

# **Custer Baker Intermediate School**

**School Improvement Plan  
2025-26**

**101 West State Road 44  
Franklin, IN 46131  
(317) 346-8600**



**Custer Baker Intermediate School (3458)  
Franklin Community School District (4225)**

## Signature Page

I have read and approved the Custer Baker Intermediate School Improvement Plan.

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Dr. David Clendening, Superintendent

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Date

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Mrs. Cheryl Moran, Principal

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Date

I have read and approved the Custer Baker Intermediate School Professional Development Plan.

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Mr. Joe Setnor, President  
Franklin Community Teachers Association

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Date

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Mrs. Becky Nelson, President  
Board of School Trustees

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Date

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## 1. Vision, Mission, and Guiding Principles

Custer Baker Intermediate School supports and encourages the FCS district-wide mission, vision, and beliefs:

**Mission Statement:** Together, we empower greatness in all learners through collaboration, dynamic partnerships, and rich experiences that develop a world-class learning environment.

**Vision Statement:** Franklin Community Schools - where education is student-centered and innovative, and learners are inspired to become great!

### **Guiding Principles:**

**Communication:** Franklin Community Schools will share and receive information in a clear, concise, and timely manner.

**Individual Student Growth:** Franklin Community Schools will provide learning experiences that maximize individual student potential.

**Collaboration:** Franklin Community Schools will provide opportunities for teachers, students, support staff, and administrative leaders to work together to achieve common goals.

**Systemic Continuous Improvement:** Franklin Community Schools will utilize a fluid process that engages stakeholders in defining, analyzing, and evaluating possible solutions.

**Trust:** Franklin Community Schools will build an atmosphere of confidence through an open and transparent environment.

**Custer Baker Intermediate School Mission Statement:** Custer Baker Intermediate School provides a safe and engaging learning environment where students are empowered to explore their talents, build on their curiosity, embrace high expectations, and become responsible, caring citizens.

### **Custer Baker Intermediate School Motto:**

Be respectful, Be responsible, Be ready to learn!

### **School Improvement Planning Committee**

Member	Position
Cheryl Moran	Principal

Tamara Schneider	Assistant Principal
Jason Dockery	School Counselor
Angie Heuchan	6th Grade Teacher
Meghann Mayfield	6th Grade Teacher
Ashlee Goodpaster	5th Grade Teacher
Megan Cole	Essential Skills Teacher
Allison Milholland	Special Education Teacher
Sarah Records	5th Grade Teacher
Madison Purcell	5th Grade Teacher
Mandy Sturges	Parent

## **2. Educational Climate**

### **Support for Academic Standards**

The school uses district-established, board-approved curricula aligned to the Indiana Academic Standards. Curriculum maps and pacing guides are used to plan and teach a standards-based curriculum aligned with the ILEARN Checkpoints. Teachers have engaged in cross-grade-level articulation of standards. A culturally responsive curriculum ensures that all students' cultural differences are recognized and appreciated.

### **Parental Involvement**

Parental Involvement allows us to maximize family engagement and improve academic achievement. Research verifies that strong partnerships between home and school result

in better academic outcomes for students. Parents/families can engage through our PTO program, student-led conferences, volunteer opportunities, and our weekly messages/newsletters to families.

Family engagement helps maximize student attendance by building stronger relationships and a positive school culture. Our teachers and staff know that strong communication between home and school is crucial for addressing chronic absenteeism. Consistent communication via our PowerSchool app helps families track their student's academic and attendance status.

Teachers, admin, and staff bridge cultural differences by using ParentSquare, our district's electronic communication tool. This tool provides an app and email for families in their home language.

Assessment results are mailed home to families, sent via ParentSquare to parents/guardians, or sent home in student folders. Families are encouraged to contact their teachers or building administrators with questions.

### **Technology as a Teaching Tool**

All students have access to a Chromebook for learning purposes. The district has online resources available for all content areas. Students in grades 3-12 transport their Chromebooks home daily. Devices are used to promote learning via IXL while students are at home. These tools are used to assist with Tier II and III instruction. Furthermore, digital literacy is taught to all students in Grades K-6.

Devices are also used to enhance student, teacher, and parent collaboration and communication via the Google Suite, especially Google Classroom. The district-level technology coaches train teachers, parents, and staff on the tools necessary to promote student learning.

