



**Southern Boone School District**

*Excellence in Learning for All*

**Continuous School Improvement Plan  
2023-2028**

Board approved on June 22, 2023



## **Table of Contents**

<b>Mission Statement, Vision Statement, Beliefs and Top Priorities</b>	<b>Page 1</b>
<b>CSIP Process and CSIP Team</b>	<b>Page 2</b>
<b>CSIP Review and Revision Process Timeline</b>	<b>Page 3</b>
<b>Strategic Goal 1: Student Success</b>	<b>Pages 4-8</b>
<b>Strategic Goal 2: Staffing</b>	<b>Pages 8-11</b>
<b>Strategic Goal 3: Climate and Culture</b>	<b>Pages 12-13</b>
<b>Strategic Goal 4: Operational Leadership</b>	<b>Pages 14-17</b>
<b>CSIP Survey Results</b>	<b>Pages 18-23</b>



## **Mission Statement**

**Excellence in Learning for All**

## **Vision Statement**

The Southern Boone School District will become a leader in cultivating student excellence and preparing them for a meaningful life.

## **District Top Priorities**

### **Student Success**



### **Staffing**



### **Climate and Culture**



### **Operational Leadership**



## **Belief Statements**

- We believe all students and staff have a purpose and are valued.
- We believe in recruiting, retaining, and developing quality staff at all levels.
- We believe in having well maintained facilities and technology that supports current and future growth.
- We believe in high expectations and accountability for all students and staff while fostering strong character and leadership skills.
- We believe in strong partnerships with the community and stakeholders.
- We believe in a safe environment for all students and staff where they are supported academically, socially, physically and emotionally.
- We believe in transparency and effective stewardship of district and community resources.
- We believe in preparing students and staff to be successful, lifelong learners in a diverse and global society.



## **CSIP Process Summary**

The Southern Boone School District's Continuous School Improvement Plan (CSIP) was created using a collaborative team process. School board members, district staff, parents, students and community members came together for an interactive process to create a strategic plan designed to guide the work of the district and the community for the coming years. A strong desire to propel our district forward emerged with our top priorities: student success, staffing, operational leadership and climate and culture. Our school and community will keep our focus on the students as we strive to achieve the mission and vision of the Southern Boone School District.

---

## **CSIP Committee**

**Dr. Tim Roth**, School Superintendent  
**Amy Begemann**, Board Member  
**Barrett Glascock**, Board Member  
**Tammra Aholt**, Board Member  
**Karen Pfingsten**, School Improvement  
**Trent Tracy**, Activities Director  
**Matt Sharp**, Public Relations Director  
**Breena Eddy**, Special Services  
**Shyla Barnett**, Technology  
**Brandy Clark**, Primary Principal  
**Dr. Amy James**, Elementary Principal  
**Justin Griffith**, Middle School Principal  
**Dale Van Deven**, High School Principal  
**Taylor Rehmus**, Primary Staff  
**Erin Sappington**, Primary Staff

**Lindsey Hammann**, Primary Staff  
**Liz Austin**, Primary Staff  
**Emily Laves**, Elementary Staff  
**Kelsey Redden**, Elementary Staff  
**Trevor Roebke**, Elementary Staff  
**Amy Shepherd**, Elementary Staff  
**Laura Kuhrts**, Middle School Staff  
**Noah Raines**, Middle School Staff  
**Ron Smith**, Middle School Staff  
**Tammy Bukowsky**, Middle School Staff  
**Ana Frein**, High School Staff  
**Jenn Kervian**, High School Staff  
**Wade Vandelicht**, High School Staff  
**Lori Condron**, Primary Staff  
**Faith Calvin**, Food Service

**Charlie Drannbauer**, Bus Driver  
**Lisa Finn**, Elementary Staff  
**Kerry Andersen**, Bookkeeper  
**Tom McCaslin**, Maintenance Supervisor  
**Charlie Lewis**, High School Student  
**Lauren Hammett**, High School Student  
**Megan Riggs**, High School Student  
**Anarah Woods**, High School Student  
**Laura Verkamp**, Parent  
**Heather Brown**, Parent  
**Stacey Fitzpatrick**, Parent  
**Melissa Karotka**, Parent  
**Dorise Slinker**, Ashland Mayor  
**Jacob Garrett**, Chamber Member



