

Cameron R-1 School District Continuous Strategic Plan



The Cameron R-1 School District strives to provide quality instructional programs designed to prepare students for a successful, bright future. While we continue to address all of our student's learning needs, our Continuous Strategic Plan focuses on three broad areas including learning, relationships and climate, and financial stability. The following document encompasses the work of a dedicated committee charged with creating, reviewing and editing a continuous strategic plan for individual student academic success.

*Offering an exceptional,
educational experience.*

Work Session Review: 04/03/2023
Board of Education Approval: 07/17/23

Strategic Continuous School Improvement Plan Development

The Strategic Continuous School Plan serves as a framework in guiding administrators, faculty and the Board of Education with goals and action steps that focus on school improvement. The plan is a long-range planning tool for addressing student performance and describes a specific set of actions to be undertaken relative to these issues.

The following plan calls on the various stakeholders for creation of the plan. A balanced group of committee members participated in the planning and included parents, community members, certified and non certified staff members, school administrators and Board of Education members.

Strategic Planning Members

Ms. Chasity Brownlee : Parent	Mrs. Kelly Martin: Parent
Mr. Stickel: 6-8 Principal	Dr. Valerie Utecht: Asst. Superintendent
Ms. Mary Crawford: Special Education Director	Mrs. Ragan McKinley: Parent
Ms. Taylor Covington: Middle School Teacher	Ms. Angie Ormsby: PK-2 Principal
Mrs. Melanie Rucker: 3-5 Principal	Mrs. Jackie Peck: Board of Education Member
Mr. Jayson Erdman: 9-12 Principal	Mrs. Cayla Riley: PK-2 Asst. Principal
Mr. Hadley Fisher: 6-8 Asst. Principal	Mr. Cory Robinson: Parent
Mrs. Sherri Green: High School Teacher	Dr. Matt Robinson: Superintendent
Mrs. Beth Hamilton: Parent	Mrs. Keri Sedgwick: 3-5 Asst. Principal
Mrs. Pam Ice: Business Owner	Mrs. Brittany Simpson: High School Teacher
Mr. Jayson Erdman: 9-12 Principal	Laurie Mefford, Community
Mr. Derek Lannigan: 9-12 Asst. Principal	Mrs. Beth Strzyzewski: High School Paraprofessional
Mrs. Andi Lockridge: Parent	Mrs. Mary Tyrrell: Board of Education Member
Mrs. Felicia Limb: Technology Director	Meeting Dates: April 8, 15, 22, 28, November 7

Planning

Prior to the committee meeting, data was gathered using multiple indicators including district and building assessment results, attendance, discipline, socioeconomic and demographic data. To gain perceptual data, the district offered a survey to parents, staff and community members. The data gathered was used by the Strategic Planning Committee to make data-driven decisions. Survey results were categorized into strengths and weaknesses and were used to develop a focus while planning. A total of four committee meetings were scheduled. The goal of the committee was to create a list of measurable goals, strategies and actions steps along with a plan for implementation, monitoring and evaluation of the plan. Invitations to participate were shared through social media, newsletters and the schools webpage.

The committee's initial priorities were to identify strengths, weaknesses, opportunities and threats. This information was gathered through small groups within the committee. From these lists, additional lists were created to include things to initiate and items to discontinue based on the effectiveness of the program. The committee utilized this information to create the Vision, Mission and Beliefs of the District. The Vision, Mission and Beliefs were created by small groups and unanimously approved through vote.

The initial plan was presented to the Board of Education for approval. To ensure the Board of Education and stakeholders are engaged in the review and progress of the plan, building administrators will share data and progress with the Board of Education and stakeholders within their monthly board reports. To ensure continued stakeholder input, a meeting is scheduled each April. The April reviews qualitative and quantitative data, and provides an opportunity for intentional annual monitoring of the plan. The Board of Education also monitors the progress and outcomes of the plan through the monthly administrative board reports and during the annual July Board of Education Retreat. The plan will be posted on the school's web page and will be updated to reflect the completion or implementation of the stated goals, strategies or action steps.

Mission

The mission of the Cameron R-1 School District is to educate and empower our students to reach their full potential.

Vision

The vision of the Cameron R-1 School District is to offer an exceptional educational experience.

Beliefs

- ❖ **We believe we should meet the needs of EACH student.**
- ❖ **We believe in providing exceptional learning opportunities for students and staff.**
- ❖ **We believe that providing for the physical safety and emotional well being of students and staff are critical.**
- ❖ **We believe that our classrooms should foster a positive and productive relationship between the teacher, student, and parent.**
 - ❖ **We believe in relevant learning opportunities that will prepare students for post-secondary success.**
 - ❖ **We believe being transparent and fiscally responsible with the district's resources creates trust and confidence.**
- ❖ **We believe that collaborative decision-making with stakeholders impacted by decisions is essential for the best results.**
 - ❖ **We believe innovation and forward-thinking are positive for students, teachers and the school community.**
 - ❖ **We believe in effective and consistent communication with all stakeholders.**

Objective 1: Financial Stability and Responsibility

Goal 1.1 Each year, the Cameron R-1 School District will develop a zero-based budgeting model and maintain a 25% reserve balance as reported on the Annual Secretary of the Board Report (ASBR).

Rationale 1.1 To maintain facilities, secure resources, pay salaries, and provide a quality learning environment, the district must maintain positive fund balances.

2021-2022

	General (Incidental Fund)	Special Revenue (Teachers Fund)	Debt Service	Capital Projects	Total All Funds
Ending Balances	5,043,112.95	0.00	1,618,800.05	5,777,862.36	12,432,775.36
Restricted Fund Balances	0.00	0.00	0.00	0.00	0.00
Unrestricted Ending Fund Balance: 26.4%					

MSIP Standards Addressed 1.1 L4D

Strategies 1.1

- The district will develop a five and ten-year facilities improvement plan.
- The district will review budgets quarterly.
- The district will develop a zero-based budget for all buildings, directors, and programs.

