

The Richland R-IV 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, members of the community, and students came together to create this comprehensive plan designed to guide the work of the district for the coming school years.

CSIP Team:

Facilitated by Dr. Kevin Daniel, FirED Up Consulting Group

Beth Bonnot  
Sheila Crewse  
Alexander Glackin  
Ashley Hendrix  
Samantha Kramer  
Steven Moore  
Sarah Russell  
Jordan Walters

Matt Brady  
Jenny Dougan  
Bruce Goodrich  
Shad Hilton  
Kathryn Lasley  
Yolanda Overby  
Carolina Sherrer

Sam Callis  
Mary Evans  
Clayton Gregory  
Amber Johnson  
Dana Long  
Cindy Payne  
Tina Turner

## **The mission**

of the Richland  
R-IV School  
District is to  
promote,  
prepare, and  
provide for every  
student, every  
day.



## **The vision**

of the Richland  
R-IV School  
District is to  
embrace  
traditions, accept  
new challenges,  
and surpass  
expectations as  
leaders in rural  
education.

# Richland R-IV School District

## What We Believe

- We believe that students and staff deserve safe and secure facilities that enhance the learning environment.
- We believe that learning is enhanced by positive relationships between students, school personnel, parents, and community members.
- We believe it is important to foster lifelong learning by continuing to seek out opportunities to grow as professionals.
- We believe success can be achieved through determination, effective strategies, and educational and emotional growth of students.
- We believe that staff, parents, and community members play a vital role in the educational and emotional growth of students.
- We believe in the value of a positive climate and culture.
- We believe decision making should be collaborative, transparent, and based on what is best for the students.
- We believe in creating an active learning environment, which encourages students to be successful in the community and workforce.
- We believe in high expectations and upholding accountability for students and staff.

Priority Area

Climate Culture: The Richland School District will implement processes that sustain a collaborative culture and climate of high expectations that retain quality teachers.

Smart Goal

1. By 2027, 90% of the staff will remain with the Richland R-IV school district the following year.
2. By 2027, staff survey results will increase annually 3-4% in the strongly agree or agree in the area of job satisfaction.

Action Step Time	Action Step 1	Person Responsible	Funding Source	Completion Date	Progress
Y1.1 Y1.2 Y1.3	<b><u>Action Steps Year 1-Fall, Spring, Summer 2023-2024</u></b> <ul style="list-style-type: none"> <li>Continued relationships with staff through district surveys, analyzing data for continuous school improvement feedback.</li> <li>Create sunshine/ celebration committee</li> <li>Monitor Staff Attendance and send out letters to staff who have excess absences according to policy</li> <li>Annually Review benefits for staff(insurance, programs)</li> </ul>	Administration Counselors Teachers Front Office Staff Superintendent	Federal State Local	Summer 2024	
Y2.1 Y2.2	<b><u>Action Steps Year 2-Fall, Spring, Summer 2024-2025</u></b> <ul style="list-style-type: none"> <li>Conduct stay and exit interviews for staff as they retire or leave the district to discuss attendance and</li> <li>The district will annually review longevity</li> </ul>	Administration Counselors Teachers Front Office Staff Superintendent		Summer 2025	

	bumps in the salary schedule				
Y3.1	<b><u>Action Steps Year 2-Fall, Spring, Summer 2025-2026</u></b> <ul style="list-style-type: none"> <li>Assess effectiveness of accessibility measures for surveys and make necessary changes</li> </ul>	Administration Counselors Teachers Front Office Staff Superintendent	Federal State Local	Summer 2026	
Y3.2	<ul style="list-style-type: none"> <li>Spreadsheet will be created to compare salary, wellness benefits, health benefits</li> </ul>				

Priority Area

Climate Culture: The Richland School District will report on and operate with fiscal integrity and efficiency to provide quality facilities and resources.

Smart Goal

- By 2027, 90% of all stakeholders will report that they are satisfied or very satisfied with the facilities, according to survey results.

