

# POCATELLO/CHUBBUCK SCHOOL DISTRICT No. 25

## CONTINUOUS LEARNING PLAN



**2017 – 2020**

Adopted by the Board of Trustees on September 19, 2017

**Pocatello/Chubbuck School District No. 25**  
**School Safety Continuous Learning Plan**

<b>Vision 1</b>				
<b>SCHOOL SAFETY</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
	A variety of emergency response drills, as outlined by the district safety committee, are regularly performed, formally debriefed, and are periodically monitored by members of the Safety Committee for compliance.	A variety of emergency response drills, as outlined by the district safety committee, are regularly performed, formally debriefed, and are periodically monitored by members of the Safety Committee for compliance	A variety of emergency response drills, as outlined by the district safety committee, are regularly performed, formally debriefed, and are periodically monitored by members of the Safety Committee for compliance	A variety of emergency response drills, as outlined by the district safety committee, are regularly performed, formally debriefed, and are periodically monitored by members of the Safety Committee for compliance
	Each school will have a SERP and review its use with all members of the school staff. Review NIMS protocols and provide any necessary updates including collaboration with first responders in the community. All district administrators review basic NIMS procedures for tri-annual re-certification.	Each school will have a SERP and review its use with all members of the school staff. Review NIMS protocols and provide any necessary updates including collaboration with first responders in the community. All district administrators review basic NIMS procedures for tri-annual re-certification.	Each school will have a SERP and review its use with all members of the school staff. Review NIMS protocols and provide any necessary updates including collaboration with first responders in the community. All district administrators review basic NIMS procedures for tri-annual re-certification.	Each school will have a SERP and review its use with all members of the school staff. Review NIMS protocols and provide any necessary updates including collaboration with first responders in the community. All district administrators review basic NIMS procedures for tri-annual re-certification.
	Review implementation of the formal safety plan for food service; assess effectiveness of safety plan; begin development of same for transportation and technology	Review completion of formal safety plan for transportation and technology and review implementation; assess effectiveness of safety plans for all departments	Assess effectiveness of safety plans for all departments; consider if any other department specific safety plan should be developed	Assess effectiveness of safety plans for all departments
	Annual Review of Emergency Operations Plan(EOP)	Annual Review of Emergency Operations Plan (EOP)	Annual Review of Emergency Operations Plan (EOP)	Annual Review of Emergency Operations Plan (EOP)
	District Wide Communication Review and Adjust	District Wide Communication Review and Adjust	District Wide Communication Review and Adjust	District Wide Communication Review and Adjust
	All rooms equipped with proper lockdown safety equipment (blinds, door lock ...etc.)	All rooms equipped with proper lockdown safety equipment (blinds, door lock ...etc.)	All rooms equipped with proper lockdown safety equipment (blinds, door lock ...etc.)	All rooms equipped with proper lockdown safety equipment (blinds, door lock ...etc.)
	All Fire controls and protocols fully implemented & Reviewed	All Fire controls and protocols fully implemented & Reviewed	All Fire controls and protocols fully implemented & Reviewed	All Fire controls and protocols fully implemented & Reviewed
	Review and update protocols to the Infection Control Guidelines and Pandemic Protocols.	Review and update protocols to the Infection Control Guidelines and Pandemic Protocols.	Review and update protocols to the Infection Control Guidelines and Pandemic Protocols.	Review and update protocols to the Infection Control Guidelines and Pandemic Protocols.
	Review procedures and process for facility delivery and receiving of supplies and goods (Food Service, Warehouse, Vendors.)	Review procedures and process for facility delivery and receiving of supplies and goods (Food Service, Warehouse, Vendors.)	Review procedures and process for facility delivery and receiving of supplies and goods (Food Service, Warehouse, Vendors.)	Review procedures and process for facility delivery and receiving of supplies and goods (Food Service, Warehouse, Vendors.)

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Ensure that all play areas and school grounds are inspected bi-annually for signage and hazards.	Ensure that all play areas and school grounds are inspected bi-annually for signage and hazards.	Ensure that all play areas and school grounds are inspected bi-annually for signage and hazards.	Ensure that all play areas and school grounds are inspected bi-annually for signage and hazards.
Review Snow and Ice removal plan and adjust as required.	Review Snow and Ice removal plan and adjust as required.	Review Snow and Ice removal plan and adjust as required.	Review Snow and Ice removal plan and adjust as required.
Review Chemical Hygiene plan and make adjustments as required.	Review Chemical Hygiene plan and make adjustments as required.	Review Chemical Hygiene plan and make adjustments as required.	Review Chemical Hygiene plan and make adjustments as required.
Review Lockout and Tagout protocol	Review Lockout and Tagout protocol	Review Lockout and Tagout protocol	Review Lockout and Tagout protocol
Continue training for in-district staff in CPR/AED/First Aid.	Continue training for in-district staff in CPR/AED/First Aid.	Continue training for in-district staff in CPR/AED/First Aid.	Continue training for in-district staff in CPR/AED/First Aid.
Continue purchase of AED's for Departments.	Continue purchase of AED's for Departments.	Continue purchase of AED's for Departments.	Continue purchase of AED's for Departments.
Review equipment needs.	Review equipment needs.	Review equipment needs.	Review equipment needs.
Annual Review of facility rentals to ensure compliance and safety with community usage.	Annual Review of facility rentals to ensure compliance and safety with community usage.	Annual Review of facility rentals to ensure compliance and safety with community usage.	Annual Review of facility rentals to ensure compliance and safety with community usage.

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<b>Vision 2</b>				
<b>SCHOOL SAFETY</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
	All district personnel understand what acceptable student behavior is and are working as a unified whole to ensure the minimum standard is being met district wide.	All district personnel understand what acceptable student behavior is and are working as a unified whole to ensure the minimum standard is being met district wide.	All district personnel understand what acceptable student behavior is and are working as a unified whole to ensure the minimum standard is being met district wide.	All district personnel understand what acceptable student behavior is and are working as a unified whole to ensure the minimum standard is being met district wide.
	Review methods of informing students and parents of behavior expectations. Make any adjustments.	Review methods of informing students and parents of behavior expectations. Make any adjustments.	Review methods of informing students and parents of behavior expectations. Make any adjustments.	Review methods of informing students and parents of behavior expectations. Make any adjustments.
	Monitor and adjust methods and procedures to <b>prevent</b> various behavior problems at the Elementary level. Use RtI process to increase interventions with individual students; document in Mileposts	Monitor and adjust methods and procedures to <b>prevent</b> various behavior problems at the Elementary level. Use RtI process to increase interventions with individual students; document in Mileposts	Monitor and adjust methods and procedures to <b>prevent</b> various behavior problems at the Elementary level. Use RtI process to increase interventions with individual students; document in Mileposts	Monitor and adjust methods and procedures to <b>prevent</b> various behavior problems at the Elementary level. Use RtI process to increase interventions with individual students; document in Mileposts
	Methods and procedures to <b>prevent</b> various behavior problems are in place at the Secondary level. Follow RtI model; document in Mileposts	Methods and procedures to <b>prevent</b> various behavior problems are in place at the Secondary level. Follow RtI model; document in Mileposts	Methods and procedures to <b>prevent</b> various behavior problems are in place at the Secondary level. Follow RtI model; document in Mileposts	Methods and procedures to <b>prevent</b> various behavior problems are in place at the Secondary level. Follow RtI model; document in Mileposts
	Continue training for new personnel on the district-wide SIS (Infinite Campus) and in reporting pertinent student behavior incidents through the SIS.	Continue training for new personnel on the district-wide SIS (Infinite Campus) and in reporting pertinent student behavior incidents through the SIS. Monitor as needed.	Continue training for new personnel on the district-wide SIS (Infinite Campus) and in reporting pertinent student behavior incidents through the SIS. Monitor as needed.	Continue training for new personnel on the district-wide SIS (Infinite Campus) and in reporting pertinent student behavior incidents through the SIS. Monitor as needed.

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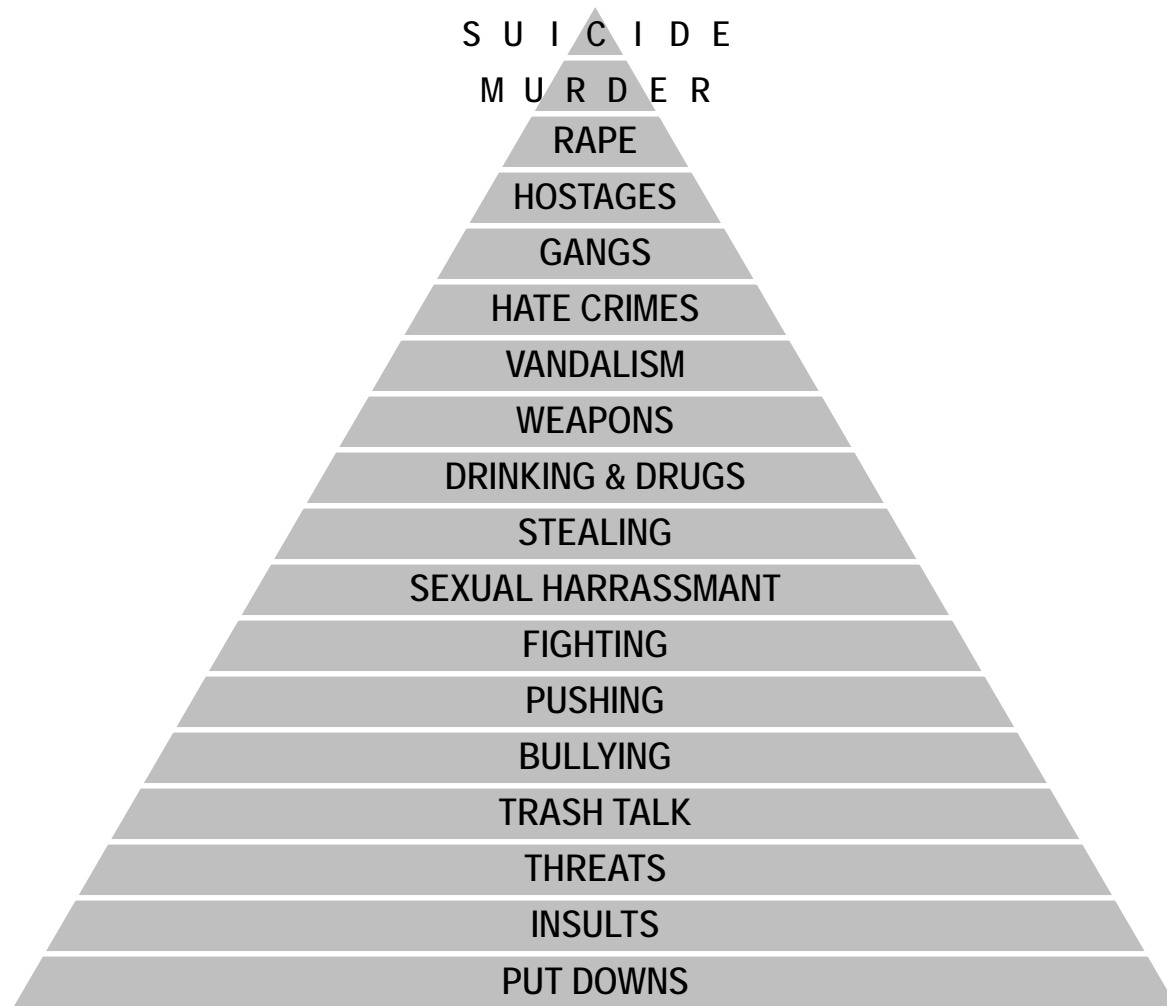
<b>Vision 3</b>				
<b>SCHOOL SAFETY</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
	All district staff will understand, support, and actively participate in the system-wide K-12 plan which promotes and builds responsible student behavior. <i>(Ongoing training for new staff)</i>	All district staff will understand, support, and actively participate in the system-wide K-12 plan which promotes and builds responsible student behavior. <i>(Ongoing training for new staff.)</i>	All district staff will understand, support, and actively participate in the system-wide K-12 plan which promotes and builds responsible student behavior. <i>(Ongoing training for new staff.)</i>	All district staff will understand, support, and actively participate in the system-wide K-12 plan which promotes and builds responsible student behavior. <i>(Ongoing training for new staff.)</i>
	Continue training teachers, principals, teaching assistants and other classroom personnel in Restorative Practices until 100% of classroom personnel have participated in the training; continue community awareness and familiarity	Continue training teachers, principals, teaching assistants and other classroom personnel in Restorative Practices until 100% of classroom personnel have participated in the training; continue community awareness and familiarity	Continue training teachers, principals, teaching assistants and other classroom personnel in Restorative Practices until 100% of classroom personnel have participated in the training; continue community awareness and familiarity	Continue training teachers, principals, teaching assistants and other classroom personnel in Restorative Practices until 100% of classroom personnel have participated in the training; continue community awareness and familiarity
	Using in-district trainers to continue to broaden the implementation of Restorative Justice Practices in classrooms and schools, explore the possibility of a stipend for a RP coach in each building	Using in-district trainers to continue to broaden the implementation of Restorative Justice Practices in classrooms and schools	Using in-district trainers to continue to broaden the implementation of Restorative Justice Practices in classrooms and schools	Using in-district trainers to train new staff members in the implementation of Restorative Justice Practices in classrooms and schools
	Parents will understand, support, and actively participate in the system-wide K-12 plan which promotes and builds responsible student behavior.	Parents will understand, support, and actively participate in the system-wide K-12 plan which promotes and builds responsible student behavior.	Parents will understand, support, and actively participate in the system-wide K-12 plan which promotes and builds responsible student behavior.	Parents will understand, support, and actively participate in the system-wide K-12 plan which promotes and builds responsible student behavior.
	Community members will understand, support, and actively participate in the system-wide K-12 plan which promotes and builds responsible student behavior.	Community members will understand, support, and actively participate in the system-wide K-12 plan which promotes and builds responsible student behavior.	Community members will understand, support, and actively participate in the system-wide K-12 plan which promotes and builds responsible student behavior.	Community members will understand, support, and actively participate in the system-wide K-12 plan which promotes and builds responsible student behavior.
	Community agencies (law enforcement, juvenile justice, mental health, social service, etc.) are actively involved at each school.	Community agencies (law enforcement, juvenile justice, mental health, social service, etc.) are actively involved at each school.	Community agencies (law enforcement, juvenile justice, mental health, social service, etc.) are actively involved at each school.	Community agencies (law enforcement, juvenile justice, mental health, social service, etc.) are actively involved at each school.
	A wide range of after-school activities (in the school or community) are available for all students. Review Annually	A wide range of after-school activities (in the school or community) are available for all students. Review Annually	A wide range of after-school activities (in the school or community) are available for all students. Review Annually	A wide range of after-school activities (in the school or community) are available for all students. Review Annually

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	Continue to build community partnerships for bully prevention activities and foster a school climate which respects diversity	Continue to build community partnerships for bully prevention activities and foster a school climate which respects diversity	Continue to build community partnerships for bully prevention activities and foster a school climate which respects diversity	Continue to build community partnerships for bully prevention activities and foster a school climate which respects diversity
	Policy, procedure, guidelines, protocols and best practices for school safety reviewed by each employee group per protocols for safety training as established by the safety committee.	Policy, procedure, guidelines, protocols and best practices for school safety reviewed by each employee group per protocols for safety training as established by the safety committee.	Policy, procedure, guidelines, protocols and best practices for school safety reviewed by each employee group per protocols for safety training as established by the safety committee.	Policy, procedure, guidelines, protocols and best practices for school safety reviewed by each employee group per protocols for safety training as established by the safety committee.