Action Steps 1.1

Start Date 1.1	Short Term Action Steps 1.1	Progress Monitoring 1.1	Person(s) Responsible 1.1	Resources/ Funding 1.1	Goal Date 1.1	Completion Date 1.1
1. July 2023	1. The district will use a work order program to track maintenance requests and enrollment to determine facility needs and to budget for future building/facility building projects.	1. Monthly export reports will be created using the work order program.	1. Maintenance director, Building Admin, & Superintendent	1. School maintenance program, data exports/Local	1. July 2025	
2. August 2023	2. Technology plans will reflect current and future programs, resources, and district needs.	2. Bi-annual review of the Technology Plan in	2. Contracted IT, Technology Director,	2. Technology inventories/	2. June 2024	

3. January 2024	3. Annual zero-based budgets will be used to develop the facilities and building budgets.	December and June	Teachers, Superintendent	District local, state, Title IV, ESSER		
4. January 2024	4. Annual building audits will be performed by the maintenance director, and the building administrator to identify the current and future needs of the students and staff.	3. Monthly expenditure reports will be shared and reviewed to ensure categories remain on/under budget. 4. Annual February audit and documented list of needs.	3. Building Admin & Superintendent 4. Maintenance director, Building Admin, School Police	3. Budgets/ District, local, state, federal 4. Audit report/ District, local & state	3. June 2024 4. February 2024	

Goal 1.2 Each year, the Cameron R-1 School District will retain 90% of certified staff to whom it intends to issue an annual contract.

Rationale 1.2 The three-year teacher retention rate is 61.7%. The district is near larger, metropolitan areas including St. Joseph, Kearney, Liberty, and North Kansas City. This forces the district to compete with larger districts for quality applicants. With the current teacher shortages, the district is implementing strategies through the Teacher Retention Grant and the Grow Your Own Grant to support the strategies and action steps of Goal 1.1.

Historical Data 1.2 (152 Certified Staff)

School Year	Retired	Transferred W/in	Transferred Out	Entered Private Sector	Other	Totals (minus retired and transfer w/in)	Retention Rate
2022-2023 (152)	4.6% (7)	1.9% (3)	5.9% (9)	1.9% (3)	<1% (1)	13	139/152 91.4%
						Including retired 20	132/152 86.8%

MSIP Standards Addressed 1.2 TL5B, L7, TL3F, TL5B

Strategies 1.2

- The district will develop a budget that provides competitive salaries and a strong benefits package for employees.
- The district will enhance the two-year mentoring program supporting beginning teachers.
- The district will enhance the Building Buddy program utilized for experienced teachers new to the district.
- The district will utilize a teacher's committee to negotiate salaries and benefits.
- The district will support staff by providing professional development opportunities in areas of interest or need aligning with the Strategic Plan.
- The District Leadership Team will explore school calendar options to further incentivize staff retention, attendance, and student academic proficiency.

Action Steps 1.2

Start Date 1.2	Action Steps 1.2	Progress Monitoring 1.2	Person(s) Responsible 1.2	Resources/ Funding 1.2	Goal Date 1.2	Completion Date 1.2
1. January 2022	1. The district will develop and annually review a Grow Your Own Program to assist with teacher recruitment.	1. An annual review of the strategies that were implemented will be completed in May. The most effective strategies will remain and the least effective will be revised.	1. Superintendent, Asst. Superintendent, Leadership Teams	1. Sponsors, GYO Plan/ESSER, District local, state, federal .	1. September 2024	
2. January 2022	2. The district will utilize Teacher Retention funds to create programs for teachers as part of a benefit package that will include a wellness component.	2. Sign-in sheets will document the use of the district wellness facilities and participation in free wellness classes.	2. Superintendent, Asst. Superintendent, Leadership Teams	2. Room for Wellness Facility, equipment/ ESSER, District local, state, federal	2. September 2024	
3. August 2023	3. An annual review of salaries and benefits will be performed.	3. NEA and MSTA salary surveys will annually be reviewed after release.	3. Salary & Welfare Committee, Superintendent	3. Salary audits/ District (local, state, federal)	3. February 2024	
4. August 2023	4. Annual salary surveys from teacher organizations will be utilized to identify district salary rankings.	4. NEA and MSTA salary surveys will be reviewed by the Salary and Welfare Committee in February to identify rankings and needs.	4. Salary & Welfare Committee, Superintendent	4. NEA and MSTA Salary Reports/ District local, state, federal	4. February 2024	
5. August 2023	5. Building administration will meet with	5. Meeting agendas and minutes	5. Instructional	5. Mentoring	5. August	

	building mentor leaders to establish a schedule and focus for the mentoring and building buddy programs and will select and assign exemplary mentors and building buddies to provide guidance and support for new hires.	will be provided. Assigned tasks will be given due dates and will be monitored for completion through the TalentEd Program.	Coaches, Building Admin, Asst. Superintendent	Handbook , Building Buddy Handbook /District local, state, federal, PD Funds	2024	
6. August 2023	6. The instructional coach will work closely with new hires to ensure they have instruction support.	6. Weekly team meeting agendas and coaching cycles will document support within the meeting minutes.	6. Instructional Coaches, Building Admin, Asst. Superintendent	6. New teacher lists, Coaching schedules/ Title I Funds, District local, state, PD Funds	6. May 2024	
7. August 2023	7. Professional development opportunities will be provided through area RPDC, district instructional coaches, reputable outside sources, and organizations providing research-based instructional strategies.	7. The 2023-2024 professional Development Calendar will document meetings and the topics. Satisfaction surveys will monitor teacher satisfaction.	7. PDC Committees, Building Admin, Asst. Superintendent	7. NWRPDC, KCRPDC, instructional coaches, building administrators/ PD funds, Title 1 and Title IV Funds	7. July 2024	
8. August 2023	8. Building Leadership Team members will offer an adequate representation of content and or grade levels to ensure all content and grade levels have equal representation to address concerns and provide communication between the teachers, building Leadership Team and district teams.	8. Annual committee assignments, agendas, and notes will verify equal participation and assignments.	8. Building Administration and Leadership Team members	8. Leadership Team/District local, state, PD Funds	8. May 2024	
9. February 2024	9. Professional development surveys will be offered and data will be used to determine building and teacher needs.	9. Surveys will be offered annually and at the end of each inservice to determine the effectiveness and teacher satisfaction. Results will be analyzed by the District and Building PD Teams. Assessment	9. District and Building PD Committees, Asst. Superintendent PD Survey , PD budget	9. Survey/District local, state, federal, PD funds	9. March 2024	

10. April 2024	10. Building Leadership Teams will annually seek feedback regarding building culture and climate.	scores will also be used to determine area/content PD needs. 10. Annual survey results will be reviewed by the building Leadership Teams in the spring to identify needs and create strategies for the fall/new school year.	10 .Leadership team, Building Admin Team	10. Survey/ District local, state, federal, PD funds	10. June 2024	
11. May 2024	11. The district PD Committee will develop a professional development calendar, budget, and plan.	11. An annual evaluation of PD needs will be shared in February. Results will be used to develop the PD Calendar, Budget and Plan.	11. District and Building PD Committees, Asst. Superintendent	11. PD Survey , School calendar, budget, and PD survey result/ District local, state, federal, PD funds	11. May 2024	

Goal 1.3A Each year, certified salaries, wages, and benefits will rank in the top 20% of Missouri school districts as reported on annual MNEA and MSTA salary reports.