Action Step Time	Action Step 1	Person Responsible	Funding Source	Completion Date	Progress
Y1.1	<b><u>Action Steps Year 1-Fall, Spring, Summer 2023-2024</u></b> <ul style="list-style-type: none"> <li>The currency facility's master plan will be reviewed with a stakeholder group to elicit feedback from the community and staff</li> </ul>	Administration Counselors Teachers Front Office Staff Superintendent BOE Members	Fund 4	Summer 2024	
Y1.2	<ul style="list-style-type: none"> <li>Continually upgrading technology by developing a technology plan</li> </ul>				
Y1.3	<ul style="list-style-type: none"> <li>Develop an ADA plan- Master Plan</li> </ul>				

Y.1.4	<ul style="list-style-type: none"> <li>Develop master furniture plan</li> </ul>				
Y2.1	<b><u>Action Steps Year 1-Fall, Spring, Summer 2024-2025</u></b> <ul style="list-style-type: none"> <li>Estimates for facility master plan and ADA plan</li> </ul>	Administration Counselors Teachers Front Office Staff Superintendent BOE Members	Fund 4	Summer 2025	
Y2.2	<ul style="list-style-type: none"> <li>Facility plan will be reviewed and revised to include sections for each major system in the building (HVAC, Electric, etc.)</li> </ul>				
Y3.1	<b><u>Action Steps Year 1-Fall, Spring, Summer 2025-2026</u></b> <ul style="list-style-type: none"> <li>Creating a double entry door system in front entrance of the school</li> </ul>	Administration Counselors Teachers Front Office Staff Superintendent BOE Members	Fund 4	Summer 2026	

Priority Area

Climate Culture: Richland School District will provide a safe and healthy environment for students, staff and the community.

Smart Goal

1. By 2027, 90% of all stakeholders will report that they feel safe or very safe in their school building and/or classroom, according to survey results.

Action Step Time	Action Step 1		Person Responsible	Funding Source	Completion Date	Progress
Y.1.3 Y.1.4	Send survey to stakeholders to determine baseline  Analyze data and develop a plan		Administration	Fund 10	Spring 2024	
Y.2.1	Create PD plan based on survey data for next school year		Administration Teachers	Fund 10	Fall 2024	

Priority Area

Climate Culture: Richland School District will develop and sustain parent and community partnerships that support the Mission, Vision, and Beliefs of the school district.

Smart Goal

1. By 2027 enrollment will maintain or increase by 1% annually.

Action Step Time	Action Step 1	Person Responsible	Funding Source	Completion Date	Progress
Y 1.1	Gather information on area demographic/housing numbers/population numbers.	Superintendent, Principals, Teachers	Fund 10	Fall 2023	
Y 1.2	Gather information with other area schools about an alternative school.	Superintendent, Committee	Fund 10	Fall 2023	
Y 2.1	Strength DBDM for Tier 2 and Tier 3 Consider expansion of programs to include tutoring, Title One, etc  Analyze data (discipline, attendance, grade cards)	Principals & Teachers Building leadership teams	Fund 10	Fall 2024	



Y 2.2	Begin building a framework for MTSS program.	Principals & Teachers BLT	Fund 10	December 2024	
Y 2.3	Finalize plan for MTSS that will be implemented next year.	Principals & Teachers BLT		March 2024	

<b>Priority Area</b> Climate Culture: Richland School District will focus on educational outcomes and the allocation of resources to ensure that each student is purposefully engaged and is provided rigorous instruction, meaningful supports, and relevant educational experiences <b>Smart Goal</b> 1. By 2027 90% of students will report that they have the ability and resources to be successful at Richland R-IV.					
Action Step Time	Action Step 1	Person Responsible	Funding Source	Completion Date	Progress
Y.1.1	Study options for student regulation (Restorative Practices, Conscious Discipline etc)- Site Visits	Administration BLT Teams PBIS Team	Fund 10	Fall 2023	
Y.1.2	Evaluate classroom management strategies and PBIS K-8 th grade	Administration BLT Teams PBIS Team	Fund 10	December 2023	
Y.1.3	Develop Behavior Incentives Develop Behavior Plans Establish Processes and Communication			March 2023	

