

**Goal 1 – Student Achievement - Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic and career goals.**

**Objective #: 1** –Student achievement will increase as measured by the Annual Performance Report (APR).

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> <li>The District will develop, implement, and evaluate curriculum based upon student, district, and state standards data.</li> </ul>	<ul style="list-style-type: none"> <li>Establish vertical teams PK-12 to create a collaborative professional environment and seamless curricular alignment.</li> </ul>	Administrators	Annually
	<ul style="list-style-type: none"> <li>Monitor and adjust curriculum, assessment, and instruction annually.</li> </ul>	Administrators and Teachers	Ongoing
	<ul style="list-style-type: none"> <li>Implement research-based strategies to differentiate instruction based on analysis of multiple sources of relevant student data.</li> </ul>	Teachers	Ongoing
<ul style="list-style-type: none"> <li>The District will provide a multi-tiered system of supports that improves achievement of all learners.</li> </ul>	<ul style="list-style-type: none"> <li>Develop and monitor a building-wide plan to sustain a multi-tiered model of academic and behavioral interventions: Response to Intervention (RTI), Professional Learning Communities (PLC), and Positive Behavior Intervention and Supports (PBIS).</li> </ul>	Administrators, Counselors, and Teachers	Ongoing
	<ul style="list-style-type: none"> <li>Administer Universal Screenings in English Language Arts and Math three times per year.</li> </ul>	Teachers	Ongoing
	<ul style="list-style-type: none"> <li>Analyze Universal Screening and annual Missouri Assessment Program (MAP)/End of Course Exam (EOC) data to develop academic interventions that target specific deficits of struggling students.</li> </ul>	Administrators, Counselors, and Teachers	Ongoing
	<ul style="list-style-type: none"> <li>Identify and implement interventions based on specific skill deficits and monitor student progress.</li> </ul>	Teachers and Counselors	Ongoing
	<ul style="list-style-type: none"> <li>Offer extended learning opportunities for students in need of additional support.</li> </ul>	Teachers and Counselors	Ongoing
	<ul style="list-style-type: none"> <li>Conduct research of standards-based learning and grading to evaluate its potential impact on student achievement.</li> </ul>	Administrators, Counselors, and Teachers	2017-2019
	<ul style="list-style-type: none"> <li>Provide a preschool program for four and five-year olds.</li> </ul>	Administrators	Ongoing
	<ul style="list-style-type: none"> <li>Provide Title I services ( Elementary K-6)</li> </ul>	Title I Director and Teachers	Ongoing
	<ul style="list-style-type: none"> <li>Offer Parents as Teachers services to families with children birth to five years old.</li> </ul>	PAT Director	Ongoing

**Objective #: 2** – Missouri Assessment Program (MAP) and End of Course (EOC) results for all areas will be at or above the state average.

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> <li>The District will research and implement effective instructional practices that have a large, positive impact on student achievement.</li> </ul>	<ul style="list-style-type: none"> <li>Establish Professional Development Focus groups which will implement annual professional development plans.</li> </ul>	Administrators, Counselors, and Teachers	Annually
	<ul style="list-style-type: none"> <li>Utilize rigorous assessments aligned to the Missouri Learning Standards and utilize the data to guide instruction.</li> </ul>	Teachers	Ongoing

**Objective #: 3** – Subgroup achievement will demonstrate growth each year as measured by the District's Annual Performance Report (APR).

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> <li>The District will provide rigorous research-based curriculum and instruction that supports the Missouri Learning Standards for all Subgroups.</li> </ul>	<ul style="list-style-type: none"> <li>Provide professional development to regular education and special education teachers on differentiated instruction and other methods/techniques for teaching students with disabilities in the regular education classroom.</li> </ul>	Administrators, Counselors, and Teachers	Ongoing
	<ul style="list-style-type: none"> <li>Provide professional development to staff members with a focus on understanding poverty and its impact on students.</li> </ul>	Administrators, Counselors, and Teachers	Ongoing
	<ul style="list-style-type: none"> <li>Monitor teachers' differentiated instruction within classrooms.</li> </ul>	Administrators	Ongoing

**Objective #: 4** – The Richland R-IV School District's College and Career Readiness will increase as measured by the District's Annual Performance Report (APR)