Rationale 1.3A To retain quality teachers, the district will need to provide competitive salaries and benefits. The district will strive to maintain higher rankings when reported through the MSTA and NEA salary reports.

MSTA Data: Northwest Region Salary Rankings 2022-2023	NEA Rankings: Statewide Salary Rankings 2022-2023
Cameron 2nd out of 70 Bachelors (Top 2.9%)	Cameron 55th out of 567 Bachelors (Top 9.7%)
Cameron 3rd out of 70 Masters (Top 4.3%)	Cameron 46th out of 567 Masters (Top 8.1%)

MSIP Standards Addressed 1.3A L4C, L6D, TL5D

Strategies 1.3A

- The district will complete an annual salary and benefit audit.
- The district will develop a separate salary schedule for administrators that will annually be reviewed.
- The district will develop a zero-based budget to permit allocations for salary, wages, and benefits.

Action Steps 1.3A

Start Date 1.3A	Action Steps 1.3A	Progress Monitoring 1.3A	Person(s) Responsible 1.3A	Resources/ Funding 1.3A	Goal Date 1.3A	Completion Date 1.3A
1. August 2023	1. An annual review of salaries and benefits will be performed.	1. In January, the benefits and salaries will be reviewed to identify any areas falling below the top 20% .	1. Salary & Welfare Committee, Admin Committee, & Superintendent	1. Salary reports/ N/A	1. February 2024	
2. August 2023	2. Annual salary surveys from teacher organizations will be utilized to identify district salary rankings.	2. NEA and MSTA salary surveys will annually be reviewed after release.	2. Salary & Welfare Committee, Superintendent	2. NEA and MSTA Survey results /N/A	2. February 2024	
3. January 2024	3. Building administrators will create a zero-based budget and will monitor expenditures monthly.	3. Monthly expenditure reports will be shared and reviewed to ensure categories remain on/under budget.	3. Building Admin	3. List of instructional and facility needs/ District local, state, federal, ESSER	3. January 2025	

Goal 1.3B Each year, classified salaries, wages, and benefits will rank in the top 20% of Northwest Missouri Schools with adjoining district borders.

Rationale 1.3B A competitive salary schedule will retain high quality, classified staff.

Cameron's Scales	Paraprofessional		Food Service		Custodian		Maintenance		Administrative Assistant	
2022-2023 Data: NEA Salary Survey Results										
Year	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Cameron	\$12.90	\$18.83	\$12.60	\$17.83	\$14.20	\$20.95	\$18.05	\$20.64	\$14.00	\$21.56

Winston	\$12.00	N/A	\$11.00	N/A	\$12.00	N/A	N/A	N/A	N/A	N/A
Hamilton	\$12.50	\$13.64	N/A	N/A	\$11.25	\$14.00	\$11.25	\$23.74	\$12.56	\$19.13
Maysville	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$15.12	\$27.76	N/A
Osborn	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Lathrop	\$12.80	\$22.45	N/A	N/A	\$11.50	\$22.55	N/A	N/A	N/A	N/A
MSIP Standards Addressed 1.3B L9, L9B										
Strategies 1.3B <ul style="list-style-type: none"> • An annual review of salaries and benefits will be completed. • Certified salary schedule will annually be reviewed. • Classified salary schedules will be developed for each department. 										

Action Steps 1.3B

Start Date 1.3B	Action Steps 1.3B	Progress Monitoring 1.3B	Person(s) Responsible 1.3B	Resources/ Funding 1.3B	Goal Date 1.3B	Completion Date 1.3B
1. August 2023	1. Classified salary schedules will be amended to meet the minimum wage requirements.	1. Salary schedule increases will reflect any increase in state/federal minimum wage increases.	1. Salary & Welfare Committee & Superintendent	1. Salary schedules, minimum standards/ N/A	1. July 2024	
2. February 2024	2. Building representatives will be offered the opportunity to serve on a salary and welfare committee.	2. Meeting agendas and minutes will reflect building representatives.	2. Salary & Welfare Committee and Building Representative	2. Meetings, agendas and committee/N/A	2. February 2025	

Objective 2: Learning

Goal 2.1 Each year, grade-level cohorts will increase the percentage of students reading at or above grade level until 100% is obtained.

Rationale 2.1 Students reading below grade level struggle in all content areas compared to those able to read independently. Students reading on grade level have greater content knowledge, higher levels of self-esteem, stronger critical thinking skills, expanded vocabulary, and score higher on achievement tests..

Standards Addressed 2.1 TL1C, TL1G, TL6, TL7

Strategies 2.1

- Evaluate curriculum and update as necessary to ensure alignment of research based instructional strategies.
- Utilize researched based instructional strategies when teaching literacy skills grades PK-12.
- Support English language Arts teachers with professional development in the science of reading.
- Create a District Literacy Plan.

Action Steps 2.1

Start Date 2.1	Action Steps 2.1	Progress Monitoring 2.1	Person(s) Responsible 2.1	Resources / Funding 2.1	Goal Date 2.1	Completion Date 2.1
1. June 2022	1. Utilize grant funds to send teachers to Language Essentials for Teachers of Reading and Spelling (LETRS).	1. The number of teachers successfully completing and passing each module assessment by 80%.	1. PD Committee, Building PD Committee, Admin.	1. LETRS/ - ESSER, District local, state, PD	1. June 2025	
2. June 2023	2. Request 100% of the K-5 reading and special education teachers attend LETRS.	2. Rosters of enrolled teachers grades K-5.	2. PD Committee, Instructional Coach, Title I Teacher	2. LETRS Facilitator Training/ ESSER, District local, state, federal, PD Funds	2. June 2024	
3. August 2023	3. Administer Renaissance Learning-Star Assessment for Missouri Reading Assessment within the first 30 days of the school year and a post-assessment 30 days prior to the end of	3. Reading Support Plans will be created for students reading below grade level and progress towards meeting goals will be monitored	3. Assessment Coordinator, Administration, Title I Teams,	3. DESE approved assessment/ ESSER,	3. April 2024	

4. August 2023	the school year. 4. Implement intensive interventions for students identified as needing a Reading Support Plan (RSP).	quarterly. 4. Progress towards goals will be monitored through quarterly assessments.	Teachers 4. Administrator, Title I Teacher, Classroom Teacher	District local, state, federal 4. Evidence/ research based instructional strategies - ESSER, District local, state, federal, PD Funds	4. May 2024	
5. August 2023	5. Notify parents/guardians in writing of any deficiencies and provide them with quarterly RSP progress.	5. Progress will be monitored through the creation and dissemination of quarterly progress reports.	5. Classroom teacher	5. RSP and quarterly progress forms	5. May 2024	

Goal 2.2 The District and building level cohorts will annually increase the Grade level and End of Course MAP Performance Index (MPI) points and the percentage of students scoring proficient and advanced by 10 points/percentages as measured by the Annual Performance Report (APR).

