

Chillicothe R-II School District



The Best District for the Best Students in the State

Continuous School Improvement Plan

2022-2027

Board of Education Approved: 8/16/2022

**The
Chillicothe
R-II School
District's
Mission is....**

**“The Best
District for
the Best
Students in
the State”**



**The vision
of the
Chillicothe
R-II School
District is...**

**“Building a
Brighter
Future for
our Children
and our
Community”**

CSIP Process & Committee Members



How they worked...

The Chillicothe R-II School District and Community Continuous School Improvement Plan (CSIP) was created using a collaborative team process. School board members, district staff from all departments, family members representing all grade levels, and members of the community came together for an interactive process to create this comprehensive plan designed to guide the work of the district and the community for the coming years. Through the work of this team, a strong desire to propel our district forward emerged with an emphasis on student achievement, positive culture and effective communication. With this plan at the forefront, our school and community will keep our focus on the students as we guide them to find their purpose and help them to reach their full potential.

Who they were...

Dr. Kevin Daniel, FirED Up Consulting Group (facilitator)
Dr. Dan Wiebers, Superintendent
Dr. Zach McMains, Assistant Superintendent;
Adam Wolf, GRTS Director
Dan Nagel, CHS Principal
Abby Smith, CMS Principal
Melanie Rucker, Dewey Principal
Jennie Boon, Field Principal
Megan Hardie, CES Principal
Emily Schmidt, Director of Special Services;
Laura Schuler, R-II Board Secretary
Lauren Horsman, R-II Board Member
Mitch Holder, R-II Board Member
Shelly Falconer, CELC Teacher
Kari Snyder, CES Teacher
Inger Young, Field Counselor
Ben Coult, Elementary Specials
Ellen Gott, Dewey Teacher
Kate Jones, Dewey Teacher
Shaylee Rademacher, CMS Teacher

Cindy Collins, CMS Teacher
Tracy Norris, CHS Teacher
Bill Shaffer, GRTS Teacher
Diana Holcer, Hornet Academy Teacher
Manny Morales, Support Staff
Jeannie Kleinschmidt, Support Staff
Cindy Glidewell, Support Staff
Andrea Graves, Support Staff
Emmalee Oliver, Support Staff
Natalie Leamer, Dewey Counselor
Shannon Marsh, Support Staff
Jaryn Schneider, Parent
Michelle Gardner, Parent
Melanie Daugherty, Parent
Megan Albrecht, Parent
Jenny Collins, Parent
Crystal Narr, Chamber of Commerce
Angie Bonderer, Parent
Ashley Gabrielson, Business Owner
Lexi Smith, Student
Ben Cady, Student
Emmett Young, Student
Leah Lourenco, Student

1. Student Success and Learning

**2. Staff Recruiting, Hiring,
Retaining, Developing
and Compensating**

Chillicothe R-II Priority Areas

**3. High Performing, Positive and
Collaborative
Culture and Climate, Excellent
Communication**



**4. Safety (Emotional & Physical)
and Security for Students and Staff**

Selection Process for Priority Areas

The Chillicothe R-II School District CSIP Plan contains four Priority Areas. The CSIP Committee conducted extensive work to create Goals and Strategies to show growth in these priority areas. Below are the steps the Committee took to create the four priority areas:

1. The District shared a Culture and Climate Survey with staff, students, and parent/guardian/community members which generated data concerning several aspects of the district.
2. The CSIP Committee used the survey data, as well as the District's Report Card, previous CSIP plan, and MSIP6 Standards, to conduct a SWOT analysis. (Strengths, Weaknesses, Opportunities, and Threats).
3. Multiple priorities were shared by the committee, with the responses being displayed on a screen in our meeting room.
4. Committee members discussed each priority listed.
5. The committee made decisions on each priority, and decided to combine, delete or revise the list of priorities to the four that are presented in this document.