Protocols and criteria are used to review and select technology hardware, software, and instructional programs. The district has established procedures for maintaining technology equipment for students and staff. Sufficient infrastructure exists to support instructional, assessment, and operational needs.

### **Career Development and Awareness**

Career Awareness/Development Activities	
Career Simulation (JA/Biztown, etc.)	Job Shadowing

Guest Speakers	Senior Project
Career-focused clubs (robotics, ag, STEM, etc.)	Coop Programming
Career-focused classroom lessons focused on Employability Skills	Certifications/Credentials
Career-related courses	Job-Site Tours
Career day/fair or community day	College Go Week
Online career navigation program (BigCampus, etc.)	

## **Safe & Disciplined Environment**

Practices are in place to develop and maintain a positive school climate between staff, students, and families. Multi-tiered systems of support (RTI and Kids Team) support students with academic, behavioral, and mental support and early intervention. Discipline rules are established and shared with students and parents via the student handbook. Students and parents sign off acknowledging that they have read and understood the expectations. Discipline rules are in place to prevent bullying. A suicide awareness and prevention plan is in place and all required staff have been appropriately trained. High expectations for behavior and attendance are communicated to families and consistently reinforced by all staff. Building teams meet with families once a student has accumulated five unexcused absences. All staff believe that all students can learn and consistently encourage students to succeed. The school develops staff capacity to create positive classrooms and school climates that are responsive to individual student needs.

Practices are also in place to ensure a safe school environment for all students and staff. These practices include:

- Detailed safety plans, which are maintained at the building and district levels
- SROs assigned to all buildings
- Criminal background checks for all staff and volunteers
- The implementation of all required emergency drills
- Bus evacuation drills for all bus riders
- Locked classroom and outside doors during the school day
- Tabletop safety scenarios at monthly cabinet meetings
- Monthly building safety team meetings

- On-site school counselors in every building (Licensed mental health therapists or social workers are housed at the intermediate, middle, and high schools.)
- A tobacco-free campus
- Regular classroom lessons focused on the Employability Skills taught by school counselors and sometimes classroom teachers in Grades K-8
- Behavior interventions in all buildings

### **3. Student Data & Assessment Plan**

- [Custer Baker Intermediate School GPS Dashboard](#)
- At our school, we closely monitor student performance through Indiana's GPS system, with a strong focus on literacy and mathematics. We track literacy progress using ILEARN Benchmark Data and Summative ILEARN ELA scores, as well as math achievement through ILEARN Benchmark Data and Summative ILEARN assessments. Our goal is not only for every student to meet their individual projected growth, but also to meet or exceed state grade-level expectations, ensuring that all learners are on track for long-term academic success.

#### **Summary of Data**

Math is an identified area of concern for both 5th and 6th grades.

The ILEARN Checkpoint Data will be used to determine strengths and weaknesses regarding grade level standards as assessed in real time. Teachers will analyze this data in PLCs to determine Tier II instruction for their students. Small group instruction can occur during differentiated instruction in the classroom or in the daily FIT ( Focused Instruction Time). Formative checks will be used to mark progress and the administration of the checkpoint retest will validate progress.

Some teachers administer the IXL Level Up Diagnostic as an additional data point. This assessment is optional, and will not continue to be funded for the 26-27 school year.



## Assessment Plan & Data Collection Timeline

<b>2025-2026 CBIS Testing Windows</b>	
<b>Fall/BOY</b>	<b>Window</b>
IXL Level Up Diagnostic (opt)	August 2025
ILEARN Checkpoint #1 <small>(1st Attempt)</small>	September 29 - October 24, 2025
ILEARN Checkpoint #1 <small>(2nd Attempt)</small>	October 27 - November 14, 2025
<b>Winter/MOY</b>	<b>Window</b>
IXL Level Up Diagnostic (opt)	December 2025
ILEARN Checkpoint #2 <small>(1st Attempt)</small>	November 24 - January 23, 2026
ILEARN Checkpoint #2 <small>(2nd Attempt)</small>	January 26 - February 6, 2026
<b>Spring/EOY</b>	<b>Window</b>
IXL Level Up Diagnostic (opt)	April 2025
ILEARN Checkpoint #3 <small>(1st Attempt)</small>	February 23 - March 28, 2026
ILEARN Checkpoint #3 <small>(2nd Attempt)</small>	March 23 - April 10, 2026
ILEARN SUMMATIVE	April 21-April 28, 2025

