

**Maryville R-II****Comprehensive School Improvement Plan  
2021/2026  
7/1/2021-6/30/2026**

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**» Goal I-Learning, Achievement, Wellness**

- » Objective A-By 2025, 70% of students will obtain proficient ratings on first quarter assessments of kindergarten readiness skills
  - » ○ Strategy 1-Implement concepts and programs to develop childhood cognitive, physical, and social abilities (in addition to those identified for district-wide implementation Goal 2, #3).
    - » ○ Action Step a-Handwriting Without Tears
    - » ○ Action Step b-Conscious Discipline
    - » ○ Action Step c-Heggerty Phonological & Phonemic Awareness
  - » ○ Strategy 2-Increase early childhood community partnerships
    - » ○ Action Step a-Develop a Community Literacy Project
    - » ○ Action Step b-Implement Kindergarten DARE
    - » ○ Action Step c-Develop & organize shared events with Maryville Parks and Recreation
    - » ○ Action Step d-Develop and organize shared events with Maryville Public Library
  - » ○ Strategy 3-Research, evaluate, and increase preschool equitable access
    - » ○ Action Step a-Provide a preschool education to at least 75% of the kindergarten class
    - » ○ Action Step b-Restructure PreK toward 4-year old enrollment, reserving 3-year old instruction to only early childhood special education
  - » ○ Strategy 4-Expand Parents as Teachers by increasing enrollment of high need families
    - » ○ Action Step a-Develop a partnerships with community organizations
    - » ○ Action Step b-Communicate with expecting/new mothers via Mosaic
    - » ○ Action Step c-Communicate with expecting/new mothers via WIC
    - » ○ Action Step d-Communicate with expecting/new mothers via The Source
    - » ○ Action Step e-Implement a comprehensive advertising effort by posting flyers throughout the community
    - » ○ Action Step f-Implement a comprehensive advertising effort by advertising through the media - radio and paper

- »  Action Step g-Host parenting classes with attendance incentives
- »  Action Step h-Host playtime events with attendance incentives
- » Objective B-Annually, 70% of students will be on track or above for MAP & EOC data, and the district will meet or exceed state averages on MAP, EOC, and ACT
  - » Strategy 1-Clearly define and implement intervention processes at each building
    - »  Action Step a-At the high school, offer an ACT Prep class
    - »  Action Step b-At the high school, provide focused, in-class prep days for English II, Government, Biology, and Algebra I
    - »  Action Step c-At the middle school, utilize hound time for targeted interventions
    - »  Action Step d-At the elementary school, utilize a building care team
    - »  Action Step e-At the elementary school, utilize Title I math and reading with concrete participation criteria
    - »  Action Step f-At the elementary school, implement targeted tutoring at GO (Growing Opportunities)
  - »  Strategy 2-Provide vertical teaming time within departments at least two times per year
    - »  Action Step a-Schedule on November and February Professional Development days
  - »  Strategy 3-Provide MAP and EOC specific professional development
    - »  Action Step a-Host Northwest Reginal Professional Development reps for MAP & EOC workshops
  - »  Strategy 4-Share disaggregated state data with staff at least annually
    - »  Action Step a-Present at fall professional development day
- » Objective C-Annually, at least 80% of students will perform at proficient or above on local standardized assessments (including but not limited to Renaissance and ReadyMath)
  - »  Strategy 1-Share disaggregated local data with staff at least twice annually
  - »  Strategy 2-Unify the ELA (English Language Arts) instructional philosophy in spelling
  - »  Strategy 3-Unify the ELA instructional philosophy in writing
  - »  Strategy 4-Unify the ELA instructional philosophy in vocabulary
  - »  Strategy 5-Increase emphasis on foundations (grammar/punction) at the high school level
    - »  Action Step a-Create and offer a grammar/writing foundations course