Monitoring Process

*Grade level and building level data teams will consistently review student learning data, which may include:

- Classroom formative and summative assessment data
- Benchmark assessment data (Pathways and Edulastic)
- Aimsweb Plus progress monitoring and benchmarking
- MAP/EOC assessment data

Data that are collected, reviewed, and monitored will be discussed in conjunction with building level ‘student support teams’ to establish interventions needed to support struggling learners. Equity and access will focus on the individual needs of ALL students as it pertains to formative and/or summative achievement data. Classroom RTI, small group supports, tutoring, and home supports will be utilized to increase student learning capacity and achievement.

*The Board of Education monthly agenda will encompass no less than one CSIP focused area for review, discussion, and improvement. The Board of Education is committed to ensuring all formal decisions are reflective of CSIP goals and strategies, and clearly align to the district’s mission and vision.

***Priority Standards and Proficiency Scales**

Over the past several years, the district has developed priority learning standards aligned to the Missouri learning Standards that guide instructional planning and implementation. Proficiency scales have been developed to establish more clearly defined levels of learning for students. These documents are “living” documents that reviewed and adjusted as needed based upon student achievement data. All classroom teachers are expected to follow any and all Board approved policies concerning curriculum and assessment with fidelity to ensure equitable access for ALL students to high quality, engaging, and

rigorous instruction. Classroom observation and evaluation processes documentation will allow building level administration to monitor the planning, implementation of, and improvement of research based instructional strategies as it relates to priority learning standards and proficiency scales. Research based instructional strategies will be reflective of high performing practices supported in the research of Marzano, Hattie, and Lemov. The Board of Education is tasked with the review, discussion of, and final approval of these documents prior to the start of each school year.

- ***Budgeting and Resources**

The Board of Education and Superintendent will allocate sufficient funding to ensure resources are available to meet the needs of ALL students. Through the consistent CSIP review process, budget planning will reflect the resources needed in all classrooms and programs to ensure equitability across the district in regards to academic needs and the social and emotional wellness needs of students and staff. The Board of Education and superintendent are dedicated to careful budget planning to ensure staff salaries and benefits remain competitive in the area to continue to attract and retain high quality staff.

All CSIP focused areas will be adjusted annually following survey data review (culture/climate, ESEA consolidated, student engagement with activities/athletics, etc.), achievement data review (Aimsweb Plus, MAP, EOC), student behavior data, and student and staff well-being data. Any adjustments to goals, action steps, persons responsible, funding sources, or plan alignment will be updated in the CSIP plan and communicated to the R-II School District community.

Chillicothe R-II School District

Continuous School Improvement Plan

Priority Area 1 – Student Success and Learning





Chillicothe R-II School District



PRIORITY AREA: Student Success & Learning

SMART GOAL : District MAP/EOC/ACT scores will be above the state average on an annual basis.

Action Steps	Persons Responsible	Funding Source	Projected Completion Date	Plan Alignment
<i>Review and implement high quality resources to facilitate effective instruction.</i>	Teachers, Building Administrators, and Asst. Superintendent	Local	Ongoing with Annual Review	Building Improvement Plan
<i>Continue to develop vertically aligned curriculum and District Assessment Plan.</i>	Building Administrators and Asst. Superintendent	Local	Ongoing with Annual Review	Assessment Plan
<i>Provide professional development when starting a new program initiative.</i>	PD Committee and Building Administrators	State	Ongoing with Annual Review	Professional Development Plan
<i>Prioritize time for collaboration to analyze data and determine instructional strategies needed.</i>	Building Administrators	Local and State	Ongoing with Annual Review	PD and Building Improvement Plans
<i>Maintain recommended class sizes and instructional minutes for content areas.</i>	Superintendent and Building Principals	Local and State	Ongoing with Annual Review	DESE Recommendations and Budget



Chillicothe R-II School District



PRIORITY AREA: Student Success & Learning

SMART GOAL : Student attendance will meet the 90/90 proportional attendance rate annually.