## **CSIP Review and Revision Process**

**August 2022:** The school board selected FiredUp Consulting to help facilitate the CSIP process.

**December 2022:** Preparation and discussions with the administration team regarding the CSIP development.

**January 2023:** Student, staff parent/patron/community climate and culture surveys were completed

**February 2023:** CSIP Workshop: Strengths, Weaknesses, Opportunities & Threats analysis was conducted, reviewed current CSIP/data review, reviewed district report card, develop beliefs

**February 2023:** CSIP Workshop: Reviewed and developed mission and vision statements, review MSIP 6 standards, identify 4-6 top priorities.

**February 2023:** CSIP Workshop: Created SMART goals (Specific, Measurable, Achievable, Relevant and Time-Bound) for each priority, identify action steps, create 3-5 year timeline, identify responsibilities and fiscal resources.

**February 2023:** CSIP Workshop: Developed action steps for each SMART goal, determined measurements and metrics for each SMART goal.

**March-May 2023:** The administrative team edited and revised the CSIP.

**June 2023:** The final CSIP is presented to the school board for review and approval.

**September 2023:** Board of Education will review the CSIP.

**December 2023:** Board of Education will review the CSIP.

**March 2024:** Board of Education will review the CSIP.

**Spring 2024:** The CSIP Committee will meet to review, revise and update the CSIP for the 2024-2025 school year.

**June 2024:** Board of Education will review and approve a revised and updated CSIP for the 2024-2025 school year.



# Southern Boone School District

## CSIP 2023-2028

Strategic Goal 1: Student Success					
Goal 1.1: On an annual basis, the percentage of students scoring in the top two categories on state assessments will increase by at least 2% in each subject area as compared to the previous year.					
<b>Funding Source</b>	Local, ESSR, Title				
Action Steps		Person(s) Responsible	Start Date	End Date	Evidence of Completion
1.1.a	Review and analyze state assessment data to identify strengths and opportunities for growth.	Assistant Superintendent & School Improvement Coordinator	July 2023	June 2024	Written reports shared and discussed with district staff.
1.1.b	Implement a five-year curriculum evaluation and revision process to ensure internal alignment from one level to another and external alignment to DESE identified priority standards.	Assistant Superintendent & School Improvement Coordinator	July 2023	June 2025	Updated Curriculum and Instructional Development Plan with a 5 Year Curriculum Evaluation and Revision Cycle, Vertical Alignment Reports for each subject
1.1.c	Implement a systematic process for the selection and adoption of instructional resources that allow for effective implementation of district curriculum.	Assistant Superintendent, School Improvement Coordinator, Principals, Grade Level/Subject Level Teachers	July 2023	June 2024	Adoption and/or creation of research-based materials to support the school district's curriculum.
1.1.d	Align common assessment formats and DOK levels to	Principals, Instructional Coaches, Grade	July 2023	June 2024	Development and implementation of common assessments that are utilized at each grade/subject level.

	reflect state testing expectations.	Level/Subject Level Teachers			
1.1.e	Utilize district-level benchmark assessments to guide instruction, intervention, curriculum and staff professional development. Assessment examples include iReady, GRA, IRLA, Studysync and No Red Ink data	Assistant Superintendent, School Improvement Coordinator, Principals, Instructional Coaches, Grade Level/Subject Level Teachers	July 2023	June 2024	Building, grade level and data team meeting agendas

Strategic Goal 1: Student Success

Goal 1.2: By June of 2028, the Southern Boone School District will increase the high school graduation rate from 94.5% to 96%.

