance is mandatory. Failure to attend will result in in-school suspension and/or suspension of social and extracurricular activities. **2.** A summer session will be added to the school year. Attendance will be available to all students with an emphasis on those that are not at proficient and not limited by an IEP. . **3.** Teachers will develop appropriately rigorous curriculum and assessments on an ongoing basis throughout the school year based on Essential Learning Outcomes (ELO's) that have been identified through the Professional Learning Community (PLC) process. **4.** Instructional enhancement through the use of technology. (Tablet devices in math) **5.**
1200 Supplemental Instruction (Title I)	**N/A**
1200 Supplemental Instruction (Title I) *1003(g) SIG & Waiver*	ACT Prep will be expanded to include: 1. Advanced ACT Prep to include all students through extended hours, evening classes, and possible Saturday classes. Credit Recovery opportunities with expanded offerings will be available during the extended school day Credit Recovery and enrichment will be offered in the summer.
2100 Non-Instructional Support Services	Maintaining an environment conducive to learning through establishing and maintain an infrastructure of support. To be accomplished through all support services, transportation, food, and custodial.

2100 Non-Instructional Support Services *1003(g) SIG & Waiver*	Bus drivers for transportation. Bookkeeper for bill payment and secretary to complete enrollment. MOSIS data entry to be shared. Will be used for extended hours program and summer school.
2200 Professional Development	1. During school day, time is taken for one on one professional development. 2. Five days build into the school calendar for teacher development.
2200 Professional Development *1003(g) SIG & Waiver*	Contract with Elbow to Elbow to work with staff for 72 total days. The vendor will provide two consultants at least one day per week beginning the first month of school. The consulting term will continue until the April assessment window opens. Elbow to Elbow will provide job embedded PD on instructional strategies, student engagement, alignment with standards, and data driven assessment. In addition, four days of Literacy training will be provided to all staff members through Elbow to Elbow outside of regularly scheduled school hours. Professional development, through Elbow to Elbow, will be provided on research based instructional strategies as targeted weaknesses are identified
2600 Planning and Evaluation	1. Regular administrative meetings to discuss goals and progress toward meeting. 2. Research and study of best practices. 3. Individual direction and feedback (with principal) from teachers on instructional strategies. 4. Review of instructional strategies implementation with principal.
2600 Planning and Evaluation *1003(g) SIG & Waiver*	A central data room has been established to encase data for every student. The use of a poster size printer will allow for collated student data to be printed in a format for easy display throughout building. This will be especially important during parent visits and community involvement days. In addition, it provides a way for students to easily determine how they are doing as a student body in meeting goals.
3000 Parent Involvement	1. Prior to beginning of school hosting a "School to Community" event. 2. Open House 3. Information Centers 4. Information disseminated through direct correspondence, electronic communication, website, and superintendent's radio broadcast.

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3000 Parent Involvement *1003(g) SIG & Waiver*	A parent committee was established to offer opinions and insight into school operations. Additional committee meetings will be held during the school year.
Administrative Costs	Assumed by the district for superintendent.
Administrative Costs *1003(g) SIG & Waiver*	**None**

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SECTION VI.B. - LEA/DISTRICT/BUILDING YEAR TWO IMPLEMENTATION BUDGET TEMPLATE

(COPY AS NEEDED)

Use this template to enter required school and LEA/District budget totals to be submitted with the LEA/District SIG Application. Complete a budget for the LEA/District and each school for year two of the three year grant period.

LEA/DISTRICT/BUILDING NAME					COUNTY-DISTRICT - BUILDING CODE			
NORTH PEMISCOT R-1					078-001			
Year Two 2013-14	**6100 Certificated Salaries**	**6150 Noncertificated Salaries**	**6200 Employee Benefits**	**6300 Purchased Services**	**6400 Materials/ Supplies**	**6500 Capital Outlay**	**6600 Other**	**TOTAL**
1100 Instruction	449,662		142,626		16,520			**608,808**
1100 Instruction *1003(g) SIG/Waiver*	35,280		6268	9865	19,325			**70,738**
1200 Supplemental Instruction (Title I)								
1200 Supplemental Instruction (Title I) *1003(g) SIG/Waiver*				5600	5580			**11,180**
2100 NonInstructional Support Services	45,360	63,198	17,830					**126,388**
2100 Non-Instructional Support Services *1003(g) SIG/Waiver*	2400	10,110	1473			3200		**17,183**
2200 Professional Development	13,576	2120						**15,696**
2200 Professional Development *1003(g) SIG/Waiver*	17,100		2727	140,800				**160,627**
2600 Planning and Evaluation					430			**430**
2600 Planning and Evaluation *1003(g) SIG/Waiver*					350	8500		**8850**
3000 Community Services	200,000							**200,000**
3000 Community Services *1003(g) SIG/Waiver*					1600	3200		**4800**
Administrative Costs								
Administrative Costs *1003(g) SIG/Waiver*								
Program Costs Subtotal (Not including *1003(g) SIG/Waiver*)	708,598	65,318	160,456		16,950			**951,322**
***1003(g) SIG/Waiver* Subtotal**	54,780 *	10,110 *	10,468 *	156,265 *	26,855	14,900 *		**273,378 ***
Grand Total	763,378	75,428	170,924	156,265	43,805	14,900		**1,224,700**