Rationale 2.2 Academic test scores have witnessed declines in all areas. This is the consequence of fragmented instruction caused by isolation, quarantine and learning loss associated with COVID-19. Data from 2019 and 2021 was used to identify the percentages of students scoring in the top two levels, proficient or advanced. (* No assessment data for 2020)

Content Area	2021 District Percentage of Students Scoring Proficient and Advanced	2021 District MPI Totals	2022 District Percentage of Students Scoring Proficient and Advanced	2022 District MPI Totals
ELA	45.7%	330.9	43.3% (-2.4)	387.8 (+56.9)
Mathematics	40.6%	306.0	44.2% (+3.6)	384.2 (+78.2)
Science	43.5%	324.0	41.2% (-2.3)	381.3 (+57.3)
Social Studies	41.6%	343.6	49.6% (+8.0)	399.7 (+56.1)

MSIP Standards Addressed 2.1 TL6, TL6A, TL7, AS1, DB4, TL8

Strategies 2.2

- Annually evaluate curriculum aligned to the Missouri Learning Standards using the [Curriculum Flow Chart](#).
- Annually evaluate and review the [District Assessment Plan](#) to ensure appropriate testing and data collection.
- Review formative and summative assessments to include assessments of the [priority standards](#).
- Annually revise and update curriculum based on MAP and EOC results.
- Analyze data from formative and summative assessments to drive RTI placement and instruction.
- Utilize [Data Based Decision Making Model](#) for team meetings.
- Administer the fall, winter, and spring NWEA MAP Growth assessment to grades K-12 to identify individual student's instructional needs and curriculum needs.

Action Steps 2.2

Start Date 2.2	Action Steps 2.2	Progress Monitoring 2.2	Person(s) Responsible 2.2	Resources/ Funding 2.2	Goal Date 2.2	Completion Date 2.2
1. July 2023	1. Utilize 100% of the PD budget to provide teachers with research based professional development	1. PD requests to attend forms and monthly expenditure reports will be used to ensure funds are spent to provide quality professional development.	1. District, Building PD Committee, Building Admin, Asst. Superintendent	1. PD Committees, PD Surveys, KCRPDC, NWRPDC, Federal, state, ESSER Funds	1. May 2024	
2. August 2023	2. Place certified, highly qualified teachers in every classroom.	2. Certification Plans will be reviewed each quarter to ensure teachers are making adequate progress towards certification.	2. Building Admin	2. TalentEd Hiring, MO Teaching Jobs, District Webpage/ District local, state, federal (Title I, IIA, IV)	2. May 2024	
3. August 2023	3. Plan opportunities for content vertical teaming.	3. Meeting agendas and minutes will be used to monitor the progress of the building/content teams.	3. Building Admin, Asst. Superintendent	3. PD Plan, NWRPDC, KCRPDC, Building schedules/ District, local, state, federal, PD Funds	3. May 2024	

4. August 2023	4. Review Item Summary Reports annually to determine curriculum deficiencies and instructional needs.	4. Team meetings and inservice agendas will ensure review of the ISR.	4. Asst. Superintendent, Building Admin, Instructional Coach, Special Ed Director, & Teachers	4. ISR, Test data, Team meeting agendas/ local, state, federal, PD Funds	4. December 2024	
5. August 2023	5. Maintain a weekly average of 10 walkthroughs to ensure instruction is aligned to state standards.	5. Monthly Board of Education Reports will share the number of walk-throughs performed per week.	5. Building Admin	5. TalentEd Evaluation Program, MLS - District, local, state, federal	5. May 2024	
6. August 2023	6. Offer differentiated instructional practices through professional development opportunities.	6. Meeting agendas and minutes will reflect the offering of instructional strategies.	6. Building Admin/ Instructional Coaches & PD Committee	6. Special Education and RegEd Team Presentations, KCRPDC, NWRPDC, PD University / District local, state, federal ,PD Funds	6. May 2024	
7. August 2023	7. Offer in-district focused professional development opportunities.	7. Professional Development Calendar, Plan and Budget will reflect the PD offerings and satisfaction survey results will be given at the end of each session/event.	7. Building Admin, Instructional Coaches, NWRPDC, KCRPDC	7. PD Calendar, School calendar/ PD and District local, state, federal	7. May 2024	
8. August 2023	8. Utilize MOLEAP Blocks to enhance lessons and assessments.	8. Lesson plans and walk-through data will ensure implementation.	8. Teachers, Instructional Coaches, KCRPDC, NWRPDC	8. Plan time, teaming opportunities, MOLEAP resources/ PD, District local	8. May 2024	

9. August 2023	9. Create assessment scoring guides/rubrics correlated to DESE's exemplar models and the Item Specification Sample Stems Text Complexity: Qualitative Measures Rubric1 LITERATURE , Text Complexity: Qualitative Measures Rubric INFORMATIONAL TEXTS , Argumentative 6-8 , Informational 3-8 Explanatory , Narrative 3-8 , Opinion 3-5	9. Contents of the curriculum folders will be monitored to ensure students are assessed using exemplar assessments aligned to the standards.	9. Teachers & Instructional Coaches	state, federal 9. Plan time, teaming/ PD, District (local, state, federal),	9. May 2024
10. August 2023	10. Create a dedicated Response to Intervention process for each building that collects data towards mastery of the priority standards and implementation of intervention strategies.	10. The Data Master will be used to record student mastery of selected priority standards.	10. Building Leadership Teams, Administration, Instructional coaches, Teachers, Asst. Superintendent	10. Priority standards, assessments, intervention strategies/ District (local, state, federal)	10. April 2024
11. September 2023	11. Utilize NWEA Projected Proficiency winter and spring reports to identify probable performance levels and tier students for remedial programs.	11. NWEA reports will be reviewed in January and April to identify re-teaching needs	11. Teachers, Building Admin, Asst. Superintendent.	11. NWEA Assessment and results, District Assessment Plan/ District (local, state, federal), ESSERfunds	11. April 2024
12. September 2023	12. Annually review the scope and sequence to ensure students have been offered instruction covering the Missouri Learning Standards.	12. Item Summary Reports will be shared in the fall and curriculum deficiencies will be identified.	12. Teachers, Inst. Coaches, Bldg. Admin, Asst. Supt.	12. DRC ISR Reports, Curriculum documents and folders, Assessment Blueprints/ District (local, state, federal),	12. May 2024
13. September	13. Create after school remedial programs	13. Student grades, pre and	13. Building	13. Remedial	13. April 2024