Action Steps	Persons Responsible	Funding Source	Projected Completion Date	Plan Alignment
<i>Students with chronic attendance concerns will be referred to the truancy officers.</i>	Building Principal	Local	Ongoing with Annual Review	Student Handbooks and Board Policy
<i>Create a student-centered positive school environment.</i>	Counselor, Teachers and Administration	Local	Ongoing with Annual Review	Building Improvement Plans
<i>Maintain parent contact for students who have attendance issues.</i>	Building Administrators, Nurses and Counselors	Local	Ongoing with Annual Review	Student Handbooks
<i>Follow building level handbook procedures for student attendance.</i>	Building Administrators	Local	Ongoing with Annual Review	Student Handbooks



Chillicothe R-II School District



PRIORITY AREA: Student Success & Learning

SMART GOAL : 100% of students will be college and career ready by their respective graduation date.

Action Steps	Persons Responsible	Funding Source	Projected Completion Date	Plan Alignment
<i>Provide opportunities for secondary testing preparation based on student needs per individual student ICAP plans (ASVAB, PSAT, ACT, etc.</i>	Middle School Principal and Counselors	Local	Spring 2023	Building Improvement Plan
<i>Improve secondary testing accessibility and implement testing planning into students ICAP plan.</i>	High School Principal and Counselors	Local	Spring 2023	Building Improvement Plan
<i>Explore more course offerings in career readiness experiences for students.</i>	GRTS Director, High and Middle School Principals, Counselors, and Students	Local, State, and Federal	Ongoing with annual review.	Building Improvement Plan



Chillicothe R-II School District



PRIORITY AREA: Student Success & Learning

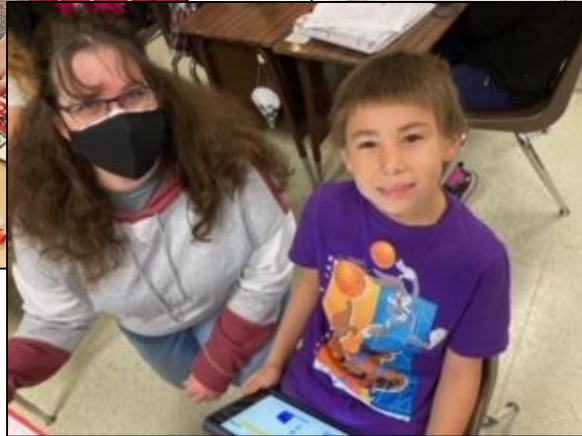
SMART GOAL : The percentage of graduates positively placed within 6 months of graduation will meet or exceed the state average on an annual basis.

Action Steps	Persons Responsible	Funding Source	Projected Completion Date	Plan Alignment
Provide pre-graduation counseling and post secondary planning. (RootEd)	High School Counselors and Students	Federal	Spring 2023	Guidance Plan
Maintain graduate follow-up survey 6 months post graduation.	GRTS and High School Counselors	Local and State	Spring 2023	Guidance Plan and Building Improvement Plan

Chillicothe R-II School District

Continuous School Improvement Plan

Priority Area 2 – Staff Recruiting, Hiring, Retaining, Developing and Compensating





Chillicothe R-II School District



PRIORITY AREA: Staff Recruiting, Hiring, Retaining, Developing and Compensating

SMART GOAL :By June of 2027, Chillicothe R-II Schools will retain 95% of probationary certified staff as measured by contract issuance data.