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SECTION VI.C. - LEA/DISTRICT/BUILDING YEAR TWO BUDGET ITEMIZATION *1003(g) AND WAIVER FUNDS ONLY*

(COPY AS NEEDED)

LEA/DISTRICT/BUILDING NAME	COUNTY-DISTRICT - BUILDING CODE
NORTH PEMISCOT R-1	078-001

BUDGET ITEMIZATION	GRANT FUNDS REQUESTED
6100: Certificated Salaries 1. Extended school hours during regular term, $10,080. 6 certified personnel, 2 days a week, at $30 per hour for 28 weeks. 2. Summer School: 7 certified personnel, 120 hours, at $30 per hour= $25,200. 3. Four full days of PD, 2 before school starts and 2 after school is out. 15 staff members, 32 hours, $30 per hour = $14,400 4. After School PD: 6 hours, 15 staff, $30 per hour = $2700 5. Curriculum Coach= $2400	
6100 Subtotal	**$ 54,780**
6150: Non-certificated Salaries Transportation: 1. Extended school days- 2 drivers, 28 days, $30 per hour, 1 hour per day= $3360 2. Summer School- 2 drivers, 20 days, $30 per hour, 2 hours per day = $2400 Secretarial Bookkeeping: 1. Regular term: 2 employees, 1 hour per week, 30 weeks, $30 per hour = $1800 2. Summer School secretary: $1800 3. Sumer School Bookkeeping: $750	
6150 Subtotal	**$ 10,110**
6200: Employee Benefits *(optional categories)* FICA $627 Medicare $965 Retirement (Teacher or Non-Teacher) $8876 Health, Life, and/or Dental Insurance, Other Benefits	
6200 Subtotal	**$ 10,468**
6300: Purchased Services 1. Renewal of Benchmark testing services with The Learning Institute: $3190 2. Renewal and expansion of job embedded professional development with Elbow to Elbow. Will include 72 school days, plus 4 outside of school days (2 before school starts, 2 after) at $1800 per day = $136,800 3. ACT prep class, either through ITV Broadcast or live: $5600 4. Expenses to attend MOSIG meetings, events: $4000 5. Purchase of Study Island to all independent study of areas of concern and add additional enrichment lessons in areas of strength. Will also provide data and assessments to direct individual study.: $5500 6. Data Mining: $1175	
6300 Subtotal	**$ 156,265**
6400: Materials/Supplies 1. Supplies for Data Room: $1350 2. Bulletin Boards to display student work: $1600 3. Tablets for Math: 16 @$800= $12,800 4. Supplies for hosting Parent Committee and MOSIG meetings: $1600 5. Literacy supplies (supplemental reading and testing): $3575 6. Extended School hour supplies for Literacy and Math: $5200 7. Summer School Supplies: $380 8. Supplies (research materials for planning and evaluation: $350	
6400 Subtotal	**$ 26,855**
6100-6400 Subtotal	**$ 258,478**
Indirect Cost Optional (Restricted Rate: ____% X Subtotal)	**$**

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6500: Capital Outlay 1. Poster Printer, Laminator, and accompanying supplies for Data Room: $8500 2. Two Smart Boards, 1 for data room to use in teacher meetings and 1 in conference room to use for public meetings: $6400	
6500 Subtotal	**$14,900**
TOTAL	**$ 273,378**

SECTION VII. – NARRATIVE

The responses to Sections VII.A. – D. are limited to 20 pages of double spaced 10-12 point font.