# Violence Continuum

Montana Behavior Initiative  
(Jim Bryngelson & Sharon Cline,  
Care Initiative of Montana).



Discourtesy, Disrespect



Violent Crime

**Pocatello/Chubbuck School District No. 25**  
**Curriculum and Instruction Continuous Learning Plan**

CURRICULUM	2016-2017	2017-2018	2018-2019	2019-2020
	Continue implementation of ICS units and evaluate for effectiveness.	Continue implementation of ICS units and evaluate for effectiveness.	Continue implementation of ICS units and evaluate for effectiveness.	Continue implementation of ICS units and evaluate for effectiveness.
	Provide for comprehensive review of ICS UbD Units and TIA documents.	Provide for comprehensive review of ICS UbD Units and TIA documents.	Provide for comprehensive review of ICS UbD Units and TIA documents.	Provide for comprehensive review of ICS UbD Units and TIA documents.
	Train new teachers UbD unit development. Continue implementation; make any necessary adjustments.	Train new teachers UbD unit development. Continue implementation; make any necessary adjustments.	Train new teachers UbD unit development. Continue implementation; make any necessary adjustments.	Train new teachers UbD unit development. Continue implementation; make any necessary adjustments.
	Phase I: Planning & Phase II: Curriculum Development: <b>ELA, Math, Science</b> Phase III: Textbook / Instructional Materials Selection: <b>K-5 ELA, HS Math, 6-12 Science</b> Phase IV: District Implementation & Phase V: Evaluation: <b>K-5 Science, MS Math</b>	Phase I: Planning & Phase II: Curriculum Development: <b>ELA, Math, Science, HS Spanish</b> Phase III: Textbook / Instructional Materials Selection: <b>HS Spanish, MS Grammar/Writing, HS Biology</b> Phase IV: District Implementation & Phase V: Evaluation: <b>K-5 ELA HS Math, 6-12 Science</b>	Phase I: Planning & Phase II: Curriculum Development: <b>TBD</b> Phase III: Textbook / Instructional Materials Selection: <b>TBD</b> Phase IV: District Implementation & Phase V: Evaluation: <b>TBD</b>	Phase I: Planning & Phase II: Curriculum Development: <b>TBD</b> Phase III: Textbook / Instructional Materials Selection: <b>TBD</b> Phase IV: District Implementation & Phase V: Evaluation: <b>TBD</b>
	Expand the use of digital resources as a mechanism to support implementation of ICS/ ISAT 2.0 and ensure new resources are compatible with current technology systems.	Expand the use of digital resources as a mechanism to support implementation of ICS/ ISAT 2.0 and ensure new resources are compatible with current technology systems.	Expand the use of digital resources as a mechanism to support implementation of ICS/ ISAT 2.0 and ensure new resources are compatible with current technology systems.	Expand the use of digital resources as a mechanism to support implementation of ICS/ ISAT 2.0 and ensure new resources are compatible with current technology systems.

Affirmed - September 19, 2017

Adopted - August 19, 2008



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INSTRUCTION	2016-2017	2017-2018	2018-2019	2019-2020
	Ensure effective implementation of ICS UbD units reflective of the instructional shifts; evaluate for effectiveness through classroom walkthroughs and teacher supervision/evaluation.	Ensure effective implementation of ICS UbD units reflective of the instructional shifts; evaluate for effectiveness through classroom walkthroughs and teacher supervision/evaluation.	Ensure effective implementation of ICS UbD units reflective of the instructional shifts; evaluate for effectiveness through classroom walkthroughs and teacher supervision/evaluation.	Ensure effective implementation of ICS UbD units reflective of the instructional shifts; evaluate for effectiveness through classroom walkthroughs and teacher supervision/evaluation.
	Continue sustained focus on Tier 1 ICS/6-Trait writing K-12; evaluate for effectiveness.	Continue sustained focus on Tier 1 ICS/6-Trait writing K-12; evaluate for effectiveness.	Continue sustained focus on Tier 1 ICS/6-Trait writing K-12; evaluate for effectiveness.	Continue sustained focus on Tier 1 ICS/6-Trait writing K-12; evaluate for effectiveness.
	Administrators/teacher leaders monitor effective instruction using classroom walkthroughs, observations, and PLC processes.	Administrators/teacher leaders monitor effective instruction using classroom walkthroughs, observations, and PLC processes.	Administrators/teacher leaders monitor effective instruction using classroom walkthroughs, observations, and PLC processes.	Administrators/teacher leaders monitor effective instruction using classroom walkthroughs, observations, and PLC processes.
	Provide SIOP training to interested staff, including developing background knowledge and implementing common vocabulary aligned to the ICS/ISAT.	Research an effective teaching protocol aligned to Visible Learning and the Danielson Framework for possible implementation in 2018-2019.		
	Support effective instruction through building-level professional development and PLC framework.	Support effective instruction through building-level professional development and PLC framework.	Support effective instruction through building-level professional development and PLC framework.	Support effective instruction through building-level professional development and PLC framework.
	Maintain district-wide expectation of the SIOP framework for all professional staff. Evaluate effectiveness and make necessary changes.	Maintain district-wide expectation of the SIOP framework for all professional staff. Evaluate effectiveness and make necessary changes.	Maintain district-wide expectation of the SIOP framework for all professional staff. Evaluate effectiveness and make necessary changes.	Maintain district-wide expectation of the SIOP framework for all professional staff. Evaluate effectiveness and make necessary changes.
	Monitor and adjust targeted strategies (e.g., SIOP) to support the learning of all subgroups.	Monitor and adjust targeted strategies (e.g., SIOP) to support the learning of all subgroups.	Monitor and adjust targeted strategies (e.g., SIOP) to support the learning of all subgroups.	Monitor and adjust targeted strategies (e.g., SIOP) to support the learning of all subgroups.
	Monitor the state-approved district-wide plan to improve the performance of LEP students; make necessary modifications.	Monitor the state-approved district-wide plan to improve the performance of LEP students; make necessary modifications.	Monitor the state-approved district-wide plan to improve the performance of LEP students; make necessary modifications.	Monitor the state-approved district-wide plan to improve the performance of LEP students; make necessary modifications.

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	Monitor implementation of subgroup plan of action through the school improvement planning process to address the academic needs of students within subgroups; make necessary adjustments	Monitor implementation of subgroup plan of action through the school improvement planning process to address the academic needs of students within subgroups; make necessary adjustments	Monitor implementation of subgroup plan of action through the school improvement planning process to address the academic needs of students within subgroups; make necessary adjustments	Monitor implementation of subgroup plan of action through the school improvement planning process to address the academic needs of students within subgroups; make necessary adjustments
	Administrators benchmark monthly and share what is working and challenges with PLC's - determine next steps.	Administrators share what is working and challenges with PLC's - determine next steps.	Administrators share what is working and challenges with PLC's - determine next steps.	Administrators share what is working and challenges with PLC's - determine next steps.
	Continue PLC training with a focus on PLC processes.	Continue PLC training with a focus on PLC processes.	Continue PLC training with a focus on PLC processes.	Continue PLC training with a focus on PLC processes.
	Continue with PLC implementation. Evaluate effectiveness and make any necessary changes. Monitor PLC time to preserve the intended purpose. Document new stretches and maintain growth record. Ensure the integration of elective teachers, special education, and counseling staff into PLC's and progress monitor. Use technology as a tool for district-wide PLC's.	Continue with PLC implementation. Evaluate effectiveness and make any necessary changes. Monitor PLC time to preserve the intended purpose. Ensure the integration of elective teachers, special education, and counseling staff into PLC's and progress monitor. Use technology as a tool for district-wide PLC's.	Continue with PLC implementation. Evaluate effectiveness and make any necessary changes. Monitor PLC time to preserve the intended purpose. Ensure the integration of elective teachers, special education, and counseling staff into PLC's and progress monitor. Use technology as a tool for district-wide PLC's.	Continue with PLC implementation. Evaluate effectiveness and make any necessary changes. Monitor PLC time to preserve the intended purpose. Ensure the integration of elective teachers, special education, and counseling staff into PLC's and progress monitor. Use technology as a tool for district-wide PLC's.
<b>Response to Intervention (RtI)</b>  <b>Research-based:</b> The district works with the school to provide early and intensive intervention for students not making progress. (IA13)  The district ensures that	Refine and continue to implement a systematic process for meeting the academic needs for all students at the elementary and secondary level and align with the School Success model.	Refine and continue to implement a systematic process for meeting the academic needs for all students at the elementary and secondary level.	Refine and continue to implement a systematic process for meeting the academic needs for all students at the elementary and secondary level.	Refine and continue to implement a systematic process for meeting the academic needs for all students at the elementary and secondary level.
	Continue implementation of Tier 2 and 3 interventions and enrichment. Evaluate effectiveness and make necessary changes.	Continue implementation of Tier 2 and 3 interventions and enrichment. Evaluate effectiveness and make necessary changes.	Continue implementation of Tier 2 and 3 interventions and enrichment. Evaluate effectiveness and make necessary changes.	Continue implementation of Tier 2 and 3 interventions and enrichment. Evaluate effectiveness and make necessary changes.

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school improvement and restructuring plans include research-based, field-proven programs, practices, and models. (IB07)	Reinforce the expectation for and make full use of Mileposts K-12 as the process for monitoring student interventions.	Reinforce the expectation for and make full use of Mileposts K-12 as the process for monitoring student interventions.	Reinforce the expectation for and make full use of Mileposts K-12 as the process for monitoring student interventions.	Reinforce the expectation for and make full use of Mileposts K-12 as the process for monitoring student interventions.
	Train new teachers in the use of Tier 1, 2 and 3 curricular materials.	Train new teachers in the use of Tier 1, 2 and 3 curricular materials.	Train new teachers in the use of Tier 1, 2 and 3 curricular materials.	Train new teachers in the use of Tier 1, 2 and 3 curricular materials.
	Continue to implement writing interventions at Tier 3. Evaluate effectiveness and make necessary changes.	Continue to implement writing interventions at Tier 3. Evaluate effectiveness and make necessary changes.	Continue to implement writing interventions at Tier 3. Evaluate effectiveness and make necessary changes.	Continue to implement writing interventions at Tier 3. Evaluate effectiveness and make necessary changes.
	Implement and monitor PLATO Credit Recovery Program aligned to ICS.	Implement and monitor PLATO Credit Recovery Program aligned to ICS.	Implement and monitor PLATO Credit Recovery Program aligned to ICS.	Implement and monitor PLATO Credit Recovery Program aligned to ICS.
	Continue to monitor the SDE and State Board for expectations for development of the Alternate Route to Graduation for the ISAT 2.0.	Continue to monitor the SDE and State Board for expectations for development of the Alternate Route to Graduation for the ISAT 2.0.	Continue to monitor the SDE and State Board for expectations for development of the Alternate Route to Graduation for the ISAT 2.0.	Continue to monitor the SDE and State Board for expectations for development of the Alternate Route to Graduation for the ISAT 2.0.
	Continue implementation of K-5 universal screening and diagnostic assessments in reading and math.	Continue implementation of K-5 universal screening and diagnostic assessments in reading and math.  Implement math and ELA interventions utilizing iReady in all middle schools; monitor for effectiveness.	Continue implementation of K-5 universal screening and diagnostic assessments in reading and math.	Continue implementation of K-5 universal screening and diagnostic assessments in reading and math.
	Shift focus as directed by the SDE, from simple compliance monitoring tasks to Results Driven Accountability (RDA) measures focusing on improving ELA ISAT 2.0 scores for our 3 <sup>rd</sup> grade Special Education students.	Maintain focus on Results Driven Accountability (RDA) measures focusing on improving ELA ISAT 2.0 scores for our 3 <sup>rd</sup> grade to 4 <sup>th</sup> grade Special Education students.	Maintain focus on Results Driven Accountability (RDA) measures focusing on improving ELA ISAT 2.0 scores for our 3 <sup>rd</sup> grade to 4 <sup>th</sup> grade Special Education students.	Maintain focus on Results Driven Accountability (RDA) measures focusing on improving ELA ISAT 2.0 scores for our 3 <sup>rd</sup> grade to 4 <sup>th</sup> grade Special Education students.

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Continue efforts to align Resource Room curriculum to a research based implementation which is ICS focused.	Continue efforts to align Resource Room curriculum to a research based implementation which is ICS focused.	Continue efforts to align Resource Room curriculum to a research based implementation which is ICS focused.	Continue efforts to align Resource Room curriculum to a research based implementation which is ICS focused.
Continue efforts to provide instructional services which are more closely aligned to the General Education units in an effort to improve eligibility determination accuracy.	Continue efforts to provide instructional services which are more closely aligned to the General Education units in an effort to improve eligibility determination accuracy.	Continue efforts to provide instructional services which are more closely aligned to the General Education units in an effort to improve eligibility determination accuracy.	Continue efforts to provide instructional services which are more closely aligned to the General Education units in an effort to improve eligibility determination accuracy.
Develop a more consistent and productive PLC format in which all SpEd teachers will improve in their ability to communicate topics of concern with each other.	Maintain a more consistent and productive PLC format in which all SpEd teachers will improve in their ability to communicate topics of concern with each other.	Maintain a more consistent and productive PLC format in which all SpEd teachers will improve in their ability to communicate topics of concern with each other.	Maintain a more consistent and productive PLC format in which all SpEd teachers will improve in their ability to communicate topics of concern with each other.
Implement new K-5 Second Step program; Reorient staff to Social Emotional programs (6-8 Second Step and 9-12 Virtues) and expectations for required usage	Maintain staff focus on Social Emotional programs (K-8 Second Step and 9-12 Virtues) and expectations for required usage.	Maintain staff focus on Social Emotional programs (K-8 Second Step and 9-12 Virtues) and expectations for required usage.	Maintain staff focus on Social Emotional programs (K-8 Second Step and 9-12 Virtues) and expectations for required usage.
Continue to build upon positive school culture using research-based approaches, practices and curriculum (e.g., Restorative Practices, Teaching with Poverty in Mind, Second Step, Virtues, Anti-Bullying Practices).	Continue to build upon positive school culture using research-based approaches, practices and curriculum (e.g., Restorative Practices, Teaching with Poverty in Mind, Second Step, Virtues, Anti-Bullying Practices).	Continue to build upon positive school culture using research-based approaches, practices and curriculum (e.g., Restorative Practices, Teaching with Poverty in Mind, Second Step, Virtues, Anti-Bullying Practices).	Continue to build upon positive school culture using research-based approaches, practices and curriculum (e.g., Restorative Practices, Teaching with Poverty in Mind, Second Step, Virtues, Anti-Bullying Practices).
Continue to build community awareness of best practices to support a positive school culture.	Continue to build community awareness of best practices to support a positive school culture.	Continue to build community awareness of best practices to support a positive school culture.	Continue to build community awareness of best practices to support a positive school culture.
Through the BLT self-assessment and benchmarking, examine longitudinal impacts of SEL curriculum on student and staff behavior and implementation practices.	Through the BLT self-assessment and benchmarking, examine longitudinal impacts of SEL curriculum on student and staff behavior and implementation practices.	Through the BLT self-assessment and benchmarking, examine longitudinal impacts of SEL curriculum on student and staff behavior and implementation practices.	Through the BLT self-assessment and benchmarking, examine longitudinal impacts of SEL curriculum on student and staff behavior and implementation practices.