	Methods				
Y.2.1	Provide professional development towards a system for student regulation and behavior needs Utilize Intervention	Administration BLT Teams PBiS Team	Fund 10	Fall 2024	
Y.2.2	Evaluate classroom management strategies and PBIS K-8 th grade	Administration BLT Teams PBiS Team	Fund 10	December 2024	
Y.2.3	Assess Behavior Incentives Assess Behavior Plans Assess Processes and Communication Methods for Opportunity Room Use	Administration BLT Teams PBiS Team	Fund 10	March 2024	

Priority Area

Leadership and Development: Richland School District will provide evidence-based instructional practices to ensure the success of each student

Smart Goal

1. By 2027, 100% of students in the Richland R-IV School District will be involved in a leadership role as measured by a student self-assessment survey.

Action Step Time	Action Step 1		Person Responsible	Funding Source	Completion Date	Progress
Y1.1	Elect student leadership/government team for both buildings.		Principal	Fund 10	Fall 2023	
Y1.2	Student leadership/government team meets monthly to discuss what opportunities are offered for students to be involved in/with and how we can get more students involved. May need to include a survey sent out to students to gain their input about any additional clubs/activities they would be interested in implementing.		Principal Student Government	Fund 10	December 2023	
Y1.3	Student leadership/government team continues to meet.		Principal Student		March 2024	

Y1.4	<p>Start discussions of adding programs where students can get more involved in leadership roles. Examples: Big Brother/Sister Program, Community Service group (graduation requirement), Junior Teacher elective, School/District Wide Community Service Day, etc.</p> <p>Student leadership/government continues to meet monthly. Discussions should include how to implement more leadership opportunities to our students for Year 2. Sponsors need to be found for new clubs/activities.</p>	<p>Government</p> <p>Principal</p> <p>Student Government</p>		Spring 2024	
Y2.1	Elect a new student government/leadership group. Begin the year with a club fair where all the clubs/sports/activities are on display (possibly at open house).	<p>Principal</p> <p>Student Government</p> <p>Sponsors</p>	Fund 10	Fall 2024	
Y2.2	Continue meetings with the student government/leadership team and bring in representatives	<p>Principal</p> <p>Student Government</p>		December 2024	

	from activities/clubs to discuss leadership opportunities being offered. Begin work toward implementing a graduation requirement of 10 hours of community service. Clubs and activities will provide a number of opportunities for students to be involved in an opportunity, but they can also do their own.	Sponsors			
Y2.3	Finalize graduation requirement of adding 10 community service hours that need to be completed any time from Junior to Senior Year outside of other club/scholarship requirements. Present it to the Board of Education.	Student Government Principal Sponsors Superintendent		March 2025	
Y2.4	Review club/activity offerings and determine if any new or different needs arise.	Student Government Principal		Spring 2025	

--	--	--	--	--	--	--

#### Priority Area

Leadership and Development: Richland School District will provide relevant learning experiences that promote academic success so each student can meet the changing demands of the world around them.

#### Smart Goal

- By 2027, the Richland R-IV School District will be fully implementing data-based decision making instructional strategies as measured by the DESE practice profile.