SECTION VII.A. – DISCUSSION OF YEAR ONE

Describe progress made toward each objective approved in the 2012-2013 application.

1) Provide a summary of MAP and other relevant data to document progress toward meeting objectives;
2) Provide a summary of measurable data explaining progress toward meeting professional development objectives; and
3) Describe the challenges and accomplishments in meeting your objectives in 2012-2013.

SECTION VII.B. – YEAR TWO TIMELINE

Describe the year two timeline for implementing the planned activities for the selected interventions in each Priority, Tier I and Tier II school the LEA/District commits to serve. All planned activities were included in the original plan submitted with your first application.

1) Provide a LEA/District timeline that includes specific dates for implementation of all components of the selected intervention;
2) Provide a timeline that is reasonable, achievable, and reflects urgency; and
3) Provide a timeline that includes implementation and evaluation dates.

SECTION VII.C. – DISCUSSION OF SCHOOL YEAR 2013-2014

Discuss the School Improvement Grant (SIG) 1003(g) program as it will be implemented during the 2013-2014 school year. Include information about how the district will support SIG 1003(g) efforts programmatically and fiscally.

SECTION VII.D. – STAFFING CHANGES

Describe any changes made in the teaching staff and/or instructional leaders at the building and/or District levels in SIG served buildings for year one.

Year Two Application Narrative

Section VII.A. Discussion of Year One

1. ***Provide a summary of MAP and other relevant data to document progress toward meeting objectives.***

Data for State Assessments is not available at this time.

After becoming eligible for the grant, but prior to Year One, the North Pemiscot High School made quality gains on End of Course exams. The following table shows compares the average scores of North Pemiscot and how far/behind or ahead the school is from the State Average in six subjects. Increases were seen in 75% of the areas tested. In one area that did not increase the scores stayed above the State Average.

North Pemiscot v State of Missouri:

Distance from State Average on End of Course Exams

Year	Subject			
	Algebra I	Algebra II	Geometry	Biology
2010-11	-47.1	-89.2	-10.3	-34
2011-12	-3.8	-8	+36.2	-46.3

Year	Subject			
	English I	English II	Am History	Gov't
2010-11	-67	-31.8	+31	-50.9

2011-12	-14.1	-11.8	+26.3	-16.8

Comparisons for Year One will be added when the data for state averages becomes available.

The MOSIG Running record report indicates the following:

** "Both Module assessment and classroom data indicate improvement in several students' performance. This data was then used to adjust tutoring roles with a 10% reduction in the math roles and a 25% reduction in the CA role. It is not reasonable to expect this type of movement from this point forward given that several students on the initial rolls were placed there using MAP data. These students scored unexpectedly low in the respective areas and have returned to expected norms."

** "The target of a 5% reduction in students in tier III was not met. Though this target was reasonable given the protocols used originally to populate tier III tutoring it did not take into consideration increased rigor and the alteration of protocols for determining tier III. We will continue with this target from this point on."

"A change in tracking has occurred and now students working their way out will be tracked. We have seen improvement in this area with a total of 24 students working "out" of tier III intervention."

** "Intervention through the after school tutoring program was successful in moving students in a positive direction in both classroom grades and in terms of module testing. Those

leading indicators do trend toward student improvement however they do not indicate that these students overall will do better on the state assessments."

Additional data indicates that the graduation rate increased from 75% in 2011 to 92% in 2013. The goal remains 94% for 2014.

Summary: MAP scores, the most important data, is not yet been received for the year concluding in May 2013. Receipt of those scores will allow for a clearer picture of progress.

2. ***Provide a summary of measurable data explaining progress toward meeting professional development objectives.***

Student engagement was a focus of PD efforts in Year One.

The Data Dashboard indicates that the percent of lessons with students actively engaged rose from a low of 60% to 85% at the end of the school year. In addition, meaningful set and closure were achieved in 80% of lessons at the end of the school year compared to 69% in December.

After each session of professional development administrators receive a report from the trainers on their activities for the day. Review of those reports, along with observations, allows the principal to make additional PD decisions.

3. ***Describe the challenges and accomplishments in meeting your objectives in 2012-2013.***

North Pemiscot implemented many changes during Year I. Challenges included getting staff focused on data analysis, working with job embedded professional development, and simply embracing the idea that we have to change.