- » ○ Action Step b-Stress more grammar into English I curriculum
- » Objective D-Annually, 100% of students will graduate future-ready
  - » ○ Strategy 1-Maintain 90% attendance for at least 90% of students
    - » ○ Action Step a-Develop & implement a tiered attendance monitoring system for all buildings
    - » ○ Action Step b-Hold regular meetings with Juvenile Office
    - » ○ Action Step c-Utilize Check & Connect for students with low attendance
  - » ○ Strategy 2-Meet or exceed an average daily attendance rate of 94% by building and district
    - » ○ Action Step a-Develop and implement a tiered attendance monitoring system - attendance letters, phone calls, meetings
    - » ○ Action Step b-Regular meeting topics with Juvenile Office
    - » ○ Action Step c-Utilize Check & Connect
  - » ○ Strategy 3-Host annual event fair for post-secondary career opportunities
    - » ○ Action Step a-Schedule a spring high school College and Career Fair in the FEMA gym
  - » ○ Strategy 4-Continue and expand job shadowing at secondary level
    - » ○ Action Step a-Encourage middle school students to participate in one per year
    - » ○ Action Step b-Encourage high school students to participate in two per year
  - » ○ Strategy 5-Increase transition opportunities between buildings and to post-graduation
    - » ○ Action Step a-Host a spring K to 1st grade Step Up Day
    - » ○ Action Step b-Host a spring 4th to 5th grade Step Up Day
    - » ○ Action Step c-Host an 8th to 9th grade Step Up Day
    - » ○ Action Step d-Utilize mini-classes for club and activity exposure
    - » ○ Action Step e-Host a 12th grade to post-secondary life transition day
    - » ○ Action Step f-Host back-to-school open house events
    - » ○ Action Step g-Increase the number of Northwest Technical School (NTS) completers annually
    - » ○ Action Step h-Increase number of NTS completers placed into related field upon graduation annually
  - » ○ Strategy 6-Sustain financial support and professional development for Project Lead the Way (PLTW) programming

## » Goal II-Students and Staff

- » Objective A-By 2025, hire and retain at least 5% of staff from underrepresented populations
  - »  Strategy 1-Expand recruiting territory via career fairs, advertising, etc.
- » Objective B-Annually, increase at least 5% in employee satisfaction, morale, and wellness scores on an employee survey
  - »  Strategy 1-Preserve the existing and improve the staff benefit package
    - »  Action Step a-Negotiate employee discounts or perks at local business
  - »  Strategy 2-Preserve full paid health insurance premiums for a quality plan
  - »  Strategy 3-Research and implement Maryville R-II cost savings for employees
    - »  Action Step a-Reduce tuition for GO before/after school (align with Free/Reduced lunch scale)
    - »  Action Step b-Reduced tuition for Preschool (align with Free/Reduced lunch scale)
  - »  Strategy 4-Develop and encourage employee wellness
    - »  Action Step a-Establish staff fitness program
    - »  Action Step b-Offer a staff mileage club for walkers and runners
    - »  Action Step c-Offer fitness classes taught by Maryville R-II staff: spin, yoga, pilates, weight training, etc.
    - »  Action Step d-Grow biometric screening participation by 5% annually until 100% is reached
  - »  Strategy 5-Incentivize staff participation in wellness programs utilizing merchandise, local business perks, classroom grant availability, etc.
  - »  Strategy 6-Meet MSIP 6 counseling standards
- » Objective C-Annually, increase professional development offerings to 20 hours of content specific
  - »  Strategy 1-Sustain financial support for ongoing professional development initiatives
    - »  Action Step a-The Leader in Me
    - »  Action Step b-ReadyMath
    - »  Action Step c-Renaissance
    - »  Action Step d-Project Lead the Way (PLTW)
    - »  Action Step e-Network for Effective Educators (NEE) indicators
    - »  Action Step f-SPED Track
    - »  Action Step g-CPI