**Pocatello/Chubbuck School District No. 25**  
**Curriculum and Instruction Continuous Learning Plan**

ASSESSMENT	2016-2017	2017-2018	2018-2019	2019-2020
	Implement and monitor the components of the District Comprehensive Assessment Strategic Plan, inclusive of formative assessment processes; evaluate for effectiveness; monitor and adjust.	Implement and monitor the components of the District Comprehensive Assessment Strategic Plan, inclusive of formative assessment processes; evaluate for effectiveness; monitor and adjust.	Implement and monitor the components of the District Comprehensive Assessment Strategic Plan, inclusive of formative assessment processes; evaluate for effectiveness; monitor and adjust.	Implement and monitor the components of the District Comprehensive Assessment Strategic Plan, inclusive of formative assessment processes; evaluate for effectiveness; monitor and adjust.
	Implement ISAT 2.0 testing and monitor results.	Implement ISAT 2.0 testing and monitor results.	Implement ISAT 2.0 testing and monitor results.	Implement ISAT 2.0 testing and monitor results.
	Use ISAT 2.0 assessment results from 15-16 to monitor, evaluate, and make adjustments pertinent to curricular and instructional needs.	Use ISAT 2.0 assessment results from 15-16 to monitor, evaluate, and make adjustments pertinent to curricular and instructional needs.	Use ISAT 2.0 assessment results from 15-16 to monitor, evaluate, and make adjustments pertinent to curricular and instructional needs.	Use ISAT 2.0 assessment results from 15-16 to monitor, evaluate, and make adjustments pertinent to curricular and instructional needs.
	Make use of ISAT 2.0 assessment resources, i.e., Digital Library, Interim Assessments.	Make use of ISAT 2.0 assessment resources, i.e., Digital Library, Interim Assessments.	Make use of ISAT 2.0 assessment resources, i.e., Digital Library, Interim Assessments.	Make use of ISAT 2.0 assessment resources, i.e., Digital Library, Interim Assessments.
	Explore use of assessment management system; evaluate effectiveness.	Implement use of assessment management system; evaluate effectiveness.	Monitor use of assessment management system; evaluate effectiveness.	Monitor use of assessment management system; evaluate effectiveness.
	Implement K-5 standards based reporting system and refine as appropriate.  Monitor state pilot of Mastery Based Learning for possible implementation.	Implement K-5 standards based reporting system and refine as appropriate.	Implement standards based reporting system and refine as appropriate.	Implement standards based reporting system and refine as appropriate.
	Expand implementation of effective grading practices K-12 with uniformity to reflect evidence that students have met the standards.	Expand implementation of effective grading practices K-12 with uniformity to reflect evidence that students have met the standards.	Expand implementation of effective grading practices K-12 with uniformity to reflect evidence that students have met the standards.	Expand implementation of effective grading practices K-12 with uniformity to reflect evidence that students have met the standards.
	Monitor and adjust district-wide effective grading practices.	Monitor and adjust district-wide effective grading practices.	Monitor and adjust district-wide effective grading practices.	Monitor and adjust district-wide effective grading practices.

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Implement, and monitor High School Challenge Tests which serve as the Mastery Advancement Program.	Implement, and monitor High School Challenge Tests which serve as the Mastery Advancement Program.	Implement, and monitor High School Challenge Tests which serve as the Mastery Advancement Program.	Implement, and monitor High School Challenge Tests which serve as the Mastery Advancement Program.
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Affirmed - September 19, 2017

Adopted - August 19, 2008

**Pocatello/Chubbuck School District No. 25**  
**Curriculum and Instruction Continuous Learning Plan**

PROFESSIONAL DEVELOPMENT	2016-2017	2017-2018	2018-2019	2019-2020
	Ensure each classroom has a highly qualified teacher.	Ensure each classroom has a highly qualified teacher.	Ensure each classroom has a highly qualified teacher.	Ensure each classroom has a highly qualified teacher.
	Offer, evaluate and update the following professional development:  SIOP; New Teacher Support Program; Professional Noticing (Math Coaches); Administrative and teacher ICS/6-Traits Writing (Writing Coaches); Engaging Students with Poverty in Mind; Love and Logic; Building Leadership Team; Restorative Practices; Technology Literacy and Classroom Integration; Health & Wellness; Autism; ICS Instruction CAMP; CHAMPS Training; Formative Assessment Processes; Effective Grading Practices; Reading and Writing Across the Curriculum; Danielson Framework; Elementary Paraprofessional ELA, Math, & Behavior Training	Offer, evaluate and update the following professional development:  Visible Learning; Teacher Clarity; New Teacher Support Program; Professional Noticing (Math Coaches); Administrative and teacher ICS/6-Traits Writing (Writing Coaches); Engaging Students with Poverty in Mind; Love and Logic; Building Leadership Team; Restorative Practices; Aggression Replacement Training; Technology Literacy and Classroom Integration; Health & Wellness; Autism; Crisis Prevention Intervention; ICS Instruction CAMP; CHAMPS Training; Formative Assessment Processes; Guided Reading; Reading and Writing Across the Curriculum; Danielson Framework; Elementary Paraprofessional ELA, Math, & Behavior Training	Offer, evaluate and update the following professional development:  Visible Learning; Teacher Clarity; New Teacher Support Program; Professional Noticing (Math Coaches); Administrative and teacher ICS/6-Traits Writing (Writing Coaches); Engaging Students with Poverty in Mind; Love and Logic; Building Leadership Team; Restorative Practices; Aggression Replacement Training; Technology Literacy and Classroom Integration; Health & Wellness; Autism; Crisis Prevention Intervention; ICS Instruction CAMP; CHAMPS Training; Formative Assessment Processes; Guided Reading; Reading and Writing Across the Curriculum; Danielson Framework; Elementary Paraprofessional ELA, Math, & Behavior Training	Offer, evaluate and update the following professional development:  Visible Learning; Teacher Clarity; New Teacher Support Program; Professional Noticing (Math Coaches); Administrative and teacher ICS/6-Traits Writing (Writing Coaches); Engaging Students with Poverty in Mind; Love and Logic; Building Leadership Team; Restorative Practices; Aggression Replacement Training; Technology Literacy and Classroom Integration; Health & Wellness; Autism; Crisis Prevention Intervention; ICS Instruction CAMP; CHAMPS Training; Formative Assessment Processes; Guided Reading; Reading and Writing Across the Curriculum; Danielson Framework; Elementary Paraprofessional ELA, Math, & Behavior Training
	Provide ongoing support and training for UbD implementation.	Provide ongoing support and training for UbD implementation.	Provide ongoing support and training for UbD implementation.	Provide ongoing support and training for UbD implementation.

Affirmed - September 19, 2017

Adopted - August 19, 2008

**Pocatello/Chubbuck School District No. 25**  
**Curriculum and Instruction Continuous Learning Plan**

<b>INFRASTRUCTURE TO SUPPORT THE INSTRUCTIONAL PROGRAM</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
<p><b>Strategic Direction for Technology Literacy</b></p> <p><b>Research-base:</b>            Professional development is built into the school schedule by the district, but the school is allowed discretion in selecting training and consultation that fit the requirements of its improvement / restructuring plan and its evolving needs.            (IC07 Sustained)</p>	<p>Monitor technology literacy vision and technology strategic plan to support the teaching / learning process within budget parameters.</p>	<p>Monitor technology literacy vision and technology strategic plan to support the teaching / learning process within budget parameters.</p>	<p>Monitor technology literacy vision and technology strategic plan to support the teaching / learning process within budget parameters.</p>	<p>Monitor technology literacy vision and technology strategic plan to support the teaching / learning process within budget parameters.</p>

Affirmed - September 19, 2017

Adopted - August 19, 2008



**Pocatello/Chubbuck School District No. 25**  
**Curriculum and Instruction Continuous Learning Plan**

ACCOUNTABILITY	2016-2017	2017-2018	2018-2019	2019-2020
	Update Continuous Improvement Plan annually by the Board of Trustees.  Develop a public friendly version of the Continuous Improvement Plan for use in 2017-2018.	Update Continuous Improvement Plan annually by the Board of Trustees.  Develop and publish a public friendly version of the Continuous Improvement Plan for use in 2017-2018.	Update and publish Continuous Improvement Plan annually by the Board of Trustees.	Update and publish Continuous Improvement Plan annually by the Board of Trustees.
	Benchmark Strategic Plan semi-annually with the Board of Trustees for public accountability with minutes of board meeting reflecting documentation.  District/School Improvement Plans include measures of academic performance and documentation of progress.	Benchmark Continuous Improvement Plan semi-annually with the Board of Trustees for public accountability with minutes of board meeting reflecting documentation.  Continuous Learning Plans include measures of academic performance and documentation of progress.	Benchmark Continuous Improvement Plan semi-annually with the Board of Trustees for public accountability with minutes of board meeting reflecting documentation.  Continuous Learning Plans include measures of academic performance and documentation of progress.	Benchmark Continuous Improvement Plan semi-annually with the Board of Trustees for public accountability with minutes of board meeting reflecting documentation.  Continuous Learning Plans include measures of academic performance and documentation of progress.
	Plan for and conduct annual Building Leadership Team Retreat for data analysis, self-reflection, and goal setting to direct school improvement planning.	Plan for and conduct annual Building Leadership Team Retreat for data analysis, self-reflection, and goal setting to direct continuous learning planning.	Plan for and conduct annual Building Leadership Team Retreat for data analysis, self-reflection, and goal setting to direct continuous learning planning.	Plan for and conduct annual Building Leadership Team Retreat for data analysis, self-reflection, and goal setting to direct continuous learning planning.
	Evaluate, update, and implement School Improvement Plan.	Evaluate, update, and implement Continuous Learning Plan.	Evaluate, update, and implement Continuous Learning Plan.	Evaluate, update, and implement Continuous Learning Plan.

Affirmed - September 19, 2017

Adopted - August 19, 2008

**Pocatello/Chubbuck School District No. 25**  
**Curriculum and Instruction Continuous Learning Plan**

<p>Monitor ESSA requirements and direction from the SBOE requirements for accountability; complete requirements as per Accountability Timeline.</p> <p>District to provide monthly technical assistance to Focus and Priority schools in support of Turnaround Plans.</p>	<p>Implement ESSA requirements and direction from the SBOE requirements for accountability; complete requirements as per Accountability Timeline.</p> <p>District to provide monthly technical assistance to Focus and Priority schools in support of Turnaround Plans.</p>	<p>Implement ESSA requirements and direction from the SBOE requirements for accountability; complete requirements as per Accountability Timeline.</p> <p>District to provide monthly technical assistance to Focus and Priority schools in support of Turnaround Plans.</p>	<p>Implement ESSA requirements and direction from the SBOE requirements for accountability; complete requirements as per Accountability Timeline.</p> <p>District to provide monthly technical assistance to Focus and Priority schools in support of Turnaround Plans.</p>
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Affirmed - September 19, 2017

Adopted - August 19, 2008

POCATELLO/CHUBBUCK SCHOOL DISTRICT  
CYCLE OF RENEWAL

2016-2017

Content/Subject	Year State Contract Becomes Effective	District #25 Cycle of Renewal Phases I-IV		
		Phase I: Planning and Phase II: Curriculum Development	Phase III: Textbook / Instructional Materials Adoption (*)	Phase IV: Implementation and Program Evaluation
Mathematics	September 2016-2021	June 2016 Planning & Curriculum Development: K-5 <sup>th</sup> Math	2015-2016 Adopted and Purchased 6 <sup>th</sup> -7 <sup>th</sup> -8 <sup>th</sup> Math @\$75: \$264,915	2016-2017 Implementation & Program Evaluation: 6 <sup>th</sup> -8 <sup>th</sup> Math;  K-5 Science
		June 2017	(off cycle) 2015-2016 K-5 <sup>th</sup> Science @\$75: \$450,000	
	September 2016-2021	June 2016 Planning & Curriculum Development: 6 <sup>th</sup> -12 <sup>th</sup> Math  June 2017  HS Math	(off cycle) 2016-2017  9 <sup>th</sup> -12 <sup>th</sup> Math @\$75: \$300,000 *Per available funding	
	(off cycle) September 2018-2023	June 2017	(off cycle) 2016-2017 6 <sup>th</sup> Science @\$80: \$80,000 7 <sup>th</sup> Life Science @\$80: \$80,000 8 <sup>th</sup> Earth Science @\$80: \$80,000 9 <sup>th</sup> Physical Science @\$85: \$85,000 10 <sup>th</sup> Biology @\$85: \$85,000 11 <sup>th</sup> Science Elective @85: \$85,000 12 <sup>th</sup> Elective Science @\$100: \$100,000 *Per available funding	
Social Studies	September 2017-2022	June 2017 Planning & Curriculum Development: 6 <sup>th</sup> -12 <sup>th</sup> : Social Studies	2016-2017 K-12 Social Studies/Economics/Sociology: K-5 Social Studies @\$70: \$420,000 6 <sup>th</sup> Social Studies @\$70: \$70,000 7 <sup>th</sup> -8 <sup>th</sup> Geography (half students/year) @\$70: \$70,000 9 <sup>th</sup> /11 <sup>th</sup> HS Hist (2000 stus) / Econ (700 stus) / Govt (1000 stus) @\$85: \$314,500 *Per available funding	2017-2018 Implementation & Program Evaluation: K-12 <sup>th</sup> Social Studies