<b>Funding Source</b>	Local, ESSR, Title				
<b>Action Steps</b>		<b>Person(s) Responsible</b>	<b>Start Date</b>	<b>End Date</b>	<b>Evidence of Completion</b>
1.2.a	Utilize Multi-Tiered Systems of Support to analyze academic, attendance, discipline, and trends to identify student needs intervention strategies and action steps.	Assistant Superintendent, School Improvement Coordinator and Principals	July 2023	June 2025	Meeting and data team intervention notes
1.2.b	Increase course offerings and update curriculum to meet student needs/interests for grades 6-12	Principals and School Counselors	July 2023	May 2025	Course guide
1.2.c	Develop and implement a District Literacy Plan to support student success PreK-12	Assistant Superintendent, School Improvement Coordinator, Principals and	July 2023	June 2024	District Literacy Plan

		Instructional Coaches			
1.2.d	The school district will achieve and maintain an overall attendance rate of 95% or higher.	Principals	Aug 2023	June 2025	Core data attendance reports
1.2.e	Increase middle and high school student involvement in athletics and activities to encourage students to come to school on a regular basis.	Activities Director, Principals	July 2023	June 2025	Monthly participation reports shared with Board of Education

Strategic Goal 1: Student Success					
Goal 1.3: By 2028, high school students will score an average of 21.0 or higher on the ACT.					
<b>Funding Source</b>	Local				
<b>Action Steps</b>		<b>Person(s) Responsible</b>	<b>Start Date</b>	<b>End Date</b>	<b>Evidence of Completion</b>
1.3.a	The school district will pay for one assessment during a student's junior year. Assessment options are ACT or Work Keys Assessment.	High School Counselors	July 2023	June 2024	Student participation and assessment score reports.
1.3.b	Increase ACT preparation and curriculum opportunities for high school students.	High School Principals, Counselors	July 2023	June 2025	Professional development for staff, high school student daily announcements, course guide
1.3.c	Teachers are encouraged to include the ACT College and Career Readiness Standards, where applicable, for their respective departments.	School Improvement Coordinator, Principals	July 2023	June 2025	Teacher lesson plans and student work samples, formative/summative assessments



1.3.d	Increase student and parent communication regarding criteria needed for college entrance, scholarship opportunities, A+ Scholarship Program, GPA, ACT, etc.	Principals and Counselors	July 2023	June 2024	Newsletters, parent night flyer, meeting agendas and shared resources
-------	---	---------------------------	-----------	-----------	---

Strategic Goal 1: Student Success

Goal 1.4: 100% of graduating seniors will have opportunities to explore, decide and share post-graduation plans with school counselors prior to graduation.

<b>Funding Source</b>	Local and state				
<b>Action Steps</b>		<b>Person(s) Responsible</b>	<b>Start Date</b>	<b>End Date</b>	<b>Evidence of Completion</b>
1.4.a	Review and recommend updates for exploratory class offerings, extra and co-curricular activities in all schools.	Building Administrators, School Counselors and Assistant Superintendent	July 2023	June 2025	Program evaluation reports
1.4.b	Host annual college and career fair during the school day for all high school students to attend.	High School Principal, Assistant Principal and School Counselors	July 2023	June 2025	Plan, promote and host annual event
1.4.c	Increase career exploration opportunities for students in all schools	Principals, Counselors	July 2023	June 2025	Building and classroom communications
1.4.d	Invite college, university, trade school and military representatives to the high school to meet with interested students throughout the school year.	High School Principal, Assistant Principal and School Counselors	July 2023	June 2025	Counselors will share event dates/times on the counseling website. Event dates/times will be shared in the daily announcements.

1.4.e	Collaborate with local business leaders to conduct mock interviews with high school students.	Superintendent, High School Principal/Assistant Principal and School Counselors	July 2023	June 2025	Calendar of scheduled interview dates
1.4.f	Partner with local businesses to increase work-study opportunities	High School Principal/Assistant Principal and School Counselors	July 2023	June 2025	Meeting agendas
1.4.g	Increase communication between all schools and families regarding long-range educational planning and post K-12 education options.	Superintendent, Assistant Superintendent and Principals	June 2023	June 2024	Annual review and Board of Education approval of CSIP
1.4.h	The percentage of students who report unknown or undecided on the post-graduation follow-up survey will decrease by 1% each year.	High School Principal/Assistant Principal and School Counselors	July 2023	June 2026	Annual high school report to the Board of Education

## Strategic Goal 2: Staffing

Goal 2.1: By 2028, All staff salaries, wages and benefits will rank in the top 20% of comparable school districts in Missouri.