2023	to address low-achieving student's needs.	post-assessment results will be used to monitor the effectiveness of the tutoring programs.	Admin, Teachers	curriculum, snacks/ District, local, state, federal, ESSER3.		
14. September 2023	14. Offer annual dyslexia screenings and create plans for interventions.	14. Dyslexia screening results will be documented and quarterly progress reports will be shared with student families.	14. Title I staff, Building Admin.	14. Dyslexia Screener and Plan/ Title 1 & Local.	14. May 2024	
15. September 2023	15. Create Building Improvement Plans to support Goal 2.1. PV BIP CIS BIP CVMS BIP CHS BIP	15. Administration will report progress through monthly Board of Education Reports.	15. Building Leadership Teams including administration and teachers	15. Board approved BIP Plans/ District (local, state, federal)	15. July 2024	
16. April 2024	16. Create an incentive program for students putting forth effort when participating in the Grade Level and End of Course exams.	16. Buildings will create tracking sheets to identify student success and ISR will be reviewed to determine effectiveness.	16. Leadership Teams, Teachers, Building Admin	16. District (local, state,)	16. May 2024	

Goal 2.3 The District and building level cohort Student Groups will annually increase the Grade level and End of Course MAP Performance Index (MPI) points and the percentage of students scoring proficient and advanced by 10 points/percentages as measured by the Annual Performance Report (APR).

Rationale 2.3 Academic test scores have witnessed declines in all areas. This is the consequence of fragmented instruction caused by isolation, quarantine and learning loss associated with COVID-19. Data from 2019 and 2021 was used to identify the percentages of students scoring in the top two levels, proficient or advanced.

Goal 2.3 Continued

Content	2021 District Percentage of Student Groups Scoring Proficient and Advanced	2021 District MPI Group Totals	2022 District Percentage of Student Groups Scoring Proficient and Advanced	2022 District MPI Group Totals
---------	--	--------------------------------	--	--------------------------------

ELA	33.5%	304.8	25.5% (-8%)	357 (+52)
Mathematics	31.7%	278.4	33.6% (+1.9%)	356.3 (+77.9)
Science	29.5%	283.1	0.00%* (small cell)	346.4 (+63.3)
Social Studies	20.5%	320.5	32.0% (+11.5%)	375.1 (+54.6)

MSIP Standards Addressed 2.3 :TL6, TL6A, TL7, AS1, DB4, TL8

Strategies 2.3

- Annually evaluate curriculum aligned to the [Missouri Learning Standards](#) using the [Curriculum Flow Chart](#).
- A Co-teaching model will be implemented.
- Annually provide special education teachers with content specific professional development.
- Create formative and summative assessments to include assessments of the [priority standards](#).
- Annually amend the [District Assessment Plan](#) to meet the needs of the students, curriculum and assessments.
- Administer the fall, winter and spring NWEA MAP Growth assessment to grades K-12 to identify individual student's instructional needs.

Start Date 2.3	Action Steps 2.3	Progress Monitoring 2.3	Person(s) Responsible 2.3	Resources/- Funding 2.3	Goal Date 2.3	Completion Date 2.2
1. August 2023	1. 100% of students administered the MAP or EOC assessments will have goals written into the IEP that align to the general education curriculum.	1. Quarterly progress reports will be reviewed to identify progress towards IEP goals.	1. Special Ed Director & Special Education Teachers, Process Coordinators	1. IEP Team Meetings/ IDEA Part B, District (local, state, federal),	1. May 2024	
2. August 2023	2. Special education teachers will attend content/grade level team meetings. ECSE/Parkview Sped Team Agenda CIS Sped Team Agenda	2. Weekly meeting agendas and minutes will provide documentation of attendance.	2. Special Ed Teachers, Building Admin, Special Ed Director	2. Building schedule, team agendas, data/ IDEA Part B, District	2. May 2024	
3. August 2023	3. Place certified, highly qualified teachers in every classroom.	3. Core Data certification report will be reviewed to identify certification status.	3. Special Ed Director and Building Admin	3. TalentEd Hire, MO Teaching Jobs, MEGA Exam, Alternative	3. May 2024	

4. August 2024	4. Plan opportunities for content vertical teaming.	4. Professional Development Calendar will provide opportunity for vertical teaming per semester. Agenda and minutes will document the meetings.	4. PD Committee, Building Admin, Special Ed Director, Teachers	Teaching Certification Programs/ IDEA, local, PD Title1 4. Professional Development Calendar curriculum, priority standards/ IDEA Part B, District (local, state, federal)	4. April 2024	
5. August 2023	5. Review Item Summary Reports annually to determine curriculum deficiencies and instructional needs.	5. Team meetings and inservice agendas will ensure review of the ISR.	5. Asst. Supt., Sped Director, Building Admin, Teachers	5. ISR reports, meeting times, collaboration agendas/ IDEA Part B, District (local, state, federal)	5. May 2024	
6. August 2023	6. Increase the number of walkthroughs to ensure instruction is aligned to the standards and to monitor co-teaching environments.	6. Monthly Board of Education Reports will share the number of walk-throughs performed per week.	6. Building Admin, Sped Director	6. TalentEd Evaluation Program, MLS/ District (local, state, federal)	6. May 2024	
7. August 2023	7. Offer in-district focused professional development opportunities to assess content areas and grade level instruction.	7. Teacher satisfaction surveys will be shared with teachers are the conclusion of each session to determine the effectiveness of the PD offered	7. Special Ed Director, Bldg. Admin, PD Com., Asst. Supt. KCRPDC, NWRPDC	7. Curriculum, Priority Standards/ District (local, state, federal), IDEA Part B	7. April 2024	
8. August 2023	8. Create a dedicated Response to Intervention process for each building that	8. The Data Master will be used during each RTI cycle to record	8. Building Leadership Teams,	8. Priority standards,	8. May 2024	