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Revised March 2016

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POCATELLO/CHUBBUCK SCHOOL DISTRICT  
CYCLE OF RENEWAL

2016-2017

Content/Subject	Year State Contract Becomes Effective	District #25 Cycle of Renewal Phases I-IV		
		Phase I: Planning and Phase II: Curriculum Development	Phase III: Textbook / Instructional Materials Adoption (*)	Phase IV: Implementation and Program Evaluation
Physical Education; Health & Wellness	September 2017-2022	June 2016 Planning & Curriculum Development: Physical Education; Health & Wellness	2016-2017 \$0 Physical Education Health: K-5 <sup>th</sup> Health (40tchrs/6grades/30txts) @\$60: \$432,000 6 <sup>th</sup> – 7 <sup>th</sup> – 8 <sup>th</sup> Health (half students/year) @\$70: \$105,000 HS Health (6periods/35texts/4HS) @\$70: \$58,800 <b>*Per available funding</b>	2017-2018 Implementation & Program Evaluation: Physical Education; Health & Wellness
Humanities; Science	September 2018-2023	June 2017 Planning & Curriculum Development: Humanities & K-12 Science	2017-2018 Humanities: K-5 <sup>th</sup> Music (30txts/6grades/13elem) @\$70: \$191,000 6 <sup>th</sup> –7 <sup>th</sup> – 8 <sup>th</sup> Music (35txts/3grades/4MS) @\$70: \$29,400 Span/French/Ger 1,500 texts @\$75: \$112,500 <b>*Per available funding</b>  K-12 Science: K-5 <sup>th</sup> Science @\$75: \$450,000 ( <i>adopted 15-16; implemented 16-17</i> ) 6 <sup>th</sup> Science @\$80: \$80,000 ( <i>proposing adoption 16-17; implementation in 17-18</i> ) 7 <sup>th</sup> Life Science @\$80: \$80,000 8 <sup>th</sup> Earth Science @\$80: \$80,000 9 <sup>th</sup> Physical Science @\$85: \$85,000 10 <sup>th</sup> Biology @\$85: \$85,000 11 <sup>th</sup> Science Elective @85: \$85,000 12 <sup>th</sup> Elective Science @\$100: \$100,000 <b>*Per available funding</b>	2018-2019 Implementation & Program Evaluation: Humanities & K-12 Science

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POCATELLO/CHUBBUCK SCHOOL DISTRICT  
CYCLE OF RENEWAL

2016-2017

Content/Subject	Year State Contract Becomes Effective	District #25 Cycle of Renewal Phases I-IV		
		Phase I: Planning and Phase II: Curriculum Development	Phase III: Textbook / Instructional Materials Adoption (*)	Phase IV: Implementation and Program Evaluation
<b>K-5 English Language Arts/Literacy:</b> <i>Reading Foundations, Informational Text, Literature, Language, Speaking &amp; Listening, Writing, Handwriting</i>	<b>September 2018-2024</b>	<b>June 2017</b> Planning & Curriculum Development: K-5 <sup>th</sup> English Language Arts/Literacy	<b>2017-2018</b>  K-5 English Language Arts: <i>Reading Foundations, Informational Text, Literature, Language, Speaking &amp; Listening, Writing, Handwriting</i>  K-5 Reading @\$100: \$600,000 1 <sup>st</sup> -5 <sup>th</sup> Language/Writing @70: \$350,000 Handwriting: 6 grade levels @ \$30,000: \$180,000  <b>*Per available funding</b>	<b>2018-2019</b>  Implementation & Program Evaluation: K-5 <sup>th</sup> ELA
<b>6-12 English Language Arts/Literacy:</b> <i>Literature, Information Text, Language, Speaking &amp; Listening, Writing, Speech</i>	<b>September 2019-2025</b>	<b>June 2018</b> Planning & Curriculum Development: 6 <sup>th</sup> -12 <sup>th</sup> English Language Arts/Literacy	<b>2018-2019</b>  6-12 English Language Arts/Literacy 6-12: <i>Literature, Information Text, Language, Speaking &amp; Listening, Writing, Speech</i>  6 <sup>th</sup> -7 <sup>th</sup> -8 <sup>th</sup> Reading / Literature / Information Text @\$75: \$225,000 6 <sup>th</sup> -7 <sup>th</sup> -8 <sup>th</sup> Language / Writing @ \$70: \$210,000 9 <sup>th</sup> -12 <sup>th</sup> Language / Writing @ \$70: \$280,000 9 <sup>th</sup> Speech (half students at a time) @ \$70: \$35,000  <b>*Per available funding</b>	<b>2019-2020</b>  Implementation & Program Evaluation: 6-12 ELA
<b>Professional Technical Education (PTE)</b>	<b>September 2020-2026</b>	<b>June 2019</b> Planning & Curriculum Development: Professional Technical Education	<b>2019-2020</b>  Professional Technical Education: 9 <sup>th</sup> -12 <sup>th</sup> PTE \$70@3,100 texts: \$217,000 Journalism \$70 @260 texts: \$18,200  <b>*Per available funding</b>	<b>2020-2021</b>  Implementation & Program Evaluation: Professional Technical Education

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Revised March 2016

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**POCATELLO/CHUBBUCK SCHOOL DISTRICT  
CYCLE OF RENEWAL**

**2016-2017**

Content/Subject	Year State Contract Becomes Effective	District #25 Cycle of Renewal Phases I-IV		
		Phase I: Planning and Phase II: Curriculum Development	Phase III: Textbook / Instructional Materials Adoption (*)	Phase IV: Implementation and Program Evaluation
Mathematics	September 2021-2027	June 2020 Planning & Curriculum Development: K-12 Math	2020-2021: K-5; 6-8; 9-12 Mathematics TBD	2021-2022: Implementation & Program Evaluation: K-12 Math

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*Revised March 2016*

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## Textbooks Currently in Use

**NOTE:** Some prices are subject to change by publishers and a 4% shipping cost will be added to the student's replacement cost.

### Elementary Textbooks

Title	Publisher	Copyright	In Schools	Cost of student edition
<b>MATH</b>				
Houghton Mifflin Math (1st-5th)	Houghton Mifflin	2013	Fall 2015	\$203.95 – \$214.15
Houghton Mifflin Expressions Activity Book (K-3rd)	Houghton Mifflin	2013	Fall 2015	\$27.30
Houghton Mifflin Expressions Activity Book (4 <sup>th</sup> -5 <sup>th</sup> )	Houghton Mifflin	2013	Fall 2015	\$72.45
<b>MUSIC</b>				
Spotlight on Music	Macmillan/McGraw-Hill	2008	Fall 2008	\$78.27
<b>READING</b>				
Houghton Mifflin Reading	Houghton Mifflin	2005	Fall 2005	\$38.60 to \$91.05
<b>SCIENCE</b>				
Inspire Science	McGraw-Hill Education	2016	Fall 2016	\$52.90
<b>SOCIAL EMOTIONAL</b>				
Second Step (K-8)	Committee for Children	2014	Fall 2014	\$409.00

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Revised March 2016

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<b>SOCIAL STUDIES</b>				
My World (gr. 1)	Harcourt Brace	1997		\$4.50
Meeting Many People (gr. 2)	Harcourt Brace	1997		\$4.70
Living in Our World (gr. 3)	Harcourt Brace	1997		\$8.65
States & Regions (gr. 4)	Harcourt Brace	1997		\$26.50
America's Story (gr. 5)	Harcourt Brace	1997		\$13.25
The Idaho Adventure (gr. 4) - supplemental	Gibbs Smith Education	2011		\$44.95
Native American Supplement (gr. 2 & 3)	Scholastic	2008	Fall 2008	\$2.59 to \$6.97
	Nat'l Geographic Explorer	2008	Fall 2008	\$6.58 to \$32.50
	Houghton Mifflin	2008	Fall 2008	\$37.80

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*Revised March 2016*

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## Middle School Textbooks

Title	Publisher	Copyright	In Schools	Cost of student edition
LITERATURE				
Elements of Literature (gr. 7)	Holt	2005	Fall 2005	\$61.95
Elements of Literature (gr. 8 - honors)	Holt	2005		\$61.95
Elements of Literature (gr. 8)	Holt	2007	Fall 2007	\$67.95
Literature & Language (gr. 8)	McDougal Littell	1994		not available
WRITING & GRAMMAR				
Communication in Action	Prentice Hall	2001		\$65.47 to \$96.97
HEALTH				
Decision for Health, Level Blue	Holt	2007	Fall 2008	\$80.80
MATH				
Big Ideas Premium	Houghton Mifflin	2014	Fall 2016	\$84.08 to \$91.25
SCIENCE				
Earth Science (gr. 8)	McDougal Littell	2006	Fall 2006	\$62.05
Life Science (gr. 7)	McDougal Littell	2006	Fall 2006	\$62.05

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Revised March 2016

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SOCIAL STUDIES				
Our World's Story (gr. 6)	Harcourt Brace	1997		\$34.95
Geography: Peoples, Places and Change	Holt	2005	Fall 2005	\$69.95
SOCIAL EMOTIONAL				
Second Step (K-8)	Committee for Children		Feb 2008	N/A

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*Revised March 2016*

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## High School Textbooks

Title	Publisher	Copyright	In Schools	Cost of student edition
ENGLISH				
Writing & Grammar - Communication in Action	Prentice Hall	2001		\$55.47 to \$59.97
Timeless Voices, Timeless Themes	Prentice Hall	2002		\$52.97 to \$53.97
Elements of Literature (Honors English)	Holt, Rinehart, Winston	2003		\$70.95 to \$73.95
The Language of Literature (AP English)	McDougal Littell	2002		\$59.64
Glencoe Speech	Glencoe	2005	Fall 2007	\$60.00
FOREIGN LANGUAGE				
French (1-2-3-) - Bon voyage	Glencoe	2002		\$70.89 to \$72.18
French (4) - Tresors Du Temps	Glencoe	1997		\$67.59
German 1 - Deutsch Aktuell	EMC/Paradigm Publishing	2004		\$68.95
German 2 - Deutsch Aktuell	EMC/Paradigm	2005		\$68.95
German 4 - Deutsch Aktuell	EMC/Paradigm	1993		not available
Spanish - Beun Viaje (1-2-3)	Glencoe	2000		\$48.48 to \$49.47
Spanish - De Art Vida (4)	Glencoe	1997		\$50.49
HEALTH				
Prentice Hall Health	Prentice Hall	2007	Fall 2008	\$68.97

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Heath Occupations:				
Nursing Assistant: A Nursing Process Approach	Hegner, Accello, Caldwell	9th Edition	Fall 2008	\$55.25
Diversified Health Occupations	Simmers	7th Edition	Fall 2008	\$73.50
MATH				
Prentice Hall Mathematics Pre-Algebra	Prentice Hall	2007	Fall 2007	\$56.97
Prentice Hall Mathematics Algebra 1	Prentice Hall	2007	Fall 2007	\$61.97
Prentice Hall Mathematics Algebra 2	Prentice Hall	2007	Fall 2008	\$61.97
Prentice Hall Mathematics Geometry	Prentice Hall	2007	Fall 2008	\$68.47
Prentice Hall Mathematics College Algebra	Prentice Hall	2007	Fall 2008	\$101.00
Prentice Hall Mathematics Trigonometry	Prentice Hall	2009	Fall 2008	\$91.97
Pacemaker Geometry (Informal Geometry)	Pearson	2003	Fall 2005	\$38.95
Applied Calculus	John Wiley & Sons		2006	\$123.38
SCIENCE				
Essentials of Anatomy & Physiology, 6th ed.	Glencoe/McGraw-Hill	2006	Fall 2008	\$95.00
Prentice Hall Biology (Reg Bio)	Prentice Hall	2006	Fall 2007	\$62.47
Glencoe Biology (Honors Bio)	Glencoe	2007	Fall 2007	\$68.97
Biology, 7th Ed (AP Bio)	Prentice Hall	2005	Fall 2007	\$102.47
World of Chemistry (Reg Chem)	Holt McDougal	2007	Fall 2008	\$69.90
Zumdahl, Introductory Chemistry: A Foundation, 6th Edition (Honors Chem)	Holt McDougal	2007	Fall 2008	\$99.87
Chemistry 7th Edition (AP Chem) - CHS only	Holt McDougal	2007	Fall 2008	\$133.47
Holt Earth Science (Geology)	Holt McDougal	2008	Fall 2008	\$69.95
Physics	Glencoe	2002		
Physics, 7th ed. (AP Physics) - CHS only	Peoples Education	2006	Fall 2008	\$122.85

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POCATELLO/CHUBBUCK SCHOOL DISTRICT  
CYCLE OF RENEWAL

2016-2017

Physical Science	Glencoe/McGraw Hill	2005	Fall 2006	\$61.98
Phy. Science Concepts & Action (Honors) - HHS only	Prentice Hall	2006	Fall 2006	\$57.97
2006 Spectrum Physical (Honors) - CHS/PHS	Holt		Fall 2006	\$59.50
Integrated Principals of Zoology	Glencoe	2002		\$131.75
<b>SOCIAL STUDIES</b>				
Economics Today and Tomorrow	Glencoe/McGraw Hill	2005	Fall 2005	\$63.48
Magruder's American Government	Prentice Hall	2005	Fall 2005	\$63.97
Wilson, American Government, 10th ed (AP Government)	Holt McDougal	2006	Fall 2007	\$83.37
The Americans (History I & II)	McDougal Littell	2005	Fall 2005	\$64.98
Document in World History, Vol 1 (World History)	Pearson Education	2006	Fall 2006	\$52.67
Sociology & You (Sociology)	Glencoe/McGraw-Hill	2003	Fall 2005	\$61.50
<b>SOCIAL EMOTIONAL</b>				
Virtues			Fall 2008	N/A

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**Pocatello/Chubbuck School District #25**  
**Continuous Learning Plan: *Community Relations and Communications***

<b>COMMUNITY ENGAGEMENT:</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>	<b>2020-2021</b>
	<p>Maintain community engagement program. Inform new administrators and provide assistance to find suitable opportunities. Assess community coverage and assign or reassign as needed</p>	<p>Maintain administration and board community engagement.</p> <p>Evaluate and revise Key Communicator list and method with new Superintendent and revise as needed</p> <p>.</p> <p>Facilitate administration’s participation in Leadership Pocatello.</p>	<p>Ongoing. Evaluate annually and revise as needed</p> <p>Ongoing evaluation and revision</p> <p>Assess involvement of new administrators and advise/reassign as needed.</p> <p>Ongoing</p>	<p>Ongoing. Evaluate annually and revise as needed</p> <p>Ongoing</p> <p>Ongoing with annual evaluation and revision</p> <p>Ongoing</p>	<p>Ongoing. Evaluate annually and revise as needed</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>
	<p>Maintain connectivity with Business Community and ISU through support of Chamber of Commerce committees and activities</p> <p>Actively participate on Chamber Legislative Council and local issues and education committee.</p> <p>Attend ribbon cutting by Pocatello Chiefs and Business After Hours to maintain relationship between SD and business community.</p>	<p>Maintain connectivity with Business community and ISU through involvement in Chamber committees and activities.</p> <p>Maintain participation on Legislative Council and local issues and education committee.</p>	<p>Ongoing. Evaluation annually and revise as needed</p> <p>Ongoing with annual evaluation and revision</p> <p>Ongoing</p>	<p>Ongoing. Evaluation annually and revise as needed</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Ongoing. Evaluation annually and revise as needed</p> <p>Ongoing</p> <p>Ongoing</p>