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> <li>The District will score at or above the state average on ACT and ASVAB.</li> </ul>	<ul style="list-style-type: none"> <li>Students' participation in assessments provided by the school district.</li> </ul>	High School Principal and High School Counselor	Annually
	<ul style="list-style-type: none"> <li>Implement ACT Aspire in ninth and tenth grade.</li> </ul>	High School Principal and High School Counselor	Annually
	<ul style="list-style-type: none"> <li>Implement formative assessments, evaluate data, and respond in accordance to student needs.</li> </ul>	Teachers	Ongoing

<ul style="list-style-type: none"> <li>The percentage of graduates who earn a qualifying score on “Technical Skills Attainment/Industry-Recognized Credential Assessments” and/or receive college credit through early college, dual enrollment, or approved dual credit courses will meet the state standard.</li> </ul>	<ul style="list-style-type: none"> <li>Students’ participation in program-required assessments provided by the school district, such as Technical Skills Attainment (TSA) and Industry-Recognized Credential (IRC) Assessments.</li> </ul>	High School Principal, High School Counselor, and Vocational Teachers	Annually
	<ul style="list-style-type: none"> <li>Implement early identification of career interest.</li> </ul>	Administrators and Counselors	Ongoing
	<ul style="list-style-type: none"> <li>Provide access to career and technology programs to promote success in post-secondary experiences (Examples: WCC, OTC, and high school course offerings)</li> </ul>	High School Principal and High School Counselor	Annually
	<ul style="list-style-type: none"> <li>Provide multiple opportunities for students to participate in Dual-Credit Courses.</li> </ul>	High School Principal and High School Counselor	Annually
<ul style="list-style-type: none"> <li>The percent of graduates who attend post-secondary education/training, participate in military service within six months of graduating, or are employed will meet the state standard.</li> </ul>	<ul style="list-style-type: none"> <li>Completion of 180-day, follow-up study each year and analysis of findings.</li> </ul>	High School Principal and High School Counselor	Annually

**Objective #: 5** – The Richland R-IV School District’s attendance rate of all students will be 90% or higher as measured by the District's Annual Performance Report (APR).

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> <li>An attendance plan will be developed and implemented PK-12.</li> </ul>	<ul style="list-style-type: none"> <li>Utilize the School Messaging System to notify parents when students are absent.</li> </ul>	Administrative Assistant	Daily
	<ul style="list-style-type: none"> <li>Send attendance letters home via mail and/or email.</li> </ul>	Administrators, Counselors and Administrative Assistants	Ongoing
	<ul style="list-style-type: none"> <li>Provide general attendance recognition for students maintaining a 95 percent or higher attendance rate.</li> </ul>	Administrators and Counselors	Quarterly

	<ul style="list-style-type: none"> <li>Maintain building teams that meet regularly to develop plans for students with excessive absences.</li> </ul>	Administrators and Data Teams	Monthly
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**Objective #:** 6 The Richland R-IV School District's graduation rate will meet or exceed the state standard as measured by the District's Annual Performance Report (APR).

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> <li>The District will ensure that programs and activities are in place to identify and assist students at risk of educational failure.</li> </ul>	<ul style="list-style-type: none"> <li>Improve transition plan strategies to increase graduation rates for at-risk students and Individual Education Plan (IEP) students.</li> </ul>	Director of Special Services, Counselors, and Special Education Teachers	Ongoing
	<ul style="list-style-type: none"> <li>Offer alternative academic programs for students to earn necessary credits to graduate.</li> </ul>	High School Principal and Alternative School Director	Annually
	<ul style="list-style-type: none"> <li>Develop a process to identify at-risk students transitioning building-to-building.</li> </ul>	Administrators and Counselors	Annually
	<ul style="list-style-type: none"> <li>Develop Personalized Career Plans for all students.</li> </ul>	Counselors	Annually

**Goal 2 – Highly Qualified Staff - Recruit, attract, develop and retain highly qualified staff to carry out the District's mission, goals, and objectives.**

**Objective #:** 1 – Highly qualified teachers and support staff will be employed by the school district.

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> <li>The District will establish and follow a systematic process for hiring.</li> </ul>	<ul style="list-style-type: none"> <li>Create and utilize Interview Teams for screening applicants and conducting interviews.</li> </ul>	Administrators	Ongoing
	<ul style="list-style-type: none"> <li>Utilize Interview Rating Forms during the interview process to gain team consensus.</li> </ul>	Administrators	Ongoing

**Objective #:** 2 – All educators will be effective as defined by a local evaluation process fully aligned to Missouri's Essential Principles of Effective Evaluation.