Action tep Time	Action Step 1		Person Responsible	Funding Source	Completion Date	Progress
Y.1.1	Continue to work with DCI initiative to implement Research Based Practices into classrooms. (DACL, Peer Coaching, Metacognition, Data Based Decision Making)		All staff	DESE/DCI Grant	Fall 2023	
Y.1.2	Improve onboarding of new teachers by increasing resources and support system given to them (Coaching Labs, increased time with mentor, increased time with Principal and Teaching Methods Coach)				Dec 2023	
Y.1.3	Training all special education teachers on writing smart goals for				March 2024	

Y.2.1	progress monitoring. Train paraprofessionals for data collection when appropriate.  Train all new staff on LETRS			Spring 2024	
-------	--	--	--	-------------	--

<div>Priority Area</div> <div>All students will have access to highly effective District personnel</div> <div>Smart Goal</div> <div>1. By 2027, the Richland R-IV School District will be in the top 3 schools in the Frisco League Conference in salary and benefits as determined by the salary schedule and benefit package.</div>						
Action Step Time	Action Step 1		Person Responsible	Funding Source	Completion Date	Progress
Y.1.1	Spreadsheet will be created to compare salary, PTO policies, wellness benefits, health benefits.  Financial and/or benefit plan will be created to address discrepancies.  The district will annually review longevity bumps in the salary schedule		Salary Committee  DLT	Fund 10	Fall 2023	
Y.1.2					Dec 2023	
Y.1.3					March 2024	
Y.1.4	Recommendation will be made to BOE based on research				Spring 2024	

Priority Area

Leadership and Development: The District will provide relevant, high quality career technical education and/or advanced professional studies based on students' ICAPs.

Smart Goal (Person/Team Responsible)

1. By 2027, graduation rates from Richland High School will be 90% or above as measured by the data provided from the school to DESE

Action Step Time	Action Step 1		Person Responsible	Funding Source	Completion Date	Progress
Y.1.1	Counselor attend training in of ICAP Build roadmap of pathways		Administration Counselor	PD Fund	Fall 2023	
Y.1.2	Create ICAP form				Dec 2023	
Y.1.3	Next year schedule is set and Freshman/sophomore are completing ICAP				March 2024	
Y.1.4	Orientation for 6th and 8th grade			Fund 10	Spring 2024	
Y.2.1	Approve course catalog		Administration Counselor	Fund 10	Fall 2024	
Y.2.2	Analyze students not earning credit		Administration Counselor	Fund 10	Dec 2024	



Leadership and Development: Richland School District will operate with fiscal integrity, efficiency, and effectiveness to provide quality facilities, grounds, and resources.

Smart Goal

1. By 2027, the board of education will have a 30% reserve balance annually as reported on the Annual Secretary of the Board Report (ASBR).

Action tep Time	Action Step 1		Person Responsible	Funding Source	Completion Date	Progress
Y.1.1	The district will seek Return on Investment measurement means to begin to assess the effectiveness of instructional programs and purchases		Superintendent	Fund 10	Fall 2023	
Y.1.2	Class size projections will be conducted annually		Principal		Dec 2023	
Y.1.3	Assessment of course offerings will be conducted annually				March 2024	
Y.1.4	The Superintendent will bring monthly financial reports to the board				Spring 2024	

Priority Area

Curriculum: All students will graduate from educational programming meeting Missouri State Graduation and attendance requirements

Smart Goal

1. By 2027, 85% of students will feel confident in their post high school capabilities as measured by an "After Graduation Survey" 180 days and/or 2 years after graduation.

1.

Action Step Time	Action Step 1		Person Responsible	Funding Source	Completion Date	Progress
Y.1.1	Create baseline data with 2023 graduate		Administration Counselor	Fund 10	Fall 2023	
Y.1.2	Analyze data and create SWOT				December 2023	

Priority Area

Curriculum: Students and identified student groups demonstrate on track performance on multiple measures of success by meeting or exceeding the state standards and/or demonstration significant measurable improvement.

Smart Goal

1. By May 2024 grade levels will increase math and science test scores (MAP & EOC) by 2% annually as measured by standards/averages/scores.

(By 2027 all MAP and EOC scores will be at, or above, previous year state averages.)