PUBLIC RELATIONS AND INFORMATION	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
	<p>Promote positive image of school district throughout community using traditional and social media and in public presentations</p> <p>Repurpose student artwork at Education Center to increase professional and educational environment as entry remodeling is being accomplished.</p> <p>Continue employee of the month award to recognize teachers for building strong, positive relationships with students, staff and parents</p> <p>Invite teachers who were awarded employee of the month to apply for teacher of the year and submit to state.</p>	<p>Assess effectiveness of positive public image campaign, revise if necessary and continue.</p> <p>Develop motivational video for teachers by students.</p> <p>Use positive image video in community presentations.</p> <p>Continue to repurpose student artwork at Education Center to increase professional and educational environment as entry remodeling is being accomplished.</p> <p>Continue employee of the month (PIES) award.</p>	<p>Ongoing. Evaluate and determine direction based on outcome of assessment.</p> <p>Evaluate and revise as needed.</p> <p>Ongoing</p> <p>Evaluate and revise</p> <p>Ongoing with annual review and revision</p>	<p>Revise based on assessment.</p> <p>Ongoing</p> <p>Revise and continue</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Annual assessment and revision as necessary</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>
	<p>Maintain customer service with reduced staff and address needs as identified</p> <p>Continue coordinating communication, cooperation and team approach to customer service with front office staff.</p>	<p>Assess internal and external needs, questions, concerns and complaints to maintain good customer service.</p> <p>Maintain front office team approach to provide customer service and adequate coverage of area.</p>	<p>Ongoing. Assess and revise annually</p> <p>Ongoing</p>	<p>Ongoing. Assess and revise annually</p> <p>Ongoing</p>	<p>Ongoing. Assess and revise annually</p> <p>Ongoing</p>
	<p>Monitor facilities and review with Operations to ensure they provide a positive and safe image of the District</p>	<p>Ongoing. Work with operations to ensure positive public image and safe environment.</p>	<p>Ongoing</p>	<p>Ongoing</p>	<p>Ongoing</p>
	<p>Use accomplishments of students and staff and school</p>	<p>Ongoing. Promote accomplishments of students and staff and</p>	<p>Ongoing. Assess and revise annually</p>	<p>Ongoing. Assess and revise annually</p>	<p>Ongoing. Assess and revise annually</p>

<b>PUBLIC RELATIONS AND INFORMATION</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>	<b>2020-2021</b>
	<p>activities to promote positive image in community. Use monthly recognitions, employee appreciation and activities to promote positive morale.</p> <p>Promote Superintendent's yearly initiative "Raising the Bar"</p>	<p>school activities in board meetings, through notification of the media and in community groups and presentations.</p> <p>Send weekly reminders to principals for accomplishments of students and staff.</p> <p>Promote Superintendent's yearly focus through internal and external communications, board recognitions and public presentations.</p>	<p>Assess with input from Superintendent</p>	<p>Ongoing</p>	<p>Ongoing</p>
	<p>Conduct annual employee appreciation event at Festival of Trees</p> <p>Conduct annual District Retirement Reception</p>	<p>Conduct annual employee appreciation event for American Education Week at Festival of Trees.</p> <p>Research facilities large enough to house retirement reception</p>	<p>Ongoing</p>	<p>Ongoing</p>	<p>Ongoing</p>
	<p>Prepare and present employee, student, school and community recognitions at monthly Board meetings, incorporating mission, vision, beliefs and goals.</p>	<p>Prepare and present employee, student and community recognitions at monthly meetings, emphasize District vision, mission, beliefs and goals.</p>	<p>Ongoing</p>	<p>Ongoing</p>	<p>Ongoing</p>

<b>COMMUNICATIONS</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>	<b>2020-2021</b>
	<p>Mission, vision, beliefs and learner goals will be reviewed annually and revised as needed. MVBT</p>	<p>Continually reinforce Mission, Vision, Beliefs and Goals and annual focus by incorporating into</p>	<p>Ongoing. Revise based on new superintendent's mission, beliefs and learning goals.</p>	<p>Introduce any revisions to MVBG to staff and community</p>	<p>Ongoing</p>



<p><b>patrons and employees, with complete transparency, to build trust, credibility and support for the District's students, staff and work; and comply with public records laws.</b></p> <ul style="list-style-type: none"> <li>• Direct District Communication Activities</li> <li>• Communicate District Vision, Mission, Beliefs and Goals to internally and externally</li> <li>• Direct Media Requests and News Releases</li> <li>• Direct Public Records and Information Requests</li> <li>• Direct design and maintenance of District Website and Facebook and other social media</li> <li>• Communicate legal responsibilities</li> </ul>	<p>posters will be visible in buildings, offices and classrooms; and provided to staff for parents as requested. They will be posted on District Website and incorporated in recognitions, presentations, ads etc.</p>	<p>communications and recognitions.</p> <p>Survey classrooms during school visits to ensure current MVBG are posted.</p> <p>Ensure continuity of annual communications</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>Ongoing</p> <p>Ongoing</p>	
	<p>Advise Superintendent about internal and external communication components (ISAT 2.0 press conference)</p>	<p>Assess need for District-wide communications and social media policy/protocol</p> <p>Increase social media use to communicate with staff, students, parents and the community.</p>	<p>Update social media policy/protocol as necessary.</p> <p>Continue emphasis with staff on FERPA and Sdata compliance and training</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>Annual evaluation and revision as needed</p> <p>Ongoing</p>
	<p>Oversee Website redesign to become compliant with ADA Accessibility</p>	<p>Maintain and oversee Website content to improve accuracy and ensure site is ADA Accessible</p>	<p>Ongoing with annual evaluation</p>	<p>Annual evaluation and revision as needed</p>	<p>Annual evaluation and revision as needed</p>	
	<p>Establish gatekeeper to determine what content is added to Website and ensure ADA accessibility</p>	<p>.</p>	<p>Ongoing with annual evaluation</p>	<p>Annual evaluation and revision as needed</p>	<p>Annual Evaluation and revision as needed</p>	
	<p>Review NSPRA National School Communication survey results and revise communication plan based on results.</p>	<p>Maintain effective internal and externals communications by evaluating and revising as needed. Review NSPRA school communication survey as resource to revise communication plan.</p>	<p>Ongoing, annual evaluation and revision as needed.</p>	<p>Annual evaluation and revision as needed</p>	<p>Annual evaluation and revision as needed</p>	
	<p>Legally respond to Public Records/information</p>	<p>Legally respond to Public Records/information</p>	<p>Ongoing</p>	<p>Ongoing</p>	<p>Ongoing</p>	

	requests. Seek Legal Counsel as required by law and as needed to respond.	requests. Seek Legal Counsel as required by law and as needed to respond.			
	Develop mass communication plan, using IC and other methods, for notifying parents, staff and students of school incidents/emergencies. Communicate need to self-update personal contact information in IC	Use Infinite Campus, text and email to notify parents and staff of school incidents/emergencies.  Remind staff to update personal contact information.  Work with safety committee to assess methods for school staff to communicate emergencies to their offices.  Add section of accomplishments to District Website and Facebook page	Monitor to ensure complete and accurate information on parents and staff.  Ongoing  Continue through Safety Committee  Evaluate content and revise as needed	Assess safety communications annually and revise as needed  Ongoing  Ongoing  Ongoing	Assess safety communications annually and revise as needed  Ongoing  Ongoing  Ongoing
	Assist safety committee to fully implement new Safe Schools Safety Training Conduct safety communications.	Assess safety communications annually and revise as needed.  Participate on District Core Safety Committee	Assess safety communications annually and revise as needed	Assess safety communications annually and revise as needed	Assess safety communications annually and revise as needed
	Develop and implement internal and external communication on supplemental levy	Follow statewide supplemental levy election information and results	Develop and implement internal and external communication on supplemental levy	Follow statewide supplemental levy election information and results	Develop and implement internal and external communication on supplemental levy
	Continue to increase awareness of ISAT 2.0 results to strengthen understanding of our legal obligation and consequences to students.	Evaluate ongoing knowledge of ICS and ISAT 2.0 for further communication.	Ongoing communication based on results of evaluation	Ongoing communication based on results of evaluation.	Ongoing

	Attend annual NSPRA conference and plan and implement research based communication strategies for emergency communication, social media, staff and student achievements and parent/public engagement	Increase utilization of social media to promote achievements and emergency communications.  Develop crisis response statements for communicating with staff, parents, community and media.	Annual evaluation and revision as needed  Review annually and revise as needed	Ongoing  Ongoing annual review	Ongoing  Ongoing
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**Pocatello/Chubbuck School District #25  
Business Office – Continuous Learning Plan**

<b>EDUCATIONAL FACILITY MAINTENANCE:</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
	Ongoing	Ongoing	Ongoing	Ongoing
	Implement Phase I of the Athletic Outdoor Facilities Committee recommendations approved by the Board of Trustees – Highland High Track replacement and field improvements	Implement Phase II of the Athletic Outdoor Facilities Committee recommendations approved by the Board of Trustees – Hawthorne Track replacement and field improvements	Implement Phase III of the Athletic Outdoor Facilities Committee recommendations approved by the Board of Trustees – Century Track resurfacing and field improvements	Review and monitor short and long range plans for facility and funding options; prioritize delayed maintenance projects due to major construction projects (roofing, carpeting, asphalt, concrete)
	Install new irrigation monitoring sensors designed to monitor temperature, moisture and humidity levels for energy conservation			
	Analyze buildings to determine actual available space and define specialty rooms by school	Ongoing	Ongoing	

<b>EDUCATIONAL FACILITY MAINTENANCE:</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
	Look at district needs based on new enrollment, funding, and facility usage; Monitor building capacity and assess conditions. Analyze long term space needs & develop a timeline to meet needs and cost estimates.	Ongoing	Ongoing	Ongoing
	Develop a time line and plan for sale of Bonneville & Washington Elementary schools in conjunction with plans for construction of new replacement school.  Consider economics of maintaining school with low enrollments	Develop a time line and plan for sale of Bonneville school and actively pursue the sale through local realtors	Ongoing	Ongoing

**Pocatello/Chubbuck School District #25  
Business Office – Continuous Learning Plan**

		Look at High School Boundary challenges and issues regarding overcrowding, underutilization, and balancing of existing high schools.		
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<b>EDUCATIONAL FACILITY MAINTENANCE:</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
	Identify fixed or threshold budget of support for technology within the School Plant Facility Fund	Ongoing	Ongoing	Ongoing
	Add extra-curricular travel bus to fleet from replacement schedule.  Monitor and assess adjustments to K-12 bus routes.	Ongoing	Ongoing	Ongoing
	Monitor cost of extra- curricular travel costs for budget planning	Move extra-curricular travel cost budgets to the high school level to encourage better use of travel funds.	Ongoing	Ongoing
	Restructure special education routes to accommodate program changes located in schools	Ongoing	Ongoing	Ongoing
	Monitor class sizes caused by balancing the budget.	Evaluate class size in relation to similar sized districts categorized by new state legislation which was sponsored by District	Ongoing	Ongoing

<b>FISCAL ACCOUNTABILITY AND EDUCATIONAL RESOURCES:</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
	Meet with State Representatives at least annually to express and discuss local educational issues and concerns.	Ongoing	Ongoing	Ongoing
	Monitor enrollment changes with local charter schools.	Monitor any enrollment changes and impact charters and private	Ongoing	Ongoing

**Pocatello/Chubbuck School District #25  
Business Office – Continuous Learning Plan**

	Monitor Grace Luther high school expansion.	schools have on District enrollment now that the private/charter schools expansion is at capacity.		
	Encourage funding of discretionary dollars and less earmarking to allow for local flexibility.	Ongoing	Ongoing	Ongoing

<b>FISCAL ACCOUNTABILITY AND EDUCATIONAL RESOURCES:</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
	Develop a balanced budget with current revenues matched to current expenditures.	Ongoing	Ongoing	Ongoing
	Prepare to begin the 2016-17 school year with no increase from the second year Supplemental Levy	Implement changes in earmarked funding received by the State and incorporated these educational funds into the instructional planning and budget	Ongoing	Ongoing
	Collaborate with Instructional Directors as to budget priorities.	Ongoing	Ongoing	Ongoing
	Educate public on budget to increase awareness of district programs, achievements, and successes to promote strong educational support.	Ongoing	Ongoing	Ongoing
	Maintain balanced budget based on available funds	Prepare for passage of a new 2 year supplemental levy and determine amount based on estimated need.	Maintain balanced budget based on available funds	Prepare for passage of a new 2 year supplemental levy and determine amount based on estimated need.

<b>FISCAL ACCOUNTABILITY AND EDUCATIONAL RESOURCES:</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
	Prepare Comprehensive Annual Financial Report and Budget to the highest standards possible.	Ongoing	Ongoing	Ongoing

**Pocatello/Chubbuck School District #25  
Business Office – Continuous Learning Plan**

	Educate public as to the necessity of the Supplemental Levy and how dollars are used within the budget.	Ongoing	Ongoing	Ongoing
	Increase awareness of budget and funding issues and key education decisions which will require modification and approval.	Ongoing	Ongoing	Ongoing
	Continue to monitor line item budgets to stay within appropriated levels and designated reserves to balance future budgets	Ongoing	Ongoing	Ongoing
	Orient new administrators regarding budget process, policies and best practices	Ongoing	Ongoing	Ongoing

<b>FISCAL ACCOUNTABILITY AND EDUCATIONAL RESOURCES:</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
Evaluate how program expenditure has led to the successful fulfillment of program objectives and goals  Ensure all federal and state grant funds are fully expended and utilized.	Ongoing	Ongoing	Ongoing	Ongoing
Utilize methods of best practices in the educational process and allocation of district expenditures.	Ongoing	Ongoing	Ongoing	Ongoing
Incorporate a new Replacement Schedule for Technology needs into the Capital Improvement Program.	Ongoing	Ongoing	Ongoing	Ongoing

<b>SUPPORT SERVICES – TRANSPORTATION &amp; FOOD SERVICE RESOURCES:</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>

**Pocatello/Chubbuck School District #25**  
**Business Office – Continuous Learning Plan**

Serve educational programs by meeting student needs.	Revise bus routes based upon student enrollment and demand to remain efficient and to maintain costs under the state funding cap.	Ongoing	Ongoing	Ongoing
	Monitor routes following the 6 <sup>th</sup> Grade move and new Middle school boundaries and resolve challenges or inefficiencies. Adjust for increase in special education program needs.  Implement new trip master schedule program	Ongoing	Ongoing	Ongoing
	Maintain Drivers Education Program for students at the same level of enrollment for Fall, Winter and Summer programs.	Ongoing	Ongoing	Ongoing
	Work towards improving the current financial position of the Food Service Department	Continue to assess the meal pricing, food and labor costs and participation rate in maintaining and self-sustaining food service program.	Ongoing	Ongoing
		Increase advertising and awareness of the Summer Food Service Program in local parks via electronic reader boards at schools and		
	Establish process to seek student input on menu choices	Ongoing	Ongoing	Ongoing
	Continue to improve cafeteria settings through renovations and purchase of new equipment	Ongoing	Ongoing	Ongoing