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> <li>The District will utilize the components of the Network for Educator Effectiveness (NEE) Program for its teacher evaluation process.</li> </ul>	<ul style="list-style-type: none"> <li>Evaluators will provide timely reflection, support, and encouragement following the evaluation process timeline.</li> </ul>	Administrators	Ongoing
	<ul style="list-style-type: none"> <li>Certified staff members will create and implement Professional Development Plans annually.</li> </ul>	Administrators, Counselors, and Teachers	Annually

	<ul style="list-style-type: none"> <li>Evaluators will receive annual training focused on the components of the evaluation process.</li> </ul>	Administrators	Annually
	<ul style="list-style-type: none"> <li>Evaluators will conduct walk-through evaluations and provide feedback throughout the school year.</li> </ul>	Administrators	Ongoing
	<ul style="list-style-type: none"> <li>Evaluators will complete and discuss summative evaluations for all staff members.</li> </ul>	Administrators	Ongoing

**Objective #: 3** – The Richland R-IV School District will provide a comprehensive mentoring program for all staff members to ensure highly qualified teachers.

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> <li>The District will oversee, evaluate, and assist teachers to increase student learning and aid in the retention of highly qualified employees.</li> </ul>	<ul style="list-style-type: none"> <li>All new teachers will participate in a System of Support (SOS) Beginning-Teacher Assistance Program.</li> </ul>	New Teachers and Beginning Teacher Coordinator	Annually
	<ul style="list-style-type: none"> <li>Provide an individual mentor for first and second-year teachers.</li> </ul>	Administrators	Annually

**Objective #: 4** – Each year the Richland R-IV School District will implement and maintain a yearly District Professional Development Plan for certified staff focused on staff growth and student achievement.

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> <li>Professional Development will be on-going, research-based, and consistent with the goals of the District and support 21<sup>st</sup> Century teaching and learning.</li> </ul>	<ul style="list-style-type: none"> <li>Provide collaboration time for staff to focus on data for improved student learning.</li> </ul>	Administrators	Ongoing
	<ul style="list-style-type: none"> <li>Provide training on the use of technology to improve instruction.</li> </ul>	Technology Director and Technology Committee	Ongoing
	<ul style="list-style-type: none"> <li>Provide training on differentiated instruction.</li> </ul>	Administrators	Ongoing
	<ul style="list-style-type: none"> <li>Offer support and training to staff to serve at-risk students.</li> </ul>	Administrators and Counselors	Ongoing
	<ul style="list-style-type: none"> <li>Oversee, evaluate, and assist all teachers to increase student learning and to aid in retention of employees.</li> </ul>	Administrators	Ongoing
	<ul style="list-style-type: none"> <li>Promote and train coaches in Positive Coaching methodology.</li> </ul>	Athletic Director and High School Principal	Ongoing
	<ul style="list-style-type: none"> <li>Provide on-going training to transportation staff in dealing with student behavior.</li> </ul>	Director of Transportation	Ongoing

	<ul style="list-style-type: none"> <li>• Provide in-district training for all new bus drivers and driver orientation for experienced drivers who are new to the district.</li> </ul>	Director of Transportation	Ongoing
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**Goal 3 – Facilities, Support, and Instructional Resources - Provide and maintain appropriate instructional resources, support services, and functional and safe facilities.**

**Objective #: 1** – The Richland R-IV School District will improve and maintain all facilities and grounds to adequately provide for students and staff.