## 4. School Improvement Plan

### State Testing - 6th Grade

	Spring 2023	Spring 2024	Spring 2025	Projection 2026
ILEARN ELA 6th	45%	50%	43%	50%
ILEARN Math 6th	40%	40%	39%	43%

<b>ILEARN Progress Indicators</b> <b>Goal: 6th Grade ELA &gt;50% Pass Rate</b> <b>Strategies/ Interventions: PLC data review/ Differentiated FIT groups/</b> <b>Read Naturally Intervention/ IXL Skills Plan</b>			
<b>Check-In Schedule</b>	<b>Checkpoint 1</b>	<b>Checkpoint 2</b>	<b>Checkpoint 3</b>
ILEARN CHECKPOINT			
Results			
On Track to Meet Goals?			
Strengths			
Areas for Growth			
Next Steps			

<b>ILEARN Progress Indicators</b> <b>Goal: 6th Grade Math &gt;45% Pass Rate</b> <b>Strategies/ Interventions: PLC data review/ Differentiated FIT groups/ IXL</b> <b>Skills Plan/ ALEKS</b>			
<b>Check-In Schedule</b>	<b>Checkpoint 1</b>	<b>Checkpoint 2</b>	<b>Checkpoint 3</b>
ILEARN CHECKPOINT			
Results			
On Track to Meet Goals?			
Strengths			
Areas for Growth			
Next Steps			

	Spring 2023	Spring 2024	Spring 2025	Projection 2026
ILEARN ELA 5th	45%	50%	43%	50%
ILEARN Math 5th	40%	40%	39%	45%

<b>ILEARN Progress Indicators</b> <b>Goal: 5th Grade ELA &gt;50% Pass Rate</b> <b>Strategies/ Interventions: PLC data review/ Differentiated FIT groups/</b> <b>Read Naturally Intervention/ IXL Skills Plan</b>			
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ILEARN CHECKPOINT			
Results			
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<b>ILEARN Progress Indicators</b> <b>Goal: 5th Grade Math &gt;45% Pass Rate</b> <b>Strategies/ Interventions: PLC data review/ Differentiated FIT groups/ ALEKS/ IXL Skills Plan</b>			
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ILEARN CHECKPOINT			
Results			
On Track to Meet Goals?			
Strengths			
Areas for Growth			
Next Steps			

<b>Custer Baker Intermediate Attendance</b> <b>Goal: 97%</b> <b>Strategies/ Interventions: Monthly Attendance Tracker, Monthly Attendance Awards &amp; Prizes, Attendance Meetings with Families, Personal Attendance Plans &amp; Incentives</b>				
<b>Check-In Schedule</b>	<b>Quarter 1</b>	<b>Quarter 2</b>	<b>Quarter 3</b>	<b>Quarter 4</b>
Quarterly Attendance Check				
Historical Data	2023	2024	2025	Goal 2026
	94.97%	95.08%	94.49%	97%

## **Professional Development Plan**

*Each certified teacher at CBIS will take part in at least of the 4 options below.*

1. **AMLE Conference in Indianapolis, Indiana-** A group of 5th and 6th Grade teachers, a counselor, and an administrator will attend the International AMLE Conference in November 2025. Each teaching professional will bring back something from the conference to share with the staff at CBIS. An AMLE SLAM session will follow the conference to enhance the learning of all personnel.
2. **Peter Liljedahl visiting CBIS in February-** Dr. Liljdahl will conduct a model math lesson in a 5th grade classroom while other 5th grade math teachers observe. He will then conduct a model math lesson in a 6th grade classroom while other 6th grade math teachers observe. A debrief will take place and action steps will be formulated on systemic improvement in our math department.
3. **Build your Own PD-**CBIS teachers will be able to inquire about an area of professional growth. They will be given the opportunity to observe a fellow-teacher at CBIS who has mastered this area.
4. **New Teachers/ Coaching Cycles-** First year teachers at Custer Baker Intermediate School will participate in a coaching cycle with the district instructional coach.