

**Southwest R-5 School District
Comprehensive School Improvement Plan
Abbreviated Version
2017-2018**

Items Identified as part of the Accountability Plan

Persons responsible for the Action Plans indicated below include:

- #1 – Superintendent
- #2 – Principals
- #3 – Certified Staff
- #4 – Curriculum Director/Federal Programs Director
- #5 – Special Education Director
- #6 - Counselor
- #7 - Parents
- #8 - Technology Director
- #9 - School Board

Goal One: Improve Student Performance

Objective 1 - ACADEMICS: All students will show improvement in English/Language Arts and Math in the 2016-2017 school year as measured by the STAR 360 assessment.

Strategy 1: Identify and serve at-risk population.

Action Step: Using last year's data, evaluate each at-risk program to determine the level of effectiveness, and make necessary modifications, deletions, or additions for the upcoming school year. (#2, #3, #4, #5, #6)

Action Step: Analyze and utilize MAP/EOC, STAR 360 benchmark and progress monitoring, and common assessment data to create and implement building level and district level improvement plans. (#1, #2, #3, #4, #5, #6)

Action Step: Evaluate and use various student data including discipline, attendance, weekly F list, and transcript evaluations to develop graduation plans for at-risk students. (#2, #3, #4, #5, #6)

Action Step: Implement the STAR 360 benchmark and progress monitoring assessment and utilize data to help guide student performance. (#2, #3, #4, #5, #6)

Strategy 2: Modify curriculum.

Action Step: Complete MAP/EOC and STAR assessment data analysis and use findings to make necessary modifications to curriculum and instruction being sure that the modifications will support the Missouri Learning Standards. (#1, #2, #3, #4, #5, #6)

Action Step: Use MAP and EOC test results to make modifications to course curriculum, course offerings, and course sequencing. (#1, #2, #3, #4, #5, #6)

Action Step: Development of learning activities will focus on effectively integrating authentic literacy (students carefully reading and rereading with a clear, engaging purpose; thinking analytically and evaluating as they develop their deeper understanding of the text and communicate that orally and in writing.) Technology focus will be on student use rather than on teacher use. (#1, #2, #3, #4)

Action Step : Professional development and collaboration opportunities will be provided in Professional Learning Community structure to support growth in effective technology use and effectively integrating authentic literacy. (Emphasis will shift to collaborative learning communities rather than large-group, district-wide PD activities.) (#1, #2, #3, #4, #5, #6)

Action Step: Move curriculum to Google Drive. (#1, #2, #3, #4)

Action Step: Priority standards will be modified to reflect the Missouri Learning Standards in K-12 Science and Social Studies, and pacing guides will be developed based on the identified priority standards. Proficiency scales will be completed K-12 for Science and Social Studies using the identified priority standards. K-6 will implement standards-based grading in ELA, Math, Science and Social Studies. (#1, #2, #3, #4)

Action Step: 6-12 teachers will continue to embed the College and Career Readiness standards into their curriculum in all areas of instruction. (#1, #2, #3, #4)

Action Step: Utilize current materials and resources to teach students. (Implement Eureka Math K-Algebra I.) (#1, #2, #3, #4)

Objective 2- INSTRUCTION/ASSESSMENT: Improve Instruction

Strategy 1: Build collaborative skills to effectively utilize research-based instructional and engagement strategies, differentiated instruction, and formative assessments.

Action Step: Use PLC structure to provide professional development in creating higher order thinking learning/activities/scaffolding, effectively using formative and summative assessments to guide instruction, and effectively providing feedback including student self-reflection and goal setting. (#1, #2, #3, #4)

Action Step: Provide teachers with the opportunity to observe in classrooms which foster higher order thinking. (#1, #2, #4)

Action Step: Continue training and implementation of Professional Learning Communities. (31, #2, #3, #4)

Action Step: Pilot PLC team-based workshops that utilize effective and successful instructional practices to build teacher knowledge concerning the research-based instructional strategies (similarities/differences, summarizing/note-taking, and cooperative learning) and engagement strategies as well as on differentiated instruction and formative assessment and use these practices effectively in the classroom. (#1, #2, #3, #4)

Action Step: Develop district teacher walk-through tool. Analyze and utilize the data collected to create building goals for improvement based on this information. (#1, #2, #3, #4)

Objective 3- TECHNOLOGY: Improve Technology

Strategy 1: Provide a technology-rich environment.

Action Step: Student - Complete addition of one-to-one Chromebook devices in all classrooms with the exception of Kindergarten and 1st grade. (#1, #4, #8)

Action Step: Teacher - Complete addition of Chromebooks for teachers. Replace two old Smart UF55 Projectors. (#1, #4, #8)

Action Step: Administrators - Replace/Upgrade Computers for Windows 10 Compatibility. Finish upgrade of HS Commons Projection/Sound. (#1, #4, #8)

Action Step: Network: Upgrade network file and data servers. Add two wireless access points for Kindergarten rooms. Replace/Upgrade Security Camera DVRs. Add Gaggle to 3-4 grade and continue Gaggle for 5-12 grade Google accounts to monitor for bullying. Add Kami to Google accounts for PDF document usage. Continue LOKDOWN, Microsoft Licenses, and Ninite. (#1, #4, #8)

Objective 4- CLIMATE: Improve School Climate

Strategy 1: Provide a healthy climate where students and staff can grow.

Action Step: Provided an opportunity for health risk assessment and telemedicine. Fully paid insurance option if steps are taken. (#1, #9)

Action Step: Implementation of PLCs district wide. (#1, #2, #3, #4, #5, #6)

Action Step: Continue intruder on campus training. #1, #2, #8)

Objective 5- ATTENDANCE: Maintain the district's student attendance rate at 90% more than 90% of the time.