Action Steps	Persons Responsible	Funding Source	Projected Completion Date	Plan Alignment
Conduct exit survey for departing district staff.	Human Resources and Superintendent	Local	June 2027	Human Resources Site
Evaluate job descriptions on an annual basis in order to clarify job responsibilities.	Superintendent	Local	June 2027	Job Descriptions
Provide professional development resources to staff members to be successful.	PD Committee, Teachers and Building Admin	State	June 2023	PD Plan
The district will continue to enhance its orientation program for teachers who are new to the school district.	Superintendent, Mentoring Chair, Human Resources	Local	June 2023	PD Plan, Mentoring Plan
The district will offer opportunities for employment to teachers in training who are nearing completion and attainment of teacher certification.	Building Principals	Local and State	June 2023	Teacher Retention and Grow Your Own Plans



Chillicothe R-II School District



PRIORITY AREA: Staff Recruiting, Hiring, Retaining, Developing and Compensating

SMART GOAL :By June of 2027, Chillicothe R-II Schools will retain 95% of probationary certified staff as measured by contract issuance data. (Continued)

Action Steps	Persons Responsible	Funding Source	Projected Completion Date	Plan Alignment
District will find opportunities to improve the Teacher Mentoring Program.	Superintendent, Mentoring Chair, Human Resources	Local	June 2023	PD Plan, Mentoring Plan
Limit the distribution of extra-duties and extra responsibilities of probationary teachers.	Superintendent, Building Principals, and Athletic Director	Local	June 2023	Activities Handbook



Chillicothe R-II School District



PRIORITY AREA: Staff Recruiting, Hiring, Retaining, Developing and Compensating

SMART GOAL :By June of 2027, Chillicothe R-II School will retain 90% of classified staff recommended for continued employment.

Action Steps	Persons Responsible	Funding Source	Projected Completion Date	Plan Alignment
Provide professional development resources and training opportunities to staff members for continued success.	Asst. Superintendent and Director of Special Services	Local	June 2027	Classified Faculty Handbook
Conduct exit survey for departing district classified staff.	Human Resources and Superintendent	Local	June 2027	Human Resources Site
Explore leadership opportunities within each classified department.	Asst. Superintendent and Director of Special Services	Local	June 2027	Classified Faculty Handbook and Human Resources Site
Evaluate job descriptions on an annual basis in order to clarify job responsibilities.	Superintendent	Local	June 2027	Job Descriptions



Chillicothe R-II School District



PRIORITY AREA: Staff Recruiting, Hiring, Retaining, Developing and Compensating

SMART GOAL :By June of 2027, the district will increase applications received annually by 10% for all certified and classified staff job postings.

Action Steps	Persons Responsible	Funding Source	Projected Completion Date	Plan Alignment
Extend reach of job postings via all available platforms of engagement: Radio, Print Advertisements, Newspapers, Digital Media Platforms, Missouri Workforce Development, College and University Recruitment tools, etc.	Superintendent and Human Resources	Local	June 2023	Human Resources Site and TalentEd
Streamline the application on on-boarding processes to be more efficient.	Superintendent and Human Resources	Local	June 2023	Human Resources Site and TalentEd
Provide multiple avenues for completing applications and gaining technical assistance to be more equitable and inclusive of all potential employees.	Superintendent and Human Resources	Local	June 2023	Human Resources Site and TalentEd



Chillicothe R-II School District



PRIORITY AREA: Staff Recruiting, Hiring, Retaining, Developing and Compensating

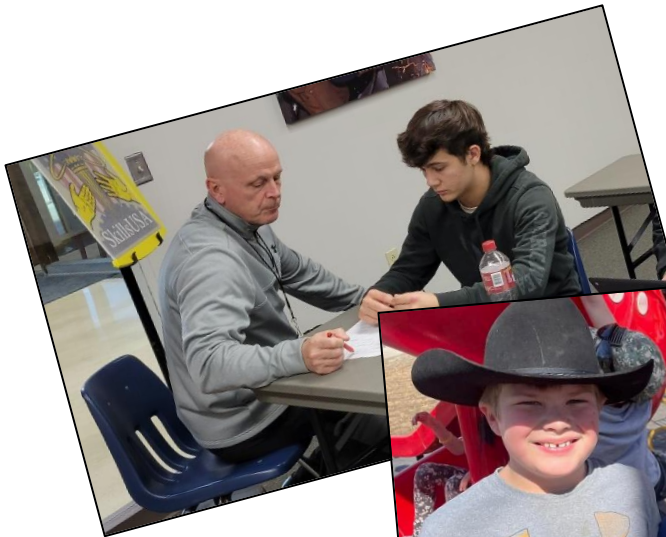
SMART GOAL : District salaries, wages and benefits will rank in the top 20% of regional schools of similar size and student population.