<b>Funding Source</b>	Local, state and federal				
<b>Action Steps</b>		<b>Person(s) Responsible</b>	<b>Start Date</b>	<b>End Date</b>	<b>Evidence of Completion</b>
2.1.a	Create reciprocal partnerships with higher education institutions to provide financial opportunities to further teachers' education	Superintendent, Assistant Superintendent and Principals	July 2023	June 2025	Tuition vouchers and cost share opportunities

2.1.b	Conduct a feasibility study to offer daycare/preschool for teachers and staff's children	Superintendent and Assistant Superintendent	July 2023	June 2026	Survey results and business department fiscal reports
2.1.c	Increase honoring years of service for certified and non-certified staff up to 15 years on salary schedules	Superintendent and Finance Committee	July 2023	June 2028	Board approved budgets and salary packages
2.1.d	Create and implement administrator salary schedule	Superintendent and Finance Committee	July 2023	June 2028	Administrator salary schedule
2.1.e	Review and revise certified and non-certified salary schedules	Superintendent and Finance Committee	July 2023	June 2024	Salary schedules
2.1.f	Continue paying 100% of employees' health insurance	Superintendent and Finance Committee	July 2023	June 2028	Board of Education approved budgets and salary packages
2.1.f	The Finance Committee meets on a regular basis to assess salary/benefit rankings, develop new ideas, and to provide the school board with data for fiscal recommendations.	Superintendent and Finance Committee	July 2023	June 2024	Meeting agendas and Board of Education updates

## Strategic Goal 2: Staffing

Goal 2.2: By 2028, the district will increase staff retention by 5% each year and increase the applicant pool by 20% as measured by human resources reports for all certified and non-certified staff.

<b>Funding Source</b>	Local and state				
<b>Action Steps</b>		<b>Person(s) Responsible</b>	<b>Start Date</b>	<b>End Date</b>	<b>Evidence of Completion</b>
2.2.a	The district will host job fairs at Southern Boone for certified and non-certified staff.	Human Resources	July 2023	June 2024	Job fair flyers and sign-in sheets for participants

2.2.b	District and building leaders will attend job fairs throughout Missouri to promote certified and non-certified job openings.	Principals, Human Resources and Superintendent	July 2023	June 2024	Participation of school leaders in regional and state job fairs
2.2.c	The district will partner with local colleges and universities to host student teachers and student observers	Assistant Superintendent and Principals	July 2023	June 2024	Memorandum of understanding fulfilled with host colleges and universities
2.2.d	Increase public awareness about Southern Boone across the state and advertise openings through social media, educator placement websites and other available media	Superintendent, Public Relations and Human Resources	July 2023	June 2024	Job opening and social media posts
2.2.e	Develop “Grow Your Own” program for future educators	Superintendent, Assistant Superintendent and Grow Your Own Coordinator	July 2023	June 2024	Board recognition, Future Teachers of America club, summer internship development, college and university collaboration
2.2.f	Updates and revisions to the mentee/mentor program will be made based on staff needs assessment	Professional Development Committee and Assistant Superintendent	July 2023	June 2024	Mentee/mentor handbook, professional development opportunities for mentees and mentors
2.2.g	Utilize the Board of Education Finance Committee to analyze strategies to improve salary and compensation packages for all staff	Superintendent and Finance Committee	July 2023	June 2024	Finance committee agendas and minutes, district budget, Board of Education approved salary compensation packages
2.2.h	Prioritize district and building climate/culture needs through student and staff surveys	Superintendent, Public Relations, Principals, District PBS & CSIP Teams	July 2023	June 2025	Implementation and reflection of climate surveys, BSIPs, and administration/building agendas

2.2.i	Analyze who is leaving and why they are leaving through exit interviews	Superintendent, Human Resources and Principals	July 2023	June 2024	Completed exit interviews and reflection on administration meeting agenda
-------	---	--	-----------	-----------	---