	collects data towards mastery of the priority standards and implementation of intervention strategies.	baseline scores, group students and identify level of student learning through post-assessments.	Administration, Instructional coaches, Special Education Director, Teachers, Asst. Superintendent	assessments, intervention strategies/ District (local, state, federal)		
9. September 2023	9. Create after school remedial programs to address low-achieving student's needs.	9. Student grades, pre and post-assessment results will be used to monitor the effectiveness of the tutoring programs.	9. Special Ed Director, Building Admin, Teachers.	9. Remedial programs and resources, snacks/ District (local, state, federal), ESSER	9. April 2023	
10. September 2023	10. Utilize NWEA Projected Proficiency winter and spring reports to identify probable performance levels.	10. NWEA reports will be reviewed in January and April to identify re-teaching needs	10. Special Ed. Director, Building Admin, Teachers, Asst. Supt. , Instructional Coaches	10. NWEA Assessment and results, District Assessment Plan / District (local, state, federal), ESSERfunds	10. April 2024	
11. September 2023	11. Annually review the scope and sequence to ensure students have been offered instruction covering the Missouri Learning Standards.	11. Item Summary Reports will be shared in the fall and curriculum deficiencies will be identified.	11. Teachers, Inst. Coaches, Bldg. Admin, Asst. Supt., Special ed. teachers and director	11. Curriculum, Assessment Blueprints/ District (state & fed)	11. May 2024	
12. April 2024	12. Create an incentive program for students putting forth effort when participating in the Grade Level and End of Course exams.	12. Buildings will create tracking sheets to identify student success and ISR will be reviewed to determine effectiveness.	12. Leadership Teams, Teachers, Building Admin	12. District (local, state,)	12. May 2024	

Goal 2.4 The District will have 90% of the students attend 90% of the time.

Rationale 2.4 Students who regularly attend school have been shown to achieve at higher levels than students who do not have regular attendance and regular attendance is a powerful predictor of student outcomes.

2021-2022 Proportional Attendance Rates

Building	District	CHS	CVMS	CIS	PV
Proportional Attendance Rate	78.3%	71.4%	73.8%	87.7%	82.8%

MSIP Standards Addressed 2.4 TL1B

Strategies 2.4

- Create incentive programs per quarter and semester.
- Communicate attendance rates monthly to stakeholders.
- Monitor attendance weekly, monthly, and quarterly.
- Provide end of year incentives for students maintaining 95% attendance.
- Provide high quality, engaging instruction to promote student attendance.

Start Date 2.4	Action Steps 2.4	Progress Monitoring 2.4	Person(s) Responsible 2.4	Resources/ Funding 2.4	Goal Date 2.3	Completion Date 2.4
1. August 2023	1. Visually post grade level attendance rates in the buildings.	1. Weekly updates will be shared through posters, announcements and or hall TVs.	1. Building Admin	1. Bulletin board area/District (local, state, federal)	1. May 2024	
2. August 2023	2. Create quarterly and semester rewards for students attending 90% of the time.	2. Reports identifying students will be created quarterly.	2. Building Admin	2. Student Information System and Thrillshare alert system/ District (local, state, federal).	2. May 2024	
3. August 2023	3. Share building attendance rates monthly with the Board of Education and parents.	3. Monthly School Board Reports will share grade level and building data.	3. Building Admin	3. Monthly School Board Report, Student Information	3. May 2024	

4. August 2023	4. Utilize automated calling systems to notify parents of absences.	4. Daily notification will be sent to parents of absent students.	4. Building Admin	Systems/ District (local, state, federal) 4. Student Information System and Thrillshare alert system/ District (local, state, federal)	4. May 2024	
5. August 2023	5. Utilize Building Leadership Teams to develop strategies increasing student attendance.	5. Monthly meeting agendas will include attendance strategies.	5. Building Admin and Teachers	5. Building Leadership Team meetings and agendas/District (local, state, federal)	5. May 2024	
6. August 2023	6. Hire and employ a social worker to work cooperatively with the school police to conduct home visits of students with chronic attendance concerns in an effort to provide family assistance.	6. Monthly meetings between social workers, school police, building administrators and school counselors will document attendance rates and action steps taken to assist the students with poor attendance.	6. Social Worker, Building Admin, School Police	6. Attendance reports, school vehicle/District (local, state, federal), ESSERfunds	6. May 2024	
7. September 2023	7. Complete IPI data cycles to ensure engaging instruction.	7. The data collected through three IPI cycles will be analyzed and disseminated to ensure student and teacher engagement.	7. Building IPI Teacher Teams	7. IPI Data Collection Form/ District (local, state, federal)	7. April 2024	
8. December 2023	8. Create an accountability plan for students missing more than 7 days within a semester time period.	8. Weekly attendance reports will be used to identify an increase in student attendance rates.	8. Leadership Teams & Building Admin, parents and students	8. Attendance School Student Contract/ District (local, state, federal)	8. May 2024	

Goal 2.5 Each year, 100% of the students graduating will enroll in a college/university, trade/technical school or program, be employed, or enlisted in the military.

Rationale 2.5 A student's Individual Career and Academic Plan (ICAP) provides a path for career readiness. High school exposes students to several career fields through coursework, internships, studies, vocational courses, dual credit and exposure to colleges, universities and military options. When graduating high school, students with established post-secondary plans are more successful than those without.

Goal 2.5 Continued

2022 Graduate Placement

Area	Two-year College	Four-year College	Technical Institute	Employment	Military
Placement Percent	12.7%	33.6%	6.4%	40.0%	Below 5%

MSIP Standards Addressed 2.5 TL1H6, TL3, TL3A, TL3D, TL3E, TLJ 1, 2, 3, 4, 5, 6, 7, 8, 9

Strategies 2.5

- The district will provide students with opportunities to explore college and career options.
- The district will provide a career curriculum through the school counselors.
- Students will be offered both in-district and off-site vocational courses.
- Students will create an Individual Career and Academic Plan that will be reviewed annually.
- Students will be offered an opportunity to participate in the A+ Program.
- Students will be offered an opportunity to obtain a Career and Technical Certificate.
- Students will be allowed access to recruiters from post-secondary institutions and military recruiters during the school day.