Strategy 1: Maintain attendance.

Action Step: Yearly, review district procedures regarding attendance as an administrative team to ensure implementation is consistent. (#1, #2, #9)

Action Step: Yearly, review process of identifying students who are not attending 90% of the time using SIS to ensure consistency. (#1, #2)

Action Step: Educate parents about the importance of school attendance. (#1, #2)

Action Step: Make direct contact with parents when their child is absent from school (email or call). (#1, #2)

Action Step: Inform parents of their child's attendance percentage each quarter, and if their child's attendance percentage falls below 90%. (#1, #2)

Action Step: Continue to collaborate with the prosecuting attorney to help discourage excessive truancy. (#1, #2)

Objective 6 - GRADUATION RATE: Increase the district's graduation rate

Strategy 1: Improve students' career and continuing education opportunities by utilizing Missouri Connections as well as various resources.

Action Step: Encourage all students to participate and successfully meet the requirements of the A+ program. (#2, #3, #6)

Action Step: Utilize screening tools that help students explore their aptitudes and possible career choices. (#2, #3, #6)

Action Step: Hold a district-wide career activity-STEAM event sponsored by PTO. (#1, #2, #3 #7)

Action Step: All 8th grade students will create personal plans of study in the 8th grade transitions class and will make modifications to these plans yearly with the guidance of their advisor and the middle school or high school counselor. (#2, #6)

Action Step: Implement alternative plans of study to assist in accomplishing graduation plans. (#1, #2, #3, #6)

Strategy 2: Provide programs whose goals are to help students become wise decision-makers regarding the use of controlled substances and teen pregnancy.

Action Step: Implement Positive Behavior Instructional Support - PBIS in middle school. (#2, #3, #6)

Action Step: Create an alternative education plan for those students who are unable to complete regular HS Edgenuity recovery courses. (#1, #2, #3, #6)

Goal Two: Recruit, Develop and Retain High-Quality Staff

Objective 1 - TEACHER CERTIFICATION: All (100%) of the certified staff in the district will be properly certified for their assigned positions.

Strategy 1: Implement various steps to recruit, attract, and retain high quality staff.

Action Step: Explore the addition of web based job listing and application processing. "Employment Opportunities" and "About Us" location information tabs on district website. (#1, #2, #8)

Action Step: Compare the district's current teacher salary schedule, benefits package, and incentive package to ensure that the district remains competitive within the county and conferences. (#1, #9)

Action Step: Collaborate with local universities to provide information pertaining to entering the field of education to future HS graduates and local non-traditional teacher candidates. (#1, #2)

Action Step: All teachers and building level administrators will participate in all professional development trainings and activities provided by the district. (#1, #2, #3)

Action Step: Each semester, the certification status of each teacher will be monitored in order to ensure that all teachers meet certification guidelines established by both the state and federal government. (#1, #2)

Strategy 2: Provide high quality professional development for all K-12 staff and administration in the core curriculum areas, with an emphasis on reading, writing, and math.

Action Step: All teachers and building level administrators will participate in all professional development trainings and activities provided by the district. (#1, #2, #3)

Goal Three: Improve Facilities, Support, and Instructional Resources

Objective 1 - FACILITIES: Of the parents surveyed, the number that indicates they feel the district provides functional and safe facilities will maintained as measured by the district parent survey.

Strategy 1: Meet district's construction needs.

Action Step: Review and update capital projects plan and implement next phase. (Finish Bond Issue building project - MS gym, EL bathrooms; Apply for FEMA Grant) (#1, #9)

Strategy 2: Provide a safe, protective, orderly, and drug-free environment.

Action Step: Require all MS and HS students to carry their photo identification badges. (#1, #2, #3)

Action Step: Continue to schedule and conduct emergency drills to train the staff and students on how to handle specific emergency situation. (#1, #2)

Action Step: Provide drug prevention information and programs to staff and students. (#1, #2, #6)

Goal Four: Improve Parent and Community Involvement

Objective 1 - PARENT/COMMUNITY INVOLVEMENT: The amount of parents of the district indicating participating in school activities will be maintained.

Strategy 1: Provide strong communication between home and school.

Action Step: Add volunteer opportunities - District website - tab/parent tab. (#1, #2, #3, #7, #8)

Action Step: Research online bill pay. (#1, #8)

Action Step: Maintain the district website and calendar to reflect all school functions and activities. (#1, #2, #3, #8)

Action Step: Maintain a district-wide monthly digital magazine (created by HS Journalism class). (#1, #2, #3)

Action Step: Hold, at a minimum, two academically related parent/teacher conferences for every student within the district. (#1, #2, #3, #7)

Strategy 2: Promote parent and community involvement and support for the school.

Action Step: Maintain the district website and calendar to reflect all school functions and activities. (#1, #2, #3, #8)

Action Step: Maintain a district-wide monthly digital magazine (created by HS Journalism class). (#1, #2, #3)

Action Step: Hold, at a minimum, two academically related parent/teacher conferences for every student within the district. (#1, #2, #3, #7)

Action Step: Coordinate parent involvement activities with co-curricular and extracurricular activities. (#1, #2, #3, #7)

Goal Five: Improve Governance

Objective 1 - GOVERNANCE: The administration and school board will keep informed of current educational trends and/or issues in order to promote strong leadership which will in turn help to promote an increase in student achievement as measured by the STAR 360 assessment.

Strategy 1: Administration and school board will be engaged in ongoing professional development.

Action Step: The school board will be represented at each of the following meetings: all regional MSBA meetings as well as the annual state MSBA meetings. (#1, #9)

Action Step: Board members will attend school functions throughout the year. (#1, #9)

Action Step: All administrators will participate in professional organization. (#1, #2)

Action Step: All administrators will attend and participate in all district professional development activities. (#1, #2)