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> <li>• The District will develop and maintain a long-term Facility Master Plan.</li> </ul>	<ul style="list-style-type: none"> <li>• Develop a 5 to 10-Year Master Facilities Plan with involvement of an architectural firm, staff members, and community members.</li> </ul>	Superintendent	2017-2018
	<ul style="list-style-type: none"> <li>• Update Facility Plan annually.</li> </ul>	Superintendent	Ongoing
	<ul style="list-style-type: none"> <li>• Prioritize issues that address maintenance, custodial, grounds, and transportation departments' responsibilities within the scope of available resources.</li> </ul>	Superintendent	Ongoing
	<ul style="list-style-type: none"> <li>• Contract out, to qualified providers, larger capital projects and maintenance repairs outside the abilities and resources of the District staff.</li> </ul>	Superintendent	Ongoing
	<ul style="list-style-type: none"> <li>• Continue implementation of a roofing plan.</li> </ul>	Superintendent	Ongoing
	<ul style="list-style-type: none"> <li>• Complete the Missouri Public Schools Safe Facilities Safety Guidelines Checklists at least four times a year.</li> </ul>	Maintenance Director	Quarterly
	<ul style="list-style-type: none"> <li>• Complete a Safety Inspection Checklist Monthly</li> </ul>	Principals	Monthly
	<ul style="list-style-type: none"> <li>• Complete a Playground Inspection Weekly</li> </ul>	Maintenance Director	Weekly
	<ul style="list-style-type: none"> <li>• Complete Safety Guidelines Checklists at least four times a year</li> </ul>	Maintenance Director	Quarterly
<ul style="list-style-type: none"> <li>• The District will make the necessary plans and provisions for the planning, care, and upkeep of facilities and grounds.</li> </ul>	<ul style="list-style-type: none"> <li>• Continue day-to-day repairs and upgrades determined by the maintenance request system and safety inspection feedback.</li> </ul>	Maintenance Director	Ongoing
	<ul style="list-style-type: none"> <li>• Keep facilities clean and presentable.</li> </ul>	Custodial	Ongoing
	<ul style="list-style-type: none"> <li>• Keep grounds safe and clean with grass mowed regularly.</li> </ul>	Maintenance Director	Ongoing

**Objective #: 2** – The Richland R-IV School District will provide and maintain technology resources which complement and support instructional programs.

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> <li>The District will provide technology for the purpose of educating students.</li> </ul>	<ul style="list-style-type: none"> <li>Establish and maintain a Technology Planning Committee comprised of staff members and patrons to oversee the implementation of the District Technology Plan.</li> </ul>	Administrators, Technology Director	Annually
	<ul style="list-style-type: none"> <li>Maintain the District Technology Plan with available financial resources that follows the outlined replacement timelines for equipment for students and teachers.</li> </ul>	Superintendent, Technology Director, and Technology Committee	Ongoing
	<ul style="list-style-type: none"> <li>Update and review the Technology Plan annually and assure compliance with local, state, and federal requirements.</li> </ul>	Technology Director and Technology Committee	Annually
	<ul style="list-style-type: none"> <li>Utilize the district technology staff to implement a K-12 Digital Citizenship curriculum and maintain K-12 vertical collaboration.</li> </ul>	Administrators, Technology Teachers, and Library Media Specialist	Annually
	<ul style="list-style-type: none"> <li>Create an annual Technology Budget that contains allocations for hardware, software, infrastructure, connectivity, and necessary support.</li> </ul>	Superintendent, Administrators, Technology Director	Annually

**Objective #: 3** – The Richland R-IV School District will provide training and resources to our classified staff to maintain the District’s support services.

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> <li>The District will support classified staff through professional development.</li> </ul>	<ul style="list-style-type: none"> <li>Maintain ongoing communication with classified staff to review procedures and discuss any new updates.</li> </ul>	Administrators	Ongoing
	<ul style="list-style-type: none"> <li>Provide classified staff with training annually to maintain efficiency in current job detail.</li> </ul>	Administrators	Annually

**Objective #: 4** – Provide District health services for students which promote the health and well-being of students through prevention, early intervention, and treatment of specific health needs.

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> <li>The District will provide for the health and physical well-being of District students.</li> </ul>	<ul style="list-style-type: none"> <li>Inform and train staff on student health issues and steps to address those conditions.</li> </ul>	District Nurse	Ongoing
	<ul style="list-style-type: none"> <li>Prepare to care for the needs of students who require medical care during the school year.</li> </ul>	District Nurse	Ongoing
	<ul style="list-style-type: none"> <li>Maintain immunization records for all students attending school and submit online reports as required by the state of Missouri.</li> </ul>	District Nurse	Ongoing
	<ul style="list-style-type: none"> <li>Train all coaches and transportation staff for CPR and First Aid Certification.</li> </ul>	District Director of Transportation, District Nurse, and Athletic Director	Annually
	<ul style="list-style-type: none"> <li>Provide resources to parents allowing them to access behavioral and mental health services.</li> </ul>	District Nurse and Counselors	Ongoing

**Objective #: 5** – The Richland R-IV School District will design a food service program to reflect federal guidelines in health and nutrition, food preparation, and marketing as measured by state nutritional guidelines while increasing student participation.