Action Steps	Persons Responsible	Funding Source	Projected Completion Date
Evaluate salary schedule on an annual basis and report back to the Board of Education and staff of findings.	Superintendent and Salary and Welfare Committee	Local, State, and Federal	On-going with Review
Compare and contrast benefits with comparable districts to include steps for continuing education.	Superintendent and Salary and Welfare Committee	Local, State, and Federal	On-going with Review
Study comp time vs. overtime for extra hours and extra duties.	Superintendent and Salary and Welfare Committee	Local	June 2023
Review cost of living increases as part of salary schedule and budget priorities.	Superintendent and Salary and Welfare Committee	Local, State, and Federal	On-going with Review

Chillicothe R-II School District

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Priority Area 3 – High Performing, Positive and Collaborative Culture and Climate, Excellent Communication





Chillicothe R-II School District



PRIORITY AREA: High Performing, Positive and Collaborative Culture and Climate, Excellent Communication

SMART GOAL :On an annual basis, student survey results will increase by 3% in strongly agree, agree categories on the district survey of climate and culture.

Action Steps	Persons Responsible	Funding Source	Projected Completion Date	Plan Alignment
Send a district survey annually to students (3rd-12th) measuring the climate and culture of each building.	Building Principals, Counselors and Teachers	Local	Ongoing with Annual Review	Building Improvement Plan
Develop an advisory board per building comprised of students, parents, and community members.	Bright Futures Chair and Building Principals	Local	Ongoing with Annual Review	Bright Futures
Review results and develop an action plan to improve or maintain climate and culture of each building.	Building Principals	Local	Ongoing with Annual Review	Building Improvement Plan
The district will provide school counseling services to support the career, academic, and social/emotional development of 100% of students annually.	Counselors	Local	Ongoing with Annual Review	Guidance Plan



Chillicothe R-II School District



PRIORITY AREA: High Performing, Positive and Collaborative Culture and Climate, Excellent Communication

SMART GOAL :On an annual basis, teacher/staff survey results will increase by 3% in strongly agree, agree categories on the district survey of climate and culture.

Action Steps	Persons Responsible	Funding Source	Projected Completion Date	Plan Alignment
Conduct an annual needs assessment survey that includes: professional learning needs, resource and support needs, effective communication, and climate and culture of assigned buildings and the district.	Building Principals and Teachers	Local	Ongoing with Annual Review	Building Improvement Plan
Develop a tab on the Chillicothe Schools website pertaining to professional growth opportunities.	Superintendent, PD Committee and Human Resources	Local	June 2023	PD Plan and Human Resources Site



Chillicothe R-II School District



PRIORITY AREA: High Performing, Positive and Collaborative Culture and Climate, Excellent Communication

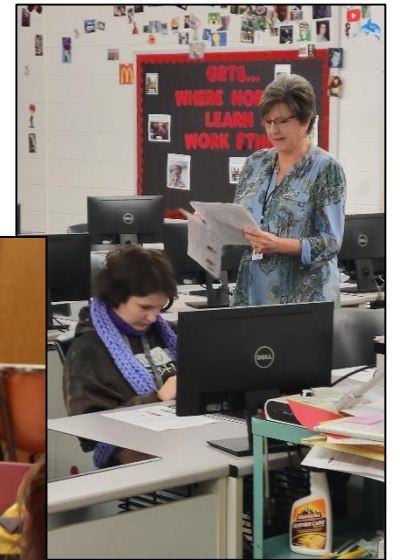
SMART GOAL :On an annual basis, parent/community member survey results will increase by at least 3% in strongly agree/agree categories on the district survey of climate and culture.