Strategic Goal 2: Staffing					
Goal 2.3: By 2028, the district will provide high-quality professional development for 100% of certified and non-certified staff, as measured by a professional development needs assessment.					
<b>Funding Source</b>	Local and state				
<b>Action Steps</b>		<b>Person(s) Responsible</b>	<b>Start Date</b>	<b>End Date</b>	<b>Evidence of Completion</b>
2.3.a	The District will promote and encourage Learning Walks for all new teachers and tenured teachers.	Professional Development Committee	July 2023	June 2026	Learning walk surveys
2.3.b	Dedicate time for mentor/mentee collaboration.	Professional Development Committee, Principals	July 2023	June 2024	Professional development calendar
2.3.c	The District will conduct surveys to seek applicable and appropriate professional development opportunities for all staff.	Professional Development Committee, Assistant Superintendent & Principals	July 2023	June 2025	Professional development needs assessment
2.3.d	Design ongoing professional development opportunities that align with the CSIP.	Professional Development Committee, Assistant Superintendent & Principals	July 2023	June 2024	Professional development calendar
2.3.e	Ensure professional development aligns with the professional development	Professional Development Committee, Assistant	July 2023	June 2024	Professional development calendar and building agendas

	committee's three pillars: Professional Learning Community, Positive Behavior Supports and Response to Intervention.	Superintendent & Principals			
2.3.f	Provide training for administrators on effective evaluation techniques, including timely feedback, instructional indicators and support strategies.	Superintendent, Assistant Superintendent	July 2023	June 2025	Meeting agendas, resources and completed evaluation processes

Strategic Goal 3: Climate and Culture					
Goal 3.1: 80% or more of students in each building will effectively respond to Tier I PBS support implementation by receiving no more than 1 major office data referral (ODR) per academic school year.					
<b>Funding Source</b>	Local and State				
<b>Action Steps</b>		<b>Person(s) Responsible</b>	<b>Start Date</b>	<b>End Date</b>	<b>Evidence of Completion</b>
3.1.a	Each school will utilize results from fidelity checklists to develop plans of action focused on providing a positive, proactive and instructional approach to students' social and behavioral skills.	Assistant Superintendent and Principals	July 2023	June 2024	Fidelity checklist results and school action plans
3.1.b	Teachers in all schools will make and document 25 positive phone calls/communications to parents about students per year.	Principals and Teachers	July 2023	June 2024	Communication logs
3.1.c	Each building will develop and implement a PBS Matrix of	Principals	July 2023	June 2024	PBS Matrix

	student expectations that will be displayed in classrooms and hallways throughout the schools. The Matrix will provide consistent structure, routine and procedures for all students.				
3.1.d	A district PBS committee with representatives from each building will continue to meet throughout the school year to review and update student behavior data, tiers 1, 2 and 3 practices and teacher support for creating a positive and welcoming school environment for all.	District PBS Committee, Assistant Superintendent, Principals	July 2023	June 2024	Committee reports and minutes

Strategic Goal 3: Climate and Culture					
Goal 3.2: A district climate and culture survey shared with all stakeholders will show a 2% increase in positive responses.					
<b>Funding Source</b>	Local				
<b>Action Steps</b>		<b>Person(s) Responsible</b>	<b>Start Date</b>	<b>End Date</b>	<b>Evidence of Completion</b>
3.2.a	Increase opportunities for student groups to participate in acts of community service	Principals	July 2023	June 2025	Outreach logs, newspaper and social media posts
3.2.b	Implement systematic, school-wide social/emotional learning in a progressive and intentional manner that builds life skills for inter and intra personal relationships	School Counselors	July 2023	June 2025	Counseling units and lesson plans

3.2.c	Weekly district teacher and staff Spotlights shared on social media and on the school's website/app.	Public Relations Director	August 2023	June 2024	Posts on social media and the school's website/app.
3.2.d	Create processes and events to promote positive stakeholder relationships.	Building Leadership Teams	July 2023	June 2025	Event flyers and meeting agendas

Strategic Goal 4: Operational Leadership					
Goal 4.1: Results from the annual district climate and culture survey will increase by 2% in the strongly agree and agree category of communication.					
<b>Funding Source</b>	Local funding				
<b>Action Steps</b>		<b>Person(s) Responsible</b>	<b>Start Date</b>	<b>End Date</b>	<b>Evidence of Completion</b>
4.1.a	Continue E-newsletter (Eagle Express) on a bi-monthly basis	Public Relations Director	July 2023	June 2024	E-newsletter emailed to all staff and parents in the district and shared on the district's website, app and social media.
4.1.b	Utilize effective communication through the website, app, social media and all other forms of communication available to the district.	Public Relations Director	July 2023	June 2024	School-related information shared with parents, staff and district stakeholders.
4.1.c	Create and implement annual CSIP surveys.	Superintendent and Public Relations Director	July 2023	June 2024	CSIP survey results shared with Board of Education, administration and stakeholders