Start Date 2.5	Action Steps 2.5	Progress Monitoring 2.5	Person(s) Responsible 2.5	Resources/ Funding 2.5	Goal Date 2.5	Completion Date 2.5
1. August 2023	1. The district will work cooperatively with rootEd to secure an academic advisor designated to support students in their postsecondary career and educational plans.	1. Monthly reports provided by rootEd.	1. rootEd, School Counselors, Academic Advisor & Students	1. Office area, meeting areas, student rosters, ICAPs Local/root Ed Grant	1. May 2024	
2. August 2023	2. Increase the amount of students enrolled in dual credit, advanced placement and	2. Number of students enrolled in courses per	2. School Counselors, Colleges	2. Dual credit scholarships,	2. May 2024	

	vocational courses at the high school level.	semester.	& Universities, Students & Parents	course offerings/ Local and Higher Ed, Scholarship, Local		
3. August 2023	3. Expand PLTW course offerings.	3. The annual number of PLTW courses and content areas will be assessed annually through the high school class schedule.	3. Building Admin & Teachers	3. PD, teachers / Local funds	3. May 2024	
4. August 2023	4. Increase the number of internship opportunities.	4. The number of students actively participating per semester will be assessed.	4. School Counselors & Community Businesses, Vocational teachers	4. Open positions, Job and Career Readiness Handbook	4. May 2024	
5. August 2023	5. Increase the number of college bound students taking the ACT and ensure the student's ICAP and course of study include higher level, rigorous coursework.	5. Periodic ACT reports will be exported after each test date.	5. Counselors, Students	5. ACT.org, ACT data reports/ Local fund	5. May 2024	
6. August 2023	6. School counselors and the academic advisor will schedule visits from colleges, military, and trade schools.	6. The number of arranged visits will be tracked through a common document.	6. School Counselor, Secretary, and Building Admin	6. Meeting area, contact information, colleges, universities, vocational schools and military/ rootEd, Local funds	6. May 2024	
7. August 2023	7. Senior's post-secondary commitments will be displayed and celebrated.	7. Each time a student commits, they will be added to the bulletin display.	7. School Counselors, Academic Advisor & Secretaries	7. Bulletin board area/ Local funds	7. May 2024	

8. August 2023	8. The district will identify a data collection system that tracks 100% of the students graduating.	8. The district will collect graduation follow-up data in the fall and will report data through Core Data.	8. School Counselors, administrative assistants	8. Tracking system/ District (local, state)	8. May 2024	
9. August 2023	9. Look for internal and external scholarship opportunities for college-bound students taking the ACT.	9. The district will annually designate funds through donations, and internal and external grant opportunities and revenues and expenditures will be documented.	9. Counselors	9. Internal and external funding sources District (local, state, federal)	9. May 2024	
10. Aug 2023	10. Academic advisor and school counselors will provide students and parents information regarding applications to colleges/trade schools and will hold informational nights.	10. Sign in sheets will record the meeting attendance.	10. School Counselors & Secretaries	10. Meeting area, meeting schedule, topics for meetings, SPIN (Student & Parent Information Night) College and Coffee Events/ Local funds	10. May 2024	
11. Fall 2023	11. Students will complete a career interest inventory.	11. Missouri Connections will provide the counselors, students and parents with an interest inventory report.	11. School counselors, students & parents	11. Missouri Connections, class time/Local	11. December 2023	
12. Winter 2023	12. The ASVAB will be administered to all juniors.	12. Attendance rosters will document the students taking the ASVAB.	12. School Counselors, Test Administrators & Students	12. Off campus location/ Local funds	12. December 2023	
13. Spring 2024	13. Buildings will plan and host career days including presenters from the military, vocational careers, and careers requiring college degrees.	13. An annual Career Day will be scheduled for each building.	13. School Counselors, Community Members, &	13. School calendar, classrooms, presenters/	13. May 2024	

14. April 2024	14. Offer the ACT Work Keys to seniors.	14. Student rosters will confirm student participation.	Building Admin 14. School Counselors	Local funds 14. Approved test administrator, assessment, scheduled school day, Local funds	14. May 2024	
----------------	---	---	---	---	--------------	--

Objective 3: Relationships, Climate and Community

Goal 3.1 Each year, the Climate and Culture Survey stakeholder satisfaction response average, will increase 2% when compared to the prior year’s average.
Rationale 3.1 Satisfied parents, staff, community, and students create a positive culture.

MSIP Standards Addressed 1.3 CC4B

Average Climate Survey Responses 2022-2023

Surveyed Group	Grades 3-5	Grades 6-12	Staff	Parents
Average Response	2.69%	2.88 %	3.33 %	2.98 %

Response Definitions	Grades 3-5	Grades 6-12	Staff	Parents
1	No	Strongly Disagree	Strongly Disagree	Strongly Disagree
2	Sometimes	Disagree	Disagree	Disagree
3	Yes	Agree	Agree	Agree
4	N/A	Strongly Agree	Strongly Agree	Strongly Agree

Goal 3.1 Continued

Strategies 3.1

- 100% of the teachers new to the district will receive a minimum of one year orientation, professional learning, and mentoring/coaching support.
- 100% of the first-and second-year teachers will have a minimum of two years of orientation, professional learning, mentoring, and coaching support.
- Each building will include parent and community members on at least one advisory team for guidance and input and will meet at least two times per year.
- Each teacher will be given the opportunity to complete an annual needs assessment.
- Students will be encouraged to complete an annual needs assessment.
- The District will provide a safe and caring environment that addresses individual students' social emotional needs.

Action Steps 3.1

Start Date 3.1	Action Steps 3.1	Progress Monitoring 3.1	Person(s) Responsible 3.1	Resources/ Funding 3.1	Goal Date 3.1	Completion Date 3.1
1. June 2023	1. Annual safety audits will be performed as a proactive approach to building safety.	1. Annual reports will be shared with the administration in the fall.	1. School Police, Building Admin, Local Law Enforcement.	1. Time, safety audit/District (local, state)	1. August 2023	
2. July 2023	2. Communicate parent/community committee opportunities using emails, school websites, and social media outlets.	2. Reports created through Thrillshare will document communication errors and connections.	2. Building Admin	2. School webpage, Thrillshare, PD, District (local, state, federal)	2. July 2024	
3. August 2023	3. Buildings will address individual student's social and emotional well-being through use of a social worker and implementation of the trauma informed school initiative.	3. Monthly reports created by the school social worker will reflect the number of students/families that have received services.	3. School Counselors, Social Workers, Teachers, Administrators, Support Staff	3. District (local, state, federal) ESSER.	3. May 2024	
4. August 2023	4. Provide adequate support for new hires by providing feedback through classroom visits and scheduled mentor/building buddy meetings.	4. Annual satisfaction survey results will reflect support and satisfaction.	4. Building Admin, Mentors, Instructional Coaches, Building Buddies	4. Mentoring Handbook / PD, District (local, state, federal)	4. May 2024	
5. October 2023	5. Offer an annual needs assessment survey for parents, students, teachers and support	5. Annual survey results will identify strengths and	5. Building Admin	5. Survey results/ District (local,	5. June 2024	

6. May 2024	staff. 6. Analyze survey results from mentoring and building buddy programs and make changes to the program based on survey feedback.	weaknesses. 6. Annual survey results will identify strengths and weaknesses.	6. Building Mentor Leaders, Mentors, Building Buddies, New Hires, & Beginning Teachers	state, federal) 6. PD, District (local, state, federal)	6. June 2024	
-------------	--	---	--	--	--------------	--

Goal 3.2 The Cameron R-1 School District will annually decrease the percentage of students assigned exclusionary discipline.