Action Steps	Persons Responsible	Funding Source	Projected Completion Date	Plan Alignment
Send and review district survey annually to parent/community measuring the perception of the school district, including communication, quality of education, and climate and culture of the district.	Building Principals and Teachers	Local	On-going with Annual Review	Building Improvement Plan
Develop a common means of communication for general information: inclement weather, transportation, district updates.	Superintendent, Asst. Superintendent, and Building Principals	Local	June 2023	Communication Plan

Chillicothe R-II School District

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Priority Area 4 – Safety (Emotional and Physical) and Security for Students and Staff





Chillicothe R-II School District



PRIORITY AREA: Safety (Emotional & Physical) and Security for Students and Staff

SMART GOAL : On an annual basis, student survey results will increase by at least 3% in strongly agree/agree categories on the district survey.

Action Steps	Persons Responsible	Funding Source	Projected Completion Date	Plan Alignment
Teachers educate students on emergency procedures at the beginning of each school year.	Teachers	Local	Ongoing with annual review	Crisis Plan
Conduct fire, tornado, intruder, and earthquake safety drills annually.	Teachers, Building Administrators, SRO	Local	Ongoing with annual review	Crisis Plan
Create an option for anonymous reporting of safety concerns (bullying, harassment, threats, etc.) available on the district website.	Superintendent, Asst. Superintendent, Building Principals	Local	June 2023	Crisis Plan
Train students on digital safety and security at the beginning of each school year.	Library Media Specialists	Local	Ongoing with annual review	Library/Media Center Plan



Chillicothe R-II School District



PRIORITY AREA: Safety (Emotional & Physical) and Security for Students and Staff

SMART GOAL : On an annual basis, faculty/staff survey results will increase by at least 3% in strongly agree/agree categories on the district survey.

Action Steps	Persons Responsible	Funding Source	Projected Completion Date	Plan Alignment
Annual SRO training for updates to emergency procedures.	Superintendent, SRO	Local	Ongoing with annual review	Crisis Plan
New staff training for all emergency procedures.	Building Principals, SRO	Local	Ongoing with annual review	Crisis Plan
Conduct fire, tornado, intruder, and earthquake safety drills annually.	Teachers, Building Administrators, SRO	Local	Ongoing with annual review	Crisis Plan



Chillicothe R-II School District



PRIORITY AREA: Safety (Emotional & Physical) and Security for Students and Staff

SMART GOAL : On an annual basis, parent/community member survey results will increase by at least 3% in strongly agree/agree categories on the district survey.

Action Steps	Persons Responsible	Funding Source	Projected Completion Date	Plan Alignment
Communicate with parents/community regarding completion of annual emergency drills.	Teachers and Building Principals	Local	Ongoing with annual review	Crisis Plan
Communicate with parents/community regarding safety training with staff and SRO's.	Superintendent, Teachers and Building Principals	Local	Ongoing with annual review	Crisis Plan
Communicate with parents/community regarding awareness programs (D.A.R.E., Too Good For Drugs, Signs of Suicide, etc.) completed with students.	Teachers, Building Principals, Counselors	Local	Ongoing with annual review	Crisis Plan



Chillicothe R-II School District



PRIORITY AREA: Safety (Emotional & Physical) and Security for Students and Staff

SMART GOAL :100% proficient annually on all routine safety audits/inspections.

Action Steps	Persons Responsible	Funding Source	Projected Completion Date	Plan Alignment
District safety committee will meet annually and make amendments to safety procedures.	Superintendent, Asst. Supt. and Safety Committee	Local	Ongoing annually	Crisis Plan
Create checklists that align with outside agencies conducting audits.	Superintendent, Asst. Superintendent	Local	June 2023	Crisis Plan
Correct any compliance concerns found in a timely manner.	Superintendent, Asst. Superintendent	Local	Ongoing annually	Crisis Plan