Strategic Goal 4: Operational Leadership	
Goal 4.2: By May 2028 the district will maintain an 18-23% reserve balance annually as reported on the Annual Secretary of the Board Report.	
<b>Funding</b>	Local funding



Source					
Action Steps		Person(s) Responsible	Start Date	End Date	Evidence of Completion
4.2.a	Create internal processes to accurately track revenues and expenditures	Superintendent, Bookkeeper	July 2023	June 2024	Updated processes shared with the finance committee and Board of Education
4.2.b	Develop a comprehensive budget with stakeholder input that meets state statutory requirements	Superintendent, Bookkeeper	July 2023	June 2024	Board approved budget
4.2.c	Develop long-range facility plans and capital projects	Superintendent, Assistant Superintendent and Board of Education	July 2023	June 2025	Long-range facility plans shared with stakeholders
4.2.d	Annual review and prioritization of budgetary needs with administration, Finance Committee and Board of Education	Superintendent, Finance Committee	July 2023	June 2024	Board of Education and finance committee minutes

Strategic Goal 4: Operational Leadership					
Goal 4.3: Results from the annual district climate and culture survey will increase by 2% in the strongly agree and agree category of facilities.					
Funding Source	Local funding				
Action Steps		Person(s) Responsible	Start Date	End Date	Evidence of Completion
4.3.a	Conduct a facility audit at each campus to identify needs and review annually.	Superintendent and Maintenance Supervisor	July 2023	June 2024	Facility audit report

4.3.b	Develop a long-range plan for construction and modifications to new and existing facilities.	Superintendent, Building Administration, Board of Education	July 2023	June 2024	Facility development plan
4.3.c	Track, monitor progress and update the district's facilities long-range plan annually.	Superintendent, Building Administration, Board of Education	July 2023	June 2026	Facility development plan
4.3.d	Utilize programs and software to develop preventative maintenance schedules.	Superintendent and Maintenance Supervisor	July 2023	June 2025	Preventative maintenance schedules
4.3.e	Provide essential training and support for facility employees.	Superintendent and Maintenance Supervisor	July 2023	June 2025	Sign-in sheets and meeting agendas
4.3.e	The district will review ways to increase its bonding capacity annually.	Superintendent, Board of Education	July 2023	June 2024	Board approved tax rate

Strategic Goal 4: Operational Leadership					
Goal 4.4: Results from the annual district climate and culture survey will increase by 2% in the strongly agree and agree category regarding the operations of the Board of Education.					
<b>Funding Source</b>	Local funding				
<b>Action Steps</b>		<b>Person(s) Responsible</b>	<b>Start Date</b>	<b>End Date</b>	<b>Evidence of Completion</b>
4.4.a	Board of Education will engage in ongoing professional learning and self-evaluation in order to strengthen governance practices.	Board of Education	July 2023	June 2025	Participation and completion of required MSBA training and workshops, applications made for board member advanced certifications

4.4.b	Board of Education will ensure that the district is guided by the CSIP vision, mission and goals.	Board of Education	July 2023	June 2024	Board of Education meeting agendas
4.4.c	Board of Education and administration will have a systematic process for establishing, adopting and revising Board policies.	Board of Education, Superintendent, Policy Committee	July 2023	June 2024	Policy committee meeting agendas
4.4.d	Board of Education will allocate both fiscal and non-fiscal resources to align with CSIP priorities and matters of equity.	Board of Education	July 2023	June 2025	Board approved budget
4.4.e	Board of Education will strive to provide proficient staffing of qualified and highly effective personnel across the district.	Board of Education	July 2023	June 2024	Budget narrative with prioritization of staffing needs