Rationale 3.2 Overuse of exclusionary discipline increases the likelihood of academic failure and dropout rates.

Progress Monitoring 3.2 Exclusionary consequences will be shared at the monthly Board of Education meetings.

Days Assigned to In-School Suspension 2021-2022	Number of Students Assigned In-school Suspension 2021-2022	Days Assigned to Out-of-School Suspension 2021-2022	Number of Students Assigned to Out of School Suspension 2021-2022	Days Assigned 10 or More Days Out-of-School 2021-2022	Number of Students Assigned 10 or More Days Out-of-School
704.86 Days	422	545.28 Days	199	310.85 Days	18

MSIP Standards Addressed 3.2 TL1F, TL7, TL7A, B, C, D, E, F

Strategies 3.2

- Each building will provide positive incentives for students and staff for model behavior and attendance.
- The district will annually provide trauma-informed professional development for all staff.
- The district will annually provide Restorative Practices training for all staff.
- The district will hire a full-time social worker to address individual student needs.

Start Date 3.2	Action Steps 3.2	Progress Monitoring 3.2	Person(s) Responsible 3.2	Resources/ Funding 3.2	Goal Date 3.2	Completion Date 3.2
1. May 2023	1. The district will contract with RPDC's to provide Trauma Informed professional development for all staff.	1. Annual service contracts.	1. PD Committee, NWRPDC, Building Admin,	1. Trauma Training PD Calendar, NWRPDC/	1. June 2024	

			TIS Teams, Teachers & Staff	PD, District (local, state, federal), ESSER		
2. May 2023	2. Administration will review the Discipline Matrix annually, K-5 and 6-12.	2. Discipline Matrix will be scheduled for annual review each May.	2. Building Admin	2. K-5 Discipline Matrix 6-12 Discipline Matrix	2. June 2023	
3. August 2023	3. The district will provide information to parents about restorative practices through the student handbook, school web page and newsletters.	3. Documentation will be provided each year.	3. Assistant Principals	3. Restorative Practice Guides, School Web Page	3. May 2024	
4. August 2023	4. Assistant principals will attend restorative practices, professional development training and will utilize the trainer model.	4. Certification of completion, invoicing, and sharing of knowledge through inservice, communications and faculty meetings.	4. PD Committee & Assistant Principals	4. PD Offering/ PD, District (local, state, federal), ESSER	4. June 2024	
5. August 2023	5. Professional development calendars will designate times for TIS and restorative practices.	5. PD calendars will be presented for approval through the PD Budget and Plan.	5. PD Committee & Building Principals	5. Professional Development Plan & Budget / PD, District (local, state, federal), ESSER	5. June 2024	
6. August 2023	6. Each building will designate a Trauma Informed Team to provide strategies and interventions for students and staff.	6. TIS meeting sign-ins, agendas and minutes.	6. Trauma Team Rosters	6. PD, District (local, state, federal), ESSER	6. June 2024	
7. August 2023	7. All buildings will develop a return to school process for all students who have been expelled from school.	7. Completed upon return of each student.	7. Building Admin, Students & Parents.	7. Staff, students and parent time, Handbook/Policy	7. June 2024	
8. August 2023	8. All buildings will utilize EdHandbook for discipline documentation.	8. Monthly Board of Education reports will provide the number of in and out-of-school suspensions.	8. Building Admin & Teachers	8. Ed Handbook, Discipline Matrix	8. June 2024	

Goal 3.3 Each year, stakeholder satisfaction response average will reflect a 2% increase in the area of communication.

Rationale 3.3 Communication is a bridge between school and home. Increased communications between the parents and the teacher has a positive influence on student academics and attendance rates. Increased communications also offer opportunities for families to become involved and participate in activities and events held within the school.

Goal 3.3 Continued

Average Response to Communication Survey Question

Surveyed Group	Grades 3-5	Grades 6-12	Staff	Parents
Average Response	2.52 (3.0)	2.94 (4.0)	3.46 (4.0)	2.91 (4.0)

MSIP Standards Addressed 3.3 L8A, L8B

Strategies 3.3

- The district will provide a user-friendly website that promotes positive school culture that is maintained by district staff members.
- Each building and the district as a whole will maintain a strong social media presence with weekly posts promoting positive school culture.
- Teachers make positive monthly contact with families regarding individual students.

Start Date 3.3	Action Steps 3.3	Progress Monitoring 3.3	Person(s) Responsible 3.3	Resources/ Funding 3.3	Goal Date 3.3	Completion Date 3.3
1. July 2023	1. The building web pages will be updated monthly to include students and staff achievement, calendar events and news.	1. Weekly posting goal will be designated for news and live feeds.	1. Building Admin & Teachers	1. Parkview Website CIS Website CVMS Website CHS Website / District (local, state, federal)	1. July 2024	
2. August 2023	2. The district will develop a communication plan and will consider	2. The Communication Committee will complete an	2. Superintendent, Communications	2. Communications Plan,	2. May 2024	

	appointing a district communications director.	annual review of the communication plan.	Committee	District (local, state)		
3. August 2023	3. The district will research and identify a common school to home communication tool for use in each building.	3. A list of programs will be gathered annually and will be presented to the Communication Committee.	3. Technology Director, Building Admin, Asst. Superintendent, Superintendent, Teachers, Parents	3. Programs/ PD, District (local, state)	3. May 2024	
4. August 2023	4. Administrators will create monthly newsletters that will be distributed through multiple means and posted to the building's webpage.	4. Monthly postings and dissemination of the newsletters.	4. Building Admin	4. Parkview Newsletter CIS Newsletter CVMS Newsletter CHS Newsletter SPED Newsletter / PD, District (local, state, federal).	4. June 2024	
5. August 2023	5. Parent/home contact logs will be developed and maintained.	5. Each semester, the contact logs will be reviewed by the building administration.	5. Building Admin & Teachers	5. Communication Log	5. May 2024	
6. August 2023	6. Parents will be encouraged to use the PowerSchool Parent Portal and user guides will be posted on the building's webpage.	6. Login reports will be run quarterly to identify the number of parents utilizing the Parent Portal.	6. Building Admin, Teachers & Parents	6. Methods of Communication , Powerschool App/	6. May 2024	
7. August 2023	7. The distinct will research platforms that can be used to periodically gather the feedback of students, parents , community, and faculty.	7. A list of platforms will be adhered and presented to the Communications Committee.	7. Technology Director, Building Admin, Asst. Superintendent, Superintendent, Teachers, Parents	7. PD, District (local, state)	7. May 2024	