**Pocatello/Chubbuck School District #25**  
**Employee Services / Wellness Continuous Learning Plan**

<b>EMPLOYEE SERVICES</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
	Create processes to ensure that all payroll procedures meet or exceed board policy	Update Pay Manual annually	Update Pay Manual annually	Update Pay Manual annually
	Determine what reports from all systems can be saved electronically and interfaced with scanned images. Create and maintain a records retention, imaging, filing, destruction and storage schedule. Create searchable files of current archived and digitized records	Ongoing	Ongoing	Ongoing
	Develop a method to better determine the number of Kindergarten age children that will be entering the school system. Enhance the tool as needed. Monitor enrollment impacts of charter and private schools.	Enhance the tool as needed	Enhance the tool as needed	Enhance the tool as needed
	Evaluate current software as to its effectiveness. This should include evaluating functionality, hardware age, technology, delivery methods, maintenance costs, availability of better software and integration with current applications.	Ongoing evaluation and recommendations	Ongoing evaluation and recommendations	Ongoing evaluation and recommendations
	Determine what technology training is necessary to enhance employee competency in their respective positions and allow for advancement. Develop curriculum and class schedules for professional development opportunities.	Update curriculum and class schedules for	On-going evaluation and recommendations.	On-going evaluation and recommendations.
	Create an off-site backup site and routines for mission critical payroll and finance data. This	Maintain and test system	Maintain and test system	Maintain and test system

**Pocatello/Chubbuck School District #25**  
**Employee Services / Wellness Continuous Learning Plan**

	should allow 24-hour return to service in case of hardware failure or data destruction			
	Continue to enhance the ISEE data creation process in order to reduce the number of warnings that are reported. Warnings are not expected to be reduced to zero.	Implement Version 8 of ISEE data set. The current process will have to be updated. Maintain and test system.	Maintain and test system	Maintain and test system
		Move current www7 web server to new operating system. This system supports the transfer, health fair and parent / teacher input systems.		
	Implement the Employee Portal on APECS. Begin distributing direct deposit and W-2 distribution via the portal. Use portal to allow employees to view scanned personnel file documents.	Maintain and test system  Implement SSL on Employee Portal in order to make available outside the district's local area network.	Maintain and test system	Maintain and test system
		Update form printing software computer and software.	Maintain and test system	Maintain and test system

<b>EMPLOYEE SERVICES</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
	Revamp the wellness plan to accommodate resources available from the district new medical carrier. Create a new three-year plan.  Continue to promote and celebrate wellness endeavors; monitor employee participation in wellness program and employee participation in choice payment into wellness fund	Implement Year 2 of three-year plan.  Secure assistance of district employees to be a “cheer leader” for wellness and help get employees motivated to participate. (Wellness Ambassadors)  Continue to promote and celebrate wellness endeavors;	Implement Year 3 of three-year plan.  Continue to promote and celebrate wellness endeavors; monitor employee participation in wellness program and employee participation in choice payment into wellness fund	Review three-year plan and make adjustments as needed.

**Pocatello/Chubbuck School District #25**  
**Employee Services / Wellness Continuous Learning Plan**

		monitor employee participation in wellness program and employee participation in choice payment into wellness fund		
	Evaluate current insurance carriers and availability of other insurance programs that could benefit both the district and the employee. Any carrier must help the district with its wellness goals.	Keep the Insurance Committee involved in providing an insurance plan that is a benefit to employees, but also affordable to the district and employee	Evaluate annually	Evaluate annually
	Evaluate the services of the district's insurance broker. This will include evaluating and comparing services that best match the district's wellness goals and budget constraints.	Evaluate bi-annually		Evaluate bi-annually
	Foster an environment of trust so that the Negotiations are completed as swiftly as possible and with as little contention as possible. Secure the services of a competent negotiator that will help with annual negotiations.	Ongoing.	Review the need for negotiations assistance.	Ongoing
	Implement a new form of salary schedule that is based on the career ladder implemented by the State of Idaho	Continue to adjust schedule as resources and needs change.	Continue to adjust schedule as resources and needs change.	Continue to adjust schedule as resources and needs change.
		Investigate the capability and cost of using other third-party providers for wellness programs and health fair partners for biometric data collection		

**Pocatello/Chubbuck School District #25**  
**Employee Services / Wellness Continuous Learning Plan**

<b>EMPLOYEE SERVICES</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
	Using Best Practices and Identified Resources and Programs, Review/Revise District's Wellness Plan and Program to achieve the best possible return on investment (ROI).	Review and Revise the District's Wellness Plan and Program to fit the resources available from the district new insurance carrier.	Annual Review and/or Revision of District's Wellness Plan and Program to achieve the best possible return on investment (ROI).	Annual Review and/or Revision of District's Wellness Plan and Program to achieve the best possible return on investment (ROI).
	Annual review/revision of Wellness Team's defined purpose, detailed responsibilities, and goals.	Annual review/revision of Wellness Team's defined purpose, detailed responsibilities, and goals.	Annual review/revision of Wellness Team's defined purpose, detailed responsibilities, and goals.	Annual review/revision of Wellness Team's defined purpose, detailed responsibilities, and goals.
		Identify possible individuals from all facilities, departments and areas of the District to actively participate on the District's Wellness Team. (Wellness Ambassadors)	Formally Appoint Team Members from all facilities, departments, and areas of the District to actively participate on the District's Wellness Team.	Review Team Members and replace as necessary to insure active participation on the District's Wellness Team from all facilities, departments, and areas.
	Continue to establish new partnerships or enhance existing partnerships with identified organizations and vendors in the District's Wellness Program.	Continue to establish new partnerships or enhance existing partnerships with identified organizations and vendors in the District's Wellness Program.	Community Partners and District Insurance Vendors are active in the District's Wellness Program.	Community Partners and District Insurance Vendors are active in the District's Wellness Program.
	Annually develop action plan to reach minimum standards as set by District and Pacific Source.	Annually develop action plan to reach minimum standards as set by District and Pacific Source.	Annually develop action plan to reach minimum standards as set by District and Pacific Source.	Annually develop action plan to reach minimum standards as set by District and Pacific Source.
	Review and Revise incentives as needed to increase participation and bring about larger (ROI).	Review and Revise incentives as needed to increase participation and bring about larger (ROI).	Review and Revise incentives as needed to increase participation and bring about larger (ROI).	Review and Revise incentives as needed to increase participation and bring about larger (ROI).
	Develop the parameters of a wellness plan that will utilize a premium differential as an incentive for employees to become knowledgeable about their own health issues. The requirements will include a wellness visit with a physician, biometrics, a self-reported health risk assessment and the completion of a CafeWell online	Develop the parameters of a wellness plan that will utilize a premium differential as an incentive for employees to become knowledgeable about their own health issues. The requirements will include a wellness visit with a physician, biometrics, a self-reported health risk assessment, secure a influenza vaccination and	Review effectiveness of the requirements and make adjustments as needed.	Review effectiveness of the requirements and make adjustments as needed.

**Pocatello/Chubbuck School District #25**  
**Employee Services / Wellness Continuous Learning Plan**

	wellness program. Review effectiveness of the requirements and make adjustments as needed.	complete at least 1 dental cleaning. Review effectiveness of the requirements and make adjustments as needed.		
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## Pocatello/Chubbuck School District #25 Technology Continuous Learning Plan

TECHNOLOGY	2016-2017	2017-2018	2018-2019	2019-2020
<p><b>Integrate and implement new technology, processes and policies to maximize the district's investment, maximize the data available to make informed administrative decisions, and maximize student learning.</b></p>	Maintain and update server systems.	Maintain and update server systems.	Maintain and update server systems.	Maintain and update server systems.
	High school conduct wireless site surveys, adjust access point power and move access points to strengthen coverage. Maintain wireless network, monitor capacity, upgrade as new technology becomes available. Add access points as needed.	Redesigned and upgraded wireless infrastructure district wide. This upgrade was completed during the summer of 2017. Maintain wireless network, monitor capacity, upgrade as new technology becomes available. Add access points as needed.	Elementary school conduct wireless site surveys, adjust access point power and move access points to strengthen coverage. Maintain wireless network, monitor capacity, upgrade as new technology becomes available. Add access points as needed.	Maintain wireless network, monitor capacity, upgrade as new technology becomes available. Add access points as needed.
	Complete transition to VoIP unified communications at elementary schools - add handsets to classrooms.	Maintain and update telephone system as needed. Evaluate services to determine if enhancement is needed.	Maintain and update telephone system as needed. Evaluate services to determine if enhancement is needed.	Maintain and update telephone system as needed. Evaluate services to determine if enhancement is needed.
	Continue replacing outdated projectors in classrooms with newer network data projectors. Maintain existing projectors.	Continue replacing outdated projectors in classrooms with newer network data projectors. Maintain existing projectors.	Continue replacing outdated projectors in classrooms with newer network data projectors. Maintain existing projectors.	Continue replacing outdated projectors in classrooms with newer network data projectors. Maintain existing projectors.
	Replace elementary student computers with Chromebox. Maintain and update computers.	Replace middle school teacher computers. Maintain and update computers.	Replace high school teacher computers. Maintain and update computers.	Replace elementary school teacher computers. Maintain and update computers.
	Replace and maintain network switches and UPSs as necessary.	Upgrade Elementary switch density to handle increasing needs. Replace and maintain network switches and UPSs as necessary.	Replace and maintain network switches and UPSs as necessary.	Replace and maintain network switches and UPSs as necessary. Upgrade secondary network switches.
	Continue to refine processes to maximize efficiency of state ISEE reporting.	Continue to refine processes to maximize efficiency of state ISEE reporting.	Continue to refine processes to maximize efficiency of state ISEE reporting.	Continue to refine processes to maximize efficiency of state ISEE reporting.
	Analyze and update district technology policies and procedures.	Analyze and update district technology policies and procedures.	Analyze and update district technology policies and procedures.	Analyze and update district technology policies and procedures.
	Develop, update and maintain new & existing district websites.	Upgrade district website in compliance with ADA standards. Develop, update and maintain new & existing district websites.	Develop, update and maintain new & existing district websites.	Develop, update and maintain new & existing district websites.

**Pocatello/Chubbuck School District #25  
Continuous Learning Plan**

<b>HUMAN RESOURCES:</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
	Continue to implement the Career Ladder schedule.	Continue to implement the Career Ladder schedule.	Monitor and adjust as necessary.	Monitor and adjust as necessary.
	Monitor all certified staff IPLP for satisfactory performance to qualify for Master Teacher.	Monitor all certified staff IPLP for satisfactory performance to qualify for Master Educator Premium.	ongoing	ongoing
	Calibration courses for administration – track for state compliance.	Provide professional development to administrators in Danielson Framework to improve teacher evaluation and meet the state requirement for 3 credits.	Monitor and adjust as necessary.	Monitor and adjust as necessary
	Ongoing	Provide additional PD training to administrators in to improve teacher evaluation.	Ongoing	Ongoing
	Revise and adjust Board Policy according to changes in Statute(s) or Rule(s).	Revise Board Policy 3204, Administrator Evaluation, and 7202, Teacher Evaluation, to meet State requirements as contained in the IDAPA Rules.	Revise and adjust according to changes in Statute(s) or Rule(s).	Revise and adjust according to changes in Statute(s) or Rule(s).
	Revise and adjust according to changes in Statute(s) or Rule(s).	Monitor “Master Level” Teacher premium and the Individualized Professional Learning Plan to obtain it Monitor Teacher Portfolios.	Send in Master Teacher Portfolios for review.	Provide examples of Master Teacher Portfolios which past the review.
	Monitor “Master Level” Teacher premium and the Individualized Professional Learning Plan to obtain it in 2019-2020.  Clarify and Train Administrators and Teachers on Master Level teacher premiums and portfolios/IPL plans.	Continue to monitor the use of the Employee Portal Contracts and Addendums to be sent electronically.	Monitor and adjust as necessary.	Monitor and adjust as necessary.

**Pocatello/Chubbuck School District #25  
Continuous Learning Plan**

<b>HUMAN RESOURCES:</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
	Review Leadership Premium categories and amounts with the assistance of the Fix It Committee.	Review Leadership Premium categories and amounts with the assistance of the Fix It Committee.	Ongoing	Ongoing
	Track student enrollment to determine staffing for 2017-2018 school year.	Track student enrollment to determine staffing for 2018-2019 school year.	Ongoing	Ongoing

<b>HUMAN RESOURCES:</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
Highly Qualified Staff	Maintain & hire highly qualified status for all certified positions, using the state requirements.	Maintain & hire highly qualified status for all certified positions, using the state requirements.	Ongoing	Ongoing
	Ensure highly qualified status for all classified staff.	Ensure highly qualified status for all classified staff.	Ongoing	Ongoing

<b>HUMAN RESOURCES:</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
<b>Reclassification of Classified Salary Structure</b>	Conduct classified salary review using comps from other districts, county and state data. Check differences from previous year.	Monitor and adjust with any annual increases from State.	Monitor and adjust with any annual increases from State.	Monitor and adjust with any annual increases from State.
	Monitor and adjust with any annual increases from State.	If financial resources are available, adjust for COLA increase and make recommendation to Board for approval of new salary structure.	Monitor and adjust as necessary.	Monitor and adjust as necessary.

<b>HUMAN RESOURCES:</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
<b>Reclassification of Classified – Mid. Mgmt. Salary Structure</b>	Monitor and adjust with any annual increases from State.	Monitor and adjust with any annual increases from State.	Monitor and adjust with any annual increases from State.	Monitor and adjust with any annual increases from State.
	If financial resources are available, adjust for COLA increase and make recommendation to Board for approval of new salary structure.	If financial resources are available, adjust for COLA increase and make recommendation to Board for approval of new salary structure.	Monitor and adjust as necessary.	Monitor and adjust as necessary.



**Pocatello/Chubbuck School District #25  
Continuous Learning Plan**

<b>HUMAN RESOURCES:</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
<b>Reclassification of Administrative Salary Structure</b>	Collect current salary information to complete an internal & external review of administrative salary schedule.	Collect current salary information to complete an internal & external review of administrative salary schedule. Look toward future to improve administrative salaries.	Monitor and adjust as necessary.	Monitor and adjust as necessary.
	In conjunction with administrative salary review, revise administrative job descriptions to include current responsibilities.	In conjunction with administrative salary review, revise administrative job descriptions to include current responsibilities.	Monitor and adjust as necessary.	Monitor and adjust as necessary.

<b>HUMAN RESOURCES:</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
<b>Policies and Procedures</b>	Review and adjust as necessary in accordance with District need or State mandates.	Review and adjust as necessary in accordance with District need or State mandates.	Maintain or revise as necessary.	Maintain or revise as necessary.
	Review and adjust as necessary in accordance with District needs. Look to combine policy and procedure in to one “course” on Safe Schools.	Review and adjust as necessary in accordance with District needs. Review and adjust as necessary in accordance with District needs. Look to combine policy and procedure in to one “course” on Safe Schools.	Ongoing	Ongoing
	Review process to determine if it is was implemented correctly and adjust if necessary.	Track emergency contacts and numbers for all employees.	Ongoing	Ongoing

<b>HUMAN RESOURCES:</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
<b>Substitute Teachers</b>	Utilize USU STEDI training course for sub training.	Utilize USU STEDI training course for sub training.	Review and revise training as necessary.	Review and revise training as necessary.
	If budget allows, implement “HQ” category with pay increase for completion of HQ course. Retired teachers paid the certified sub rate.	If budget allows, implement “HQ” category with pay increase for completion of HQ course. Retired teachers paid the certified sub rate.	Ongoing	Ongoing

**Pocatello/Chubbuck School District #25  
Continuous Learning Plan**

	System upgraded in 2013 - Monitor and provide technical support as needed.	System upgraded in 2013 - Monitor and provide technical support as needed.	Monitor and provide technical support as needed.	Monitor and provide technical support as needed.
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<b>HUMAN RESOURCES:</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
<b>Application, Hiring and Workflow Solutions</b>	Develop question bank for all certified positions.	Develop question bank for all certified positions.	Revise and update.	Revise and update.
	Use APECS to store digital personnel records. Begin to switch from paper to digital.	Use APEX to store digital personnel records. Begin to switch from paper to digital. – Certified staff 95% complete Monitor and adjust as necessary.	Monitor and adjust as necessary.  Work towards digitalizing the vault materials.	Monitor and adjust as necessary.
	Develop question bank for all classified positions and make available within application.	Develop question bank for all classified positions and make available within application.	Revise and update.	Revise and update.