- » ○ Action Step h-MOACTE (Missouri Association for Career and Technical Education)
- » ○ Strategy 2-Survey staff annually to determine unique professional development needs
- » ○ Strategy 3-Increase opportunities to travel and observe exemplary schools/programs
- » Objective D-Annually, increase community partnerships
  - » ○ Strategy 1-Reallocate social workers throughout the district to serve as liaisons with local support agencies
  - » ○ Strategy 2-Implement monthly character traits utilizing The Leader in Me principles
    - » ○ Action Step a-Hold regular assemblies in buildings
    - » ○ Action Step b-Honor monthly student role models
    - » ○ Action Step c-Advertise and teach monthly character traits
  - » ○ Strategy 3-Develop a community literacy program via PAT
  - » ○ Strategy 4-Expand mental health partnerships with Northwest Mental Health and Mosaic
  - » ○ Strategy 5-Complete at least one community project per Northwest Technical School subject area per year
  - » ○ Strategy 6-Encourage classroom guest speakers
- » **Goal III-Environment (Facilities & Learning Spaces)**
  - » Objective A-By 2023, develop a detailed plan for addressing elementary school facilities
    - » ○ Strategy 1-Conduct a needs survey to identify and prioritize problems
    - » ○ Strategy 2-Conduct a safety, structural analysis of the existing building
    - » ○ Strategy 3-Secure architectural services for a Eugene Field Elementary School project
  - » Objective B-By 2023, develop a detailed plan for addressing athletic facilities, allowing the district to host soccer and tennis on the Maryville R-II campus
    - » ○ Strategy 1-Conduct a needs survey to identify and prioritize problems
    - » ○ Strategy 2-Conduct a property analysis to identify options
    - » ○ Strategy 3-Secure architectural services for future project(s)
  - » Objective C-By 2025, complete multiple minor facility improvements through the district
    - » ○ Strategy 1-Construct a wall to split FACS & PLTW at Maryville Middle School
    - » ○ Strategy 2-Construct a wall to enclose Title preschool classroom

- »  Strategy 3-Insulate the high school science hallway
- »  Strategy 4-Complete multipurpose building renovation
- »  Strategy 5-Add a sound system to the FEMA gym
- »  Strategy 6-Replace the football stadium scoreboard
- »  Strategy 7-Increase locker room facilities for females
- »  Strategy 8-Identify gender neutral restroom facilities in each building
- »  Strategy 9-Address MECC front entrance water issues
- »  Strategy 10-Address NTS floor tile issues
- »  Strategy 11-Add cameras to EFES outdoor classroom and back parking
- »  Strategy 12-Add closet to southwest corner of NTS new commons for EMT/CMT materials

#### » **Goal IV-Funding and Finances**

- » Objective A-By end of FY26, the certified salary schedule will meet or exceed the Midland Empire Conference (MEC) average at benchmarks of BS & MS
  - »  Strategy 1-Annually add \$250 minimum to the base
  - »  Strategy 2-Analyze structure of existing schedule and movement protocols
- » Objective B-Annually, maintain a minimum of 24% fund/reserve balance
  - »  Strategy 1-Keep expenditures within budgeted parameters
  - »  Strategy 2-Evaluate needs annually
  - »  Strategy 3-Maintain a five-year plan for capital improvement and maintenance
  - »  Strategy 4-Compare and analyze contracted services to in-house for savings
- » Objective C-By the end of FY26, generate \$15 million in funds for district construction
  - »  Strategy 1-Pass a no-tax increase bond issue
  - »  Strategy 2-Secure private donations dedicated for construction
  - »  Strategy 3-Form a fund-raising committee
  - »  Strategy 4-Increase by 5%, the amount of money annually transferred to capital projects under the DESE 7% allowable transfer
- » Objective D-By the end of FY26, increase local, non-taxed dollars by 100%
  - »  Strategy 1-Eliminate third party vendors for sponsorships
  - »  Strategy 2-Revitalize the Educational Foundation with non-school leadership
  - »  Strategy 3-Increase alumni involvement and donations
  - »  Strategy 4-Increase the number of grant applications by 5%

- »  Strategy 5-Generate local tuition income at NTS by increasing professional offerings