Setting up a Data Room where data on all students is centrally located helped the staff focus on data. Whereas "what do you think is wrong?" was a frequent question at the state of the school year, asking the question "what does the data show?" became standard by the end of the year. The staff previously used data to analyze MAP scores through state generated reports. During Year One the staff learned how to use data from various sources that were implemented during Year One. Learning how to use and then interpret those tools were challenging in the time it took, with all other aspects of SIG and regular school days, going on at the same time. However, it was time and effort well spent.

At the beginning of the school year some teachers were not comfortable with the job embedded professional development. For them, having someone in their room, working with them, and offering critiques was a novel experience. There, in fact, seemed to be some reluctance on the part to fully participate. However, by the end of the year for staff and students alike the professionals from Elbow to Elbow were a part of the daily routine at North Pemiscot.

No professional likes to feel like they were failing at their job. At the start of the school year, prior to Year One implementation, the North Pemiscot High School made some dramatic improvements on assessment scores. While we were excited about the improvement, there was weight of change, in the form of SIG, looming. It was a stressful year for all involved. The flurry of changes, different protocols, and expectations were a heavy load to bear. However, the staff embraced the idea that we needed to make changes. Through the process, we learned that we still have much to learn. We will continue to take the lessons learned in Year One and apply those throughout the future.

Section VII.B. - Year Two Timeline

1. ***Provide a LEA/District timeline that includes specific dates for implementation of all components of the selected intervention. 2. Provide a timeline that is reasonable, achievable, and reflects urgency; and 3. Provide a timeline that includes implementation and evaluation dates***

Professional Development		
Dates	Time	Description
August 7,8	All Day	Staff will undergo Literacy training. Literacy is the focus of Year Two.
August	13	Data Training, Study Island Training
August 20	Throughout year	Job embedded professional development- 74 days
August 28	After School	PLC Meeting and mini activity
September 23	½ Day- Early out	PLC activities- the last Monday of each month
TBD	Two days	All day Literacy Training review

Additional Dates:

Beginning August 15: Principal walk-throughs, Credit Recovery

September 10: Extended Hours

May 27: Summer School

Dates to be determined:

ACT Classes, Curriculum focused dates, teacher of the quarter reward day

Evaluation Dates: Professional Development evaluation is constant and ongoing. Each PLC meeting will evaluate professional development progress, needs, and agendas. In addition, Elbow to Elbow will provide written reports and have weekly administrative meetings about embedded professional development. Credit Recovery, as an academic item, is evaluated on a quarterly and semester basis. The Counselor, in conjunction with the teacher, will evaluate student progress toward meeting credit requirements each formal grading period. The teacher will monitor on a daily basis. The critical evaluation for Credit Recovery is reflected in the end of the year graduation rate.

The Data Dashboard and Monthly Progress Monitoring charts contain components for monitoring extended hours. Adjustments will be made as noted.

Section VII.C. - Discussion of school year 2013-2014.

Discuss the School Improvement Grant (SIG) 1003(g) program as it will be implemented during the 2013-2014 school year. Include information about how the district will support SIG 1003(g) efforts programmatically and fiscally.

We feel like we had overall success in Year One of our SIG. We have budgeted for increased job-embedded professional development as well as outside of school professional development. We feel that we established a good relationship with our vendor, Elbow to Elbow, and want to increase the involvement of the vendor to help reach our goals. With aggressive implementation of programs it will be to our benefit to not make a change in a program that has been successful.

We will also continue extended hour and summer school. We feel that we learned some important structural things from these programs that will help us deliver better programs this year.

SIG efforts are supported by the school district. The district continues to build days into the calendar for professional development and PLCs. In addition, the district allows administrative time for the principal, and other staff, to attend MOSIG meetings.

The district continues to meet all the infrastructure needs in carrying out the grant requirements. Building, supplies, maintenance, etc. are scheduled around MOSIG. Moreover, the district continues to supply, at considerable expense, vehicles and fuel for the transportation of students involved in extended learning and summer school.

Section VII.D. Staffing Changes

Describe any changes made in the teaching staff and/or instructional leaders at the building and/or District levels in SIG served buildings for year one.

There were two staffing change made during Year One. A veteran Social Studies teacher decided to accept another job. That teacher was replaced by a first year teacher. The second was hiring a veteran communication arts teacher to replace a temporary communication arts teacher. For Year Two, the Social Studies teacher has decided to accept another job. That position will be filled by an experienced teacher.

The district did not hire anyone with SIG funds. That will remain the same for Year Two.