<b>HUMAN RESOURCES:</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
Safety Committee Contributions	Ongoing	Participate in Safety Committee offering counsel and insight from HR perspective.	Ongoing	Ongoing
	Ongoing	Assist M&O Department for implementation of best practices in safety.	Ongoing	Ongoing
	Review implementation until completed.	Contribute to tiered analysis of job functions, training and safety participation for Transportation & Food Service positions.	Revise and adjust as necessary.	Revise and adjust as necessary.

**Pocatello/Chubbuck School District #25  
Technology Continuous Learning Plan**

TECHNOLOGY	2016-2017	2017-2018	2018-2019	2019-2020
	Develop, update and maintain automation scripts, APIs, management tools and SIF agents to maximize time & resources within the Technology Department.	Develop, update and maintain automation scripts, APIs, management tools and SIF/Clever agents to maximize time & resources within the Technology Department.	Develop, update and maintain automation scripts, APIs, management tools and SIF agents to maximize time & resources within the Technology Department.	Develop, update and maintain automation scripts, APIs, management tools and SIF agents to maximize time & resources within the Technology Department.
	Maintain district-wide fiber optic network provided by ENA. Evaluate services to determine if enhancement is needed.	Maintain district-wide fiber optic network provided by ENA. Evaluate services to determine if enhancement is needed.	Maintain district-wide fiber optic network provided by ENA. Evaluate services to determine if enhancement is needed.	Maintain district-wide fiber optic network provided by ENA. Evaluate services to determine if enhancement is needed.
	Install interactive classroom technology as purchased by buildings and Festival of Trees. Maintain existing interactive classroom technology.	Install interactive classroom technology as purchased by buildings and Festival of Trees. Maintain existing interactive classroom technology.	Install interactive classroom technology as purchased by buildings and Festival of Trees. Maintain existing interactive classroom technology.	Install interactive classroom technology as purchased by buildings and Festival of Trees. Maintain existing interactive classroom technology.

**Pocatello/Chubbuck School District #25  
Continuous Learning Plan**

<b>HUMAN RESOURCES:</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
	Continue to implement the Career Ladder schedule.	Continue to implement the Career Ladder schedule.	Monitor and adjust as necessary.	Monitor and adjust as necessary.
	Monitor all certified staff IPLP for satisfactory performance to qualify for Master Teacher.	Monitor all certified staff IPLP for satisfactory performance to qualify for Master Educator Premium.	ongoing	ongoing
	Calibration courses for administration – track for state compliance.	Provide professional development to administrators in Danielson Framework to improve teacher evaluation and meet the state requirement for 3 credits.	Monitor and adjust as necessary.	Monitor and adjust as necessary
	Ongoing	Provide additional PD training to administrators in to improve teacher evaluation.	Ongoing	Ongoing
	Revise and adjust Board Policy according to changes in Statute(s) or Rule(s).	Revise Board Policy 3204, Administrator Evaluation, and 7202, Teacher Evaluation, to meet State requirements as contained in the IDAPA Rules.	Revise and adjust according to changes in Statute(s) or Rule(s).	Revise and adjust according to changes in Statute(s) or Rule(s).
	Revise and adjust according to changes in Statute(s) or Rule(s).	Monitor “Master Level” Teacher premium and the Individualized Professional Learning Plan to obtain it Monitor Teacher Portfolios.	Send in Master Teacher Portfolios for review.	Provide examples of Master Teacher Portfolios which past the review.
	Monitor “Master Level” Teacher premium and the Individualized Professional Learning Plan to obtain it in 2019-2020.  Clarify and Train Administrators and Teachers on Master Level teacher premiums and portfolios/IPL plans.	Continue to monitor the use of the Employee Portal Contracts and Addendums to be sent electronically.	Monitor and adjust as necessary.	Monitor and adjust as necessary.

**Pocatello/Chubbuck School District #25  
Continuous Learning Plan**

<b>HUMAN RESOURCES:</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
	Review Leadership Premium categories and amounts with the assistance of the Fix It Committee.	Review Leadership Premium categories and amounts with the assistance of the Fix It Committee.	Ongoing	Ongoing
	Track student enrollment to determine staffing for 2017-2018 school year.	Track student enrollment to determine staffing for 2018-2019 school year.	Ongoing	Ongoing

<b>HUMAN RESOURCES:</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
Highly Qualified Staff	Maintain & hire highly qualified status for all certified positions, using the state requirements.	Maintain & hire highly qualified status for all certified positions, using the state requirements.	Ongoing	Ongoing
	Ensure highly qualified status for all classified staff.	Ensure highly qualified status for all classified staff.	Ongoing	Ongoing

<b>HUMAN RESOURCES:</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
<b>Reclassification of Classified Salary Structure</b>	Conduct classified salary review using comps from other districts, county and state data. Check differences from previous year.	Monitor and adjust with any annual increases from State.	Monitor and adjust with any annual increases from State.	Monitor and adjust with any annual increases from State.
	Monitor and adjust with any annual increases from State.	If financial resources are available, adjust for COLA increase and make recommendation to Board for approval of new salary structure.	Monitor and adjust as necessary.	Monitor and adjust as necessary.

<b>HUMAN RESOURCES:</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
<b>Reclassification of Classified – Mid. Mgmt. Salary Structure</b>	Monitor and adjust with any annual increases from State.	Monitor and adjust with any annual increases from State.	Monitor and adjust with any annual increases from State.	Monitor and adjust with any annual increases from State.
	If financial resources are available, adjust for COLA increase and make recommendation to Board for approval of new salary structure.	If financial resources are available, adjust for COLA increase and make recommendation to Board for approval of new salary structure.	Monitor and adjust as necessary.	Monitor and adjust as necessary.

**Pocatello/Chubbuck School District #25  
Continuous Learning Plan**

<b>HUMAN RESOURCES:</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
<b>Reclassification of Administrative Salary Structure</b>	Collect current salary information to complete an internal & external review of administrative salary schedule.	Collect current salary information to complete an internal & external review of administrative salary schedule. Look toward future to improve administrative salaries.	Monitor and adjust as necessary.	Monitor and adjust as necessary.
	In conjunction with administrative salary review, revise administrative job descriptions to include current responsibilities.	In conjunction with administrative salary review, revise administrative job descriptions to include current responsibilities.	Monitor and adjust as necessary.	Monitor and adjust as necessary.

<b>HUMAN RESOURCES:</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
<b>Policies and Procedures</b>	Review and adjust as necessary in accordance with District need or State mandates.	Review and adjust as necessary in accordance with District need or State mandates.	Maintain or revise as necessary.	Maintain or revise as necessary.
	Review and adjust as necessary in accordance with District needs. Look to combine policy and procedure in to one “course” on Safe Schools.	Review and adjust as necessary in accordance with District needs. Review and adjust as necessary in accordance with District needs. Look to combine policy and procedure in to one “course” on Safe Schools.	Ongoing	Ongoing
	Review process to determine if it is was implemented correctly and adjust if necessary.	Track emergency contacts and numbers for all employees.	Ongoing	Ongoing

<b>HUMAN RESOURCES:</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
<b>Substitute Teachers</b>	Utilize USU STEDI training course for sub training.	Utilize USU STEDI training course for sub training.	Review and revise training as necessary.	Review and revise training as necessary.
	If budget allows, implement “HQ” category with pay increase for completion of HQ course. Retired teachers paid the certified sub rate.	If budget allows, implement “HQ” category with pay increase for completion of HQ course. Retired teachers paid the certified sub rate.	Ongoing	Ongoing

**Pocatello/Chubbuck School District #25  
Continuous Learning Plan**

	System upgraded in 2013 - Monitor and provide technical support as needed.	System upgraded in 2013 - Monitor and provide technical support as needed.	Monitor and provide technical support as needed.	Monitor and provide technical support as needed.
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<b>HUMAN RESOURCES:</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
<b>Application, Hiring and Workflow Solutions</b>	Develop question bank for all certified positions.	Develop question bank for all certified positions.	Revise and update.	Revise and update.
	Use APECS to store digital personnel records. Begin to switch from paper to digital.	Use APEX to store digital personnel records. Begin to switch from paper to digital. – Certified staff 95% complete Monitor and adjust as necessary.	Monitor and adjust as necessary.  Work towards digitalizing the vault materials.	Monitor and adjust as necessary.
	Develop question bank for all classified positions and make available within application.	Develop question bank for all classified positions and make available within application.	Revise and update.	Revise and update.

<b>HUMAN RESOURCES:</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
Safety Committee Contributions	Ongoing	Participate in Safety Committee offering counsel and insight from HR perspective.	Ongoing	Ongoing
	Ongoing	Assist M&O Department for implementation of best practices in safety.	Ongoing	Ongoing
	Review implementation until completed.	Contribute to tiered analysis of job functions, training and safety participation for Transportation & Food Service positions.	Revise and adjust as necessary.	Revise and adjust as necessary.

**Pocatello/Chubbuck School District #25**  
**Employee Services / Wellness Continuous Learning Plan**

<b>EMPLOYEE SERVICES</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
	Create processes to ensure that all payroll procedures meet or exceed board policy	Update Pay Manual annually	Update Pay Manual annually	Update Pay Manual annually
	Determine what reports from all systems can be saved electronically and interfaced with scanned images. Create and maintain a records retention, imaging, filing, destruction and storage schedule. Create searchable files of current archived and digitized records	Ongoing	Ongoing	Ongoing
	Develop a method to better determine the number of Kindergarten age children that will be entering the school system. Enhance the tool as needed. Monitor enrollment impacts of charter and private schools.	Enhance the tool as needed	Enhance the tool as needed	Enhance the tool as needed
	Evaluate current software as to its effectiveness. This should include evaluating functionality, hardware age, technology, delivery methods, maintenance costs, availability of better software and integration with current applications.	Ongoing evaluation and recommendations	Ongoing evaluation and recommendations	Ongoing evaluation and recommendations
	Determine what technology training is necessary to enhance employee competency in their respective positions and allow for advancement. Develop curriculum and class schedules for professional development opportunities.	Update curriculum and class schedules for	On-going evaluation and recommendations.	On-going evaluation and recommendations.
	Create an off-site backup site and routines for mission critical payroll and finance data. This	Maintain and test system	Maintain and test system	Maintain and test system



**Pocatello/Chubbuck School District #25**  
**Employee Services / Wellness Continuous Learning Plan**

	should allow 24-hour return to service in case of hardware failure or data destruction			
	Continue to enhance the ISEE data creation process in order to reduce the number of warnings that are reported. Warnings are not expected to be reduced to zero.	Implement Version 8 of ISEE data set. The current process will have to be updated. Maintain and test system.	Maintain and test system	Maintain and test system
		Move current www7 web server to new operating system. This system supports the transfer, health fair and parent / teacher input systems.		
	Implement the Employee Portal on APECS. Begin distributing direct deposit and W-2 distribution via the portal. Use portal to allow employees to view scanned personnel file documents.	Maintain and test system  Implement SSL on Employee Portal in order to make available outside the district's local area network.	Maintain and test system	Maintain and test system
		Update form printing software computer and software.	Maintain and test system	Maintain and test system

<b>EMPLOYEE SERVICES</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
	Revamp the wellness plan to accommodate resources available from the district new medical carrier. Create a new three-year plan.  Continue to promote and celebrate wellness endeavors; monitor employee participation in wellness program and employee participation in choice payment into wellness fund	Implement Year 2 of three-year plan.  Secure assistance of district employees to be a “cheer leader” for wellness and help get employees motivated to participate. (Wellness Ambassadors)  Continue to promote and celebrate wellness endeavors;	Implement Year 3 of three-year plan.  Continue to promote and celebrate wellness endeavors; monitor employee participation in wellness program and employee participation in choice payment into wellness fund	Review three-year plan and make adjustments as needed.

**Pocatello/Chubbuck School District #25**  
**Employee Services / Wellness Continuous Learning Plan**

		monitor employee participation in wellness program and employee participation in choice payment into wellness fund		
	Evaluate current insurance carriers and availability of other insurance programs that could benefit both the district and the employee. Any carrier must help the district with its wellness goals.	Keep the Insurance Committee involved in providing an insurance plan that is a benefit to employees, but also affordable to the district and employee	Evaluate annually	Evaluate annually
	Evaluate the services of the district's insurance broker. This will include evaluating and comparing services that best match the district's wellness goals and budget constraints.	Evaluate bi-annually		Evaluate bi-annually
	Foster an environment of trust so that the Negotiations are completed as swiftly as possible and with as little contention as possible. Secure the services of a competent negotiator that will help with annual negotiations.	Ongoing.	Review the need for negotiations assistance.	Ongoing
	Implement a new form of salary schedule that is based on the career ladder implemented by the State of Idaho	Continue to adjust schedule as resources and needs change.	Continue to adjust schedule as resources and needs change.	Continue to adjust schedule as resources and needs change.
		Investigate the capability and cost of using other third-party providers for wellness programs and health fair partners for biometric data collection		

**Pocatello/Chubbuck School District #25**  
**Employee Services / Wellness Continuous Learning Plan**

<b>EMPLOYEE SERVICES</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
	Using Best Practices and Identified Resources and Programs, Review/Revise District's Wellness Plan and Program to achieve the best possible return on investment (ROI).	Review and Revise the District's Wellness Plan and Program to fit the resources available from the district new insurance carrier.	Annual Review and/or Revision of District's Wellness Plan and Program to achieve the best possible return on investment (ROI).	Annual Review and/or Revision of District's Wellness Plan and Program to achieve the best possible return on investment (ROI).
	Annual review/revision of Wellness Team's defined purpose, detailed responsibilities, and goals.	Annual review/revision of Wellness Team's defined purpose, detailed responsibilities, and goals.	Annual review/revision of Wellness Team's defined purpose, detailed responsibilities, and goals.	Annual review/revision of Wellness Team's defined purpose, detailed responsibilities, and goals.
		Identify possible individuals from all facilities, departments and areas of the District to actively participate on the District's Wellness Team. (Wellness Ambassadors)	Formally Appoint Team Members from all facilities, departments, and areas of the District to actively participate on the District's Wellness Team.	Review Team Members and replace as necessary to insure active participation on the District's Wellness Team from all facilities, departments, and areas.
	Continue to establish new partnerships or enhance existing partnerships with identified organizations and vendors in the District's Wellness Program.	Continue to establish new partnerships or enhance existing partnerships with identified organizations and vendors in the District's Wellness Program.	Community Partners and District Insurance Vendors are active in the District's Wellness Program.	Community Partners and District Insurance Vendors are active in the District's Wellness Program.
	Annually develop action plan to reach minimum standards as set by District and Pacific Source.	Annually develop action plan to reach minimum standards as set by District and Pacific Source.	Annually develop action plan to reach minimum standards as set by District and Pacific Source.	Annually develop action plan to reach minimum standards as set by District and Pacific Source.
	Review and Revise incentives as needed to increase participation and bring about larger (ROI).	Review and Revise incentives as needed to increase participation and bring about larger (ROI).	Review and Revise incentives as needed to increase participation and bring about larger (ROI).	Review and Revise incentives as needed to increase participation and bring about larger (ROI).
	Develop the parameters of a wellness plan that will utilize a premium differential as an incentive for employees to become knowledgeable about their own health issues. The requirements will include a wellness visit with a physician, biometrics, a self-reported health risk assessment and the completion of a CafeWell online	Develop the parameters of a wellness plan that will utilize a premium differential as an incentive for employees to become knowledgeable about their own health issues. The requirements will include a wellness visit with a physician, biometrics, a self-reported health risk assessment, secure a influenza vaccination and	Review effectiveness of the requirements and make adjustments as needed.	Review effectiveness of the requirements and make adjustments as needed.