Action Step Time	Action Step 1		Person Responsible	Funding Source	Completion Date	Progress
Y1.1	Identify Basic and Below basic to offer support services		Building principal and Counselor,	Fund 10	first and second Catapult	Catapult
Y1.2	Form MAP/EOC Committee to analyze data and distribute to staff.		Grade level/ content teachers		Upon receipt of MAP scores	
Y1.2	Honor Professional Development time for data cycle processing		Content area/ elementary teachers		December 2023	Catapult
Y1.3	Revise and Rewrite Science & ELA Curriculum at the Jr/HS Level		Content/ elementary teachers		April 2024	Catapult
Y1.4	Strengthen assessment (formative/summative assessment added to curriculum		Content/ elementary teachers		May 2024	EOCs/ MAP scores

	documents)  Focused targeted small group instruction will occur at the elementary RTI as measured by principal walk through					
--	---	--	--	--	--	--

Priority Area  
Curriculum: Richland School District will implements a comprehensive assessment system including state-required and local selected assessment  
Smart Goal  
1. By May 2027 students will increase the **average** composite ACT score from 19.3 to 21.

Action Step Time	Action Step 1	Person Responsible	Funding Source	Completion Date	Progress
Y 1.2	Meet with staff who will volunteer to provide ACT preparation courses. Plan a course collaboratively, including who will teach what subjects, length of time needed, what hour, etc.	Principal, Teachers	Fund 10	December 2023	
Y 1.3	Implement new ACT prep course 2nd semester if ready. If not ready, continue work from 1.2 toward	Principal, Teachers		March 2024	

	implementation the following year.				
Y 2.1	Continue with ACT prep course. Look into professional development courses to send ACT prep teachers.	Principal, Teachers	Fund 10	Fall 2024	
Y 2.2	Discuss ways to incentivize taking the ACT. Ex: Reimburse students who get a 21 or over, pay for all students to take it once, honor students who meet the goal of 21. This could include a survey of high school students about taking the ACT, what incentives they would be interested in, why they do/don't take the ACT, etc.	Principals, Teachers		Dec 2024	
Y 2.3	Put an incentive program into place for the Spring ACT (if funding allows). If funding does not allow, look into ways to get funding to put these into place.	Principals, Teachers		March 2025	
Y 3.1	If funding did not allow last year, implement an incentive program this year. Look at ACT data from the previous year. Identify strengths and weaknesses in the program. Either maintain a plan or adjust depending on data.	Principals, Teachers  Principals, Teachers	Fund 10	Fall 2025	
Y 3.3	Discuss implementing ACT strategies in all core classes. Look into possible PD.			March 2026	

--	--	--	--	--	--

Priority Area

Curriculum: Richland School District will implement a comprehensive assessment system include state required and local selected assessment

Smart Goal

1. By May 2024, teachers will link 95% of assessments to the DESE standards they are teaching in the district grading system.

Action Step Time	Action Step 1		Person Responsible	Funding Source	Completion Date	Progress
Y.1.3	Train teacher in teacherease grading system		Administration Mentors	Fund 10 Fund 20	March 2024	
Y.2.1	All formatives will have the state standard identified on the assessment				Fall 2024	
Y.2.2	Assessment will be linked in district grading system 25%				Dec 2025	

Priority Area

Literacy: Richland School District will implement a comprehensive literacy system include state required and local selected assessment  
Smart Goal

2. By May 2025, Richland 3rd grade Star Assessment will improve from 62% to 85% of students on grade level.

Action Step Time	Action Step 1		Person Responsible	Funding Source	Completion Date	Progress
Y.1.1	All students ..... Scoring one years below will receive a reading success plan.		Teachers, title one, administrators	Fund 10	Fall 2023	
Y.1.2	Quarterly data reviews are held for all students on success plans.				Dec 2023	
Y.1.3	Implement LETRS into our curriculum K-6.				March 2024	
Y.1.4	Training all staff on data collection and small group instruction.				Spring 2024	