### **Southern Boone CSIP Parent/Community Survey Results**

<b>Survey Questions</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>
School leaders, district leaders and Board of Education members consistently communicate the district's top priorities and most important goals.	6%	52.7%	35%	6.3%
There is a clear distinction between administrator roles vs. the board of education's roles and responsibilities.	3.9%	38.3%	49.2%	8.7%
When problems and challenges exist, there is a clearly identified process on how to solve them.	3.2%	37.7%	50.6%	8.4%
When problems and challenges exist, board of education members consistently redirect those issues to the most appropriate person in the district.	3.7%	49.7%	38.1%	8.5%
The district is a good steward of taxpayer resources.	6.4%	60.2%	24.2%	9.2%
Students in the district are physically safe.	17.9%	67.4%	9.7%	5%
Students in the district are emotionally safe.	12.5%	57.7%	22.3%	7.5%
I feel I am treated as a partner in my child's / children's education.	18.2%	50%	23.9%	8%
The school system assures student voices are heard and respected.	6.2%	53.6%	32.4%	7.8%
I am satisfied with the recognition my student(s) gets for doing a good job academically in school.	16.4%	52.8%	24.2%	6.6%
Adults in the school district communicate with parents/guardians in a timely and ongoing basis.	17.4%	53.8%	21.2%	7.6%
Adults in our school district are effective at dealing with student behavior.	8.1%	51.9%	29.4%	10.6%
Adults in the school district work together to ensure the school operates in an orderly manner.	14.2%	69%	12.3%	4.4%
Bullying and cyberbullying are NOT significant problems among students at this school.	6.5%	41.6%	33.9%	18.1%
Students are motivated to do well in school academically.	10.7%	57.2%	26.1%	6%

<b>Survey Questions</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>
Students behave well in my child's / children's school.	9.5%	58.4%	27.1%	5%
The school system provides school culture and climate data and reports periodically to all stakeholders.	3.8%	41.5%	45.3%	9.4%
When students are not successful and need additional time and support to be successful; our district does an effective job of providing that extra support.	13.5%	55.2%	22.2%	9.1%
When students are successful in school and need to be challenged to higher levels; our district does an effective job of providing those enrichment, extension and rigorous learning opportunities.	6.2%	57%	27.1%	9.6%
I have confidence in the Southern Boone R-I School District.	16.6%	60.2%	18.8%	4.4%
Student and staff members are safe in the Southern Boone R-I School District.	16.3%	71.8%	6.6%	5.3%
The physical health needs of students are appropriately addressed in our school district.	14.9%	72.8%	9.2%	3.2%
The mental health needs of students are appropriately addressed in our school district.	10.1%	60.6%	21.8%	7.5%
All students are treated equally in our school district, whether their parents are regarded as affluent, or not.	7.5%	49%	23.4%	20.1
All students are treated equally in our school district, whether they are a student from a different ethnicity or a different color from the majority of other students.	13%	62.1%	15.3%	9.6%
All students are expected and encouraged to get involved in clubs, activities, and/or athletics in our school district.	10.9%	56.8%	27.7%	4.6%

### **Southern Boone CSIP Staff Survey Results**

<b>Survey Questions</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>
School leaders, district leaders and Board of Education members consistently communicate the district's top priorities and most important goals.	6.9%	49.7%	37.9%	5.5%
There is a clear distinction between administrator roles vs. the board of education's roles and responsibilities.	9.1%	49%	32.2%	9.8%
When problems and challenges exist, there is a clearly identified process on how to solve them.	4.2%	36.1%	50%	9.7%
When problems and challenges exist, board of education members consistently redirect those issues to the most appropriate person in the district.	3%	36.8%	50.4%	9.8%
Building principals consistently communicate the district's mission and vision for the district.	31.7%	50.3%	15.2%	2.8%
Staff development, professional learning and professional growth for certified staff is a high priority.	23.4%	57.4%	16.3%	2.8%
New teachers to the district participate in an effective orientation, development and support program.	21.5%	49.3%	8.3%	2.1%
Brand new teachers (first year in the profession) participate in an effective orientation, development and support program that lasts a minimum of two years.	19.7%	43.7%	7.7%	2.85%
Staff development, professional learning and professional growth for non-certified/support staff is a high priority.	7.1%	41.1%	44.7%	7.1%
New staff members (non-certified) to the district participate in an effective orientation, development and support program.	6.7%	46.7%	36.3%	10.4%
The curriculum resources at this school are adequate to support students' learning.	17.9%	53.1%	14.5%	4.1%