**Pocatello/Chubbuck School District #25**  
**Employee Services / Wellness Continuous Learning Plan**

	wellness program. Review effectiveness of the requirements and make adjustments as needed.	complete at least 1 dental cleaning. Review effectiveness of the requirements and make adjustments as needed.		
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**Pocatello/Chubbuck School District No. 25**  
**Continuous Learning Plan**

<b>WELLNESS PROGRAM</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
<b>The District will have a comprehensive plan and program for Staff Wellness (A Healthy You - Whatever It Takes!)</b>	Annual Review and/or Revision of District's Wellness Plan and Program to achieve the best possible return on investment (ROI).	Annual Review and/or Revision of District's Wellness Plan and Program to achieve the best possible return on investment (ROI).	Annual Review and/or Revision of District's Wellness Plan and Program to achieve the best possible return on investment (ROI).	Annual Review and/or Revision of District's Wellness Plan and Program to achieve the best possible return on investment (ROI).
	Annual review/revision of Wellness Team's defined purpose, detailed responsibilities, and goals.	Annual review/revision of Wellness Team's defined purpose, detailed responsibilities, and goals.	Annual review/revision of Wellness Team's defined purpose, detailed responsibilities, and goals.	Annual review/revision of Wellness Team's defined purpose, detailed responsibilities, and goals.
	Formally Appoint Team Members from all facilities, departments, and areas of the District to actively participate on the District's Wellness Team.	Review Team Members and replace as necessary to insure active participation on the District's Wellness Team from all facilities, departments, and areas.	Review Team Members and replace as necessary to insure active participation on the District's Wellness Team from all facilities, departments, and areas.	Review Team Members and replace as necessary to insure active participation on the District's Wellness Team from all facilities, departments, and areas.
	Community Partners and District Insurance Vendors are active in the District's Wellness Program.	Community Partners and District Insurance Vendors are active in the District's Wellness Program.	Community Partners and District Insurance Vendors are active in the District's Wellness Program.	Community Partners and District Insurance Vendors are active in the District's Wellness Program.
	Annually develop action plan to reach minimum standards as set by District and Pacific Source.	Annually develop action plan to reach minimum standards as set by District and Pacific Source.	Annually develop action plan to reach minimum standards as set by District and Pacific Source.	Annually develop action plan to reach minimum standards as set by District and Pacific Source.
	Review and Revise incentives as needed to increase participation and bring about larger ROI.	Review and Revise incentives as needed to increase participation and bring about larger ROI.	Review and Revise incentives as needed to increase participation and bring about larger ROI.	Review and Revise incentives as needed to increase participation and bring about larger ROI.
	Review effectiveness of the requirements and make adjustments as needed.	Review effectiveness of the requirements and make adjustments as needed.	Review effectiveness of the requirements and make adjustments as needed.	Review effectiveness of the requirements and make adjustments as needed.
	Review district readiness to implement each year's requirements.	Review district readiness to implement each year's requirements.	Review district readiness to implement each year's requirements.	Review district readiness to implement each year's requirements.

## Pocatello/Chubbuck School District #25 Technology Continuous Learning Plan

TECHNOLOGY	2016-2017	2017-2018	2018-2019	2019-2020
<b>Integrate and implement new technology, processes and policies to maximize the district's investment, maximize the data available to make informed administrative decisions, and maximize student learning.</b>	Maintain and update server systems.	Maintain and update server systems.	Maintain and update server systems.	Maintain and update server systems.
	High school conduct wireless site surveys, adjust access point power and move access points to strengthen coverage. Maintain wireless network, monitor capacity, upgrade as new technology becomes available. Add access points as needed.	Redesigned and upgraded wireless infrastructure district wide. This upgrade was completed during the summer of 2017. Maintain wireless network, monitor capacity, upgrade as new technology becomes available. Add access points as needed.	Elementary school conduct wireless site surveys, adjust access point power and move access points to strengthen coverage. Maintain wireless network, monitor capacity, upgrade as new technology becomes available. Add access points as needed.	Maintain wireless network, monitor capacity, upgrade as new technology becomes available. Add access points as needed.
	Complete transition to VoIP unified communications at elementary schools - add handsets to classrooms.	Maintain and update telephone system as needed. Evaluate services to determine if enhancement is needed.	Maintain and update telephone system as needed. Evaluate services to determine if enhancement is needed.	Maintain and update telephone system as needed. Evaluate services to determine if enhancement is needed.
	Continue replacing outdated projectors in classrooms with newer network data projectors. Maintain existing projectors.	Continue replacing outdated projectors in classrooms with newer network data projectors. Maintain existing projectors.	Continue replacing outdated projectors in classrooms with newer network data projectors. Maintain existing projectors.	Continue replacing outdated projectors in classrooms with newer network data projectors. Maintain existing projectors.
	Replace elementary student computers with Chromebox. Maintain and update computers.	Replace middle school teacher computers. Maintain and update computers.	Replace high school teacher computers. Maintain and update computers.	Replace elementary school teacher computers. Maintain and update computers.
	Replace and maintain network switches and UPSs as necessary.	Upgrade Elementary switch density to handle increasing needs. Replace and maintain network switches and UPSs as necessary.	Replace and maintain network switches and UPSs as necessary.	Replace and maintain network switches and UPSs as necessary. Upgrade secondary network switches.
	Continue to refine processes to maximize efficiency of state ISEE reporting.	Continue to refine processes to maximize efficiency of state ISEE reporting.	Continue to refine processes to maximize efficiency of state ISEE reporting.	Continue to refine processes to maximize efficiency of state ISEE reporting.
	Analyze and update district technology policies and procedures.	Analyze and update district technology policies and procedures.	Analyze and update district technology policies and procedures.	Analyze and update district technology policies and procedures.
	Develop, update and maintain new & existing district websites.	Upgrade district website in compliance with ADA standards. Develop, update and maintain new & existing district websites.	Develop, update and maintain new & existing district websites.	Develop, update and maintain new & existing district websites.

**Pocatello/Chubbuck School District #25  
Technology Continuous Learning Plan**

TECHNOLOGY	2016-2017	2017-2018	2018-2019	2019-2020
	Develop, update and maintain automation scripts, APIs, management tools and SIF agents to maximize time & resources within the Technology Department.	Develop, update and maintain automation scripts, APIs, management tools and SIF/Clever agents to maximize time & resources within the Technology Department.	Develop, update and maintain automation scripts, APIs, management tools and SIF agents to maximize time & resources within the Technology Department.	Develop, update and maintain automation scripts, APIs, management tools and SIF agents to maximize time & resources within the Technology Department.
	Maintain district-wide fiber optic network provided by ENA. Evaluate services to determine if enhancement is needed.	Maintain district-wide fiber optic network provided by ENA. Evaluate services to determine if enhancement is needed.	Maintain district-wide fiber optic network provided by ENA. Evaluate services to determine if enhancement is needed.	Maintain district-wide fiber optic network provided by ENA. Evaluate services to determine if enhancement is needed.
	Install interactive classroom technology as purchased by buildings and Festival of Trees. Maintain existing interactive classroom technology.	Install interactive classroom technology as purchased by buildings and Festival of Trees. Maintain existing interactive classroom technology.	Install interactive classroom technology as purchased by buildings and Festival of Trees. Maintain existing interactive classroom technology.	Install interactive classroom technology as purchased by buildings and Festival of Trees. Maintain existing interactive classroom technology.

**Pocatello/Chubbuck School District #25  
Business Office – Continuous Learning Plan**

<b>EDUCATIONAL FACILITY MAINTENANCE:</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
	Ongoing	Ongoing	Ongoing	Ongoing
	Implement Phase I of the Athletic Outdoor Facilities Committee recommendations approved by the Board of Trustees – Highland High Track replacement and field improvements	Implement Phase II of the Athletic Outdoor Facilities Committee recommendations approved by the Board of Trustees – Hawthorne Track replacement and field improvements	Implement Phase III of the Athletic Outdoor Facilities Committee recommendations approved by the Board of Trustees – Century Track resurfacing and field improvements	Review and monitor short and long range plans for facility and funding options; prioritize delayed maintenance projects due to major construction projects (roofing, carpeting, asphalt, concrete)
	Install new irrigation monitoring sensors designed to monitor temperature, moisture and humidity levels for energy conservation			
	Analyze buildings to determine actual available space and define specialty rooms by school	Ongoing	Ongoing	

<b>EDUCATIONAL FACILITY MAINTENANCE:</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
	Look at district needs based on new enrollment, funding, and facility usage; Monitor building capacity and assess conditions. Analyze long term space needs & develop a timeline to meet needs and cost estimates.	Ongoing	Ongoing	Ongoing
	Develop a time line and plan for sale of Bonneville & Washington Elementary schools in conjunction with plans for construction of new replacement school.  Consider economics of maintaining school with low enrollments	Develop a time line and plan for sale of Bonneville school and actively pursue the sale through local realtors	Ongoing	Ongoing



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		Look at High School Boundary challenges and issues regarding overcrowding, underutilization, and balancing of existing high schools.		
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<b>EDUCATIONAL FACILITY MAINTENANCE:</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
	Identify fixed or threshold budget of support for technology within the School Plant Facility Fund	Ongoing	Ongoing	Ongoing
	Add extra-curricular travel bus to fleet from replacement schedule.  Monitor and assess adjustments to K-12 bus routes.	Ongoing	Ongoing	Ongoing
	Monitor cost of extra- curricular travel costs for budget planning	Move extra-curricular travel cost budgets to the high school level to encourage better use of travel funds.	Ongoing	Ongoing
	Restructure special education routes to accommodate program changes located in schools	Ongoing	Ongoing	Ongoing
	Monitor class sizes caused by balancing the budget.	Evaluate class size in relation to similar sized districts categorized by new state legislation which was sponsored by District	Ongoing	Ongoing

<b>FISCAL ACCOUNTABILITY AND EDUCATIONAL RESOURCES:</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
	Meet with State Representatives at least annually to express and discuss local educational issues and concerns.	Ongoing	Ongoing	Ongoing
	Monitor enrollment changes with local charter schools.	Monitor any enrollment changes and impact charters and private	Ongoing	Ongoing

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	Monitor Grace Luther high school expansion.	schools have on District enrollment now that the private/charter schools expansion is at capacity.		
	Encourage funding of discretionary dollars and less earmarking to allow for local flexibility.	Ongoing	Ongoing	Ongoing

<b>FISCAL ACCOUNTABILITY AND EDUCATIONAL RESOURCES:</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
	Develop a balanced budget with current revenues matched to current expenditures.	Ongoing	Ongoing	Ongoing
	Prepare to begin the 2016-17 school year with no increase from the second year Supplemental Levy	Implement changes in earmarked funding received by the State and incorporated these educational funds into the instructional planning and budget	Ongoing	Ongoing
	Collaborate with Instructional Directors as to budget priorities.	Ongoing	Ongoing	Ongoing
	Educate public on budget to increase awareness of district programs, achievements, and successes to promote strong educational support.	Ongoing	Ongoing	Ongoing
	Maintain balanced budget based on available funds	Prepare for passage of a new 2 year supplemental levy and determine amount based on estimated need.	Maintain balanced budget based on available funds	Prepare for passage of a new 2 year supplemental levy and determine amount based on estimated need.

<b>FISCAL ACCOUNTABILITY AND EDUCATIONAL RESOURCES:</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
	Prepare Comprehensive Annual Financial Report and Budget to the highest standards possible.	Ongoing	Ongoing	Ongoing

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	Educate public as to the necessity of the Supplemental Levy and how dollars are used within the budget.	Ongoing	Ongoing	Ongoing
	Increase awareness of budget and funding issues and key education decisions which will require modification and approval.	Ongoing	Ongoing	Ongoing
	Continue to monitor line item budgets to stay within appropriated levels and designated reserves to balance future budgets	Ongoing	Ongoing	Ongoing
	Orient new administrators regarding budget process, policies and best practices	Ongoing	Ongoing	Ongoing

<b>FISCAL ACCOUNTABILITY AND EDUCATIONAL RESOURCES:</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>
Evaluate how program expenditure has led to the successful fulfillment of program objectives and goals  Ensure all federal and state grant funds are fully expended and utilized.	Ongoing	Ongoing	Ongoing	Ongoing
Utilize methods of best practices in the educational process and allocation of district expenditures.	Ongoing	Ongoing	Ongoing	Ongoing
Incorporate a new Replacement Schedule for Technology needs into the Capital Improvement Program.	Ongoing	Ongoing	Ongoing	Ongoing

<b>SUPPORT SERVICES – TRANSPORTATION &amp; FOOD SERVICE RESOURCES:</b>	<b>2016-2017</b>	<b>2017-2018</b>	<b>2018-2019</b>	<b>2019-2020</b>

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Serve educational programs by meeting student needs.	Revise bus routes based upon student enrollment and demand to remain efficient and to maintain costs under the state funding cap.	Ongoing	Ongoing	Ongoing
	Monitor routes following the 6 <sup>th</sup> Grade move and new Middle school boundaries and resolve challenges or inefficiencies. Adjust for increase in special education program needs.  Implement new trip master schedule program	Ongoing	Ongoing	Ongoing
	Maintain Drivers Education Program for students at the same level of enrollment for Fall, Winter and Summer programs.	Ongoing	Ongoing	Ongoing
	Work towards improving the current financial position of the Food Service Department	Continue to assess the meal pricing, food and labor costs and participation rate in maintaining and self-sustaining food service program.	Ongoing	Ongoing
		Increase advertising and awareness of the Summer Food Service Program in local parks via electronic reader boards at schools and		
	Establish process to seek student input on menu choices	Ongoing	Ongoing	Ongoing
	Continue to improve cafeteria settings through renovations and purchase of new equipment	Ongoing	Ongoing	Ongoing