<b>Survey Questions</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>
As a teacher, I have a thorough understanding of the standards to be taught and assessed for the courses, content I am tasked with teaching.	33.8%	37.2%	4.1%	0%
I feel physically safe and secure at this school.	34.9%	45.9%	13.7%	5.5%
As an adult/professional, I feel emotionally safe and free from adult bullying at this school.	37.2%	44.1%	10.3%	8.3%
I feel I am treated with respect at work.	30.1%	56.2%	12.3%	1.4%
I feel my work is valued by colleagues and co-workers.	39.2%	49%	10.5%	1.4%
I feel my work is valued by leadership/administration.	34%	48.6%	13.2%	4.2%
I feel my work is valued by the Board of Education.	10.1%	35.3%	43.2%	11.5%
My leaders make me feel what I do is important.	31.9%	48.6%	16%	3.5%
Building principals consistently communicate the goals for the building to staff.	33.8%	51%	12.4%	2.8%
Staff at this school have many opportunities to influence what happens within the school, both formally and informally.	20%	44.8%	29%	6.2%
The school system assures student voices are heard and respected.	9.9%	61.7%	25.5%	2.8%
The physical health needs of students are appropriately addressed at this school.	25.4%	66.2%	8.5%	0%
The mental health needs of students are appropriately addressed at this school.	19.6%	60.8%	18.2%	1.4%
All students are treated equally at this school, whether their parents are regarded as affluent, or not.	23.2%	45.8%	21.8%	9.2%

<b>Survey Questions</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>
All students are treated equally at this school, whether they are a student from a different ethnicity or a different color from the majority of other students.	34.5%	50%	12.7%	2.8%
The school system provides school culture and climate data and reports periodically to all stakeholders.	10.2%	47.4%	35%	7.3%
Educator teams address positive classroom learning environments.	30.3%	57%	12.7%	0%
When students are not successful and need additional time and support to be successful; our district does an effective job of providing that extra support.	21.5%	52.8%	20.8%	4.9%
There are effective systems of support in place for students who are struggling and not being successful in school.	19.3%	54.5%	23.4%	2.8%
There are effective systems of enrichment and extension for students who need to be challenged at higher levels in school.	11%	51%	28.3%	9.7%
When students are successful in school and need to be challenged to higher levels; our district does an effective job of providing those enrichment, extension and rigorous learning opportunities.	9.2%	47.2%	33.1%	10.6%
Respect for the cultural beliefs and practices of all students is reinforced at this school.	24.5%	59.4%	12.6%	3.5%
All students are expected and encouraged to get involved in clubs, activities, and/or athletics at this school.	18.9%	55.9%	24.5%	.7%



### **Southern Boone CSIP Staff Survey Results**

<b>Survey Questions</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>
Teachers, Principals and ALL staff members are respectful to students.	13.8%	60.9%	22.1%	3.2%
The school system assures student voices are heard and respected.	8.6%	48%	35.4%	8.1%
Students are respectful to each other and staff members.	6.4%	47.6%	36.5%	9.5%
I feel challenged to do my best at school.	16.4%	54%	24%	5.5%
If I am struggling in school academically, socially or emotionally; I can quickly find an adult within the school that will either provide me with support or direct me toward staff members that can provide support.	18.5%	53.2%	20%	8.4%
Students who are successful at school academically will consistently be challenged to excel to even higher levels.	15.1%	60.7%	20.1%	4.2%
I feel physically safe at school.	19.8%	62.2%	14.3%	3.7%
I feel socially and emotionally safe at school.	13.4%	57.3%	24.1%	5.2%
I feel like I belong and am accepted for who I am at school.	16.7%	59.8%	16.7%	6.8%
Adults in my school care about students and want to see them be successful.	19.2%	65.5%	13.3%	2%
My teachers are very effective at building good relationships with ALL students.	10.2%	54%	30.7%	5%
My teachers are very effective at managing student behavior and discipline issues.	7.6%	23.8%	38.6%	30%
I am treated fairly at school.	12.5%	62.5%	20%	5.1%
Adults in this school believe I can learn.	28.9%	65.5%	4%	1.5%
Making good grades (learning) is very important to me.	41.5%	47.6%	8.1%	2.9%