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> <li>The District will serve all students with well-balanced and nutritious food options.</li> </ul>	<ul style="list-style-type: none"> <li>Follow nutrition guidelines for a healthy breakfast and lunch program.</li> </ul>	Director of Food Services	Ongoing
	<ul style="list-style-type: none"> <li>Follow District Wellness Policy for food and beverages served and sold during the school day.</li> </ul>	Director of Food Services, Administrators, and Teachers	Ongoing



**Goal 4 – Parent and Community Involvement - Promote, facilitate and enhance parent, student and community involvement in District educational programs.**

**Objective #: 1** – The Richland R-IV School District will increase student achievement through parental/community involvement.

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> <li>The District will establish and maintain methods of involvement and communication with parents, guardians, and community members.</li> </ul>	<ul style="list-style-type: none"> <li>Develop a district newsletter to distribute to parents, guardians, and patrons.</li> </ul>	Superintendent Administrators	Yearly
	<ul style="list-style-type: none"> <li>Maintain a district website with resources for parents, guardians, and patrons.</li> </ul>	Technology Director and Web page coordinator	Ongoing
	<ul style="list-style-type: none"> <li>Provide access to student information for students, parents and guardians through Teacherease.</li> </ul>	Administrative Assistants	Ongoing
	<ul style="list-style-type: none"> <li>Host a minimum of three Family/Community events for parents, guardians and community members (examples- Open House, Title I Nights, Parent Teacher Conferences, Freshmen Orientation, Scholarship Nights).</li> </ul>	Administrators	Ongoing
	<ul style="list-style-type: none"> <li>Utilize communication through Social Media, the School Messaging System, Monthly Calendars, and Newsletters to reach parents, guardians, and community members.</li> </ul>	Administrators	Ongoing
	<ul style="list-style-type: none"> <li>Promote community involvement.</li> </ul>	Administrators	Ongoing

**Goal 5 – Governance - Govern the District in an efficient and effective manner, providing leadership and representation to benefit students, staff and patrons of the District.**

**Objective #: 1** – All administrators and Board of Education members will receive advanced training.

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> <li>All administrators will participate in on-going Professional Development.</li> </ul>	<ul style="list-style-type: none"> <li>Participate in Professional Development with a focus on leadership, as it relates to curriculum, instruction, assessment, and evaluation of staff.</li> </ul>	Superintendent	Ongoing
	<ul style="list-style-type: none"> <li>Require all first and second-year administrators to participate in a mentor program.</li> </ul>	Superintendent	Ongoing
	<ul style="list-style-type: none"> <li>Encourage all school district administrators to be members of their professional organizations.</li> </ul>	Superintendent	Ongoing

<ul style="list-style-type: none"> <li>All Board of Education members will participate in on-going Professional Development.</li> </ul>	<ul style="list-style-type: none"> <li>Require all Board of Education members to complete Certified Board Member (CBM) Training through the Missouri School Board Association or the Missouri Association of Rural Education and encourage each to obtain master-level certification.</li> </ul>	Superintendent	Ongoing
	<ul style="list-style-type: none"> <li>Encourage all Board of Education members to participate in all available Missouri Association of Rural Education (MARE) conferences.</li> </ul>	Superintendent	Ongoing

**Objective #: 2** – The Board of Education shall govern the District through a comprehensive set of Board policies which are subject to annual review, revision, and/or additions.

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> <li>The District will utilize the Board policy service provided by Missouri Consultants for Education (MCE)</li> </ul>	<ul style="list-style-type: none"> <li>Develop, adopt, review and/or revise District policies, required by Missouri State Statute, targeting research-based best practice and/or unique needs of the District.</li> </ul>	Superintendent and Board of Education	Ongoing
	<ul style="list-style-type: none"> <li>Enforce board policies of the District to provide administrative management of day-to-day operations.</li> </ul>	Administrators	Ongoing
<ul style="list-style-type: none"> <li>Program evaluations will be presented to the Board of Education annually.</li> </ul>	<ul style="list-style-type: none"> <li>Complete program evaluations following the Board- approved program evaluation schedule.</li> </ul>	Administrators, Counselors, and Teachers	Annually

**Objective #: 3** – The District will proactively and responsibly monitor district growth/decline and manage finances and support services to maximize resources and facilitate learning.

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> <li>The District will ensure effective financial governance.</li> </ul>	<ul style="list-style-type: none"> <li>Monitor district balances to maintain a minimum of 20 percent of the annual operating budget.</li> </ul>	Superintendent and Board of Education	Ongoing
	<ul style="list-style-type: none"> <li>Examine all avenues of financial savings during the budget planning process.</li> </ul>	Superintendent and Administrators	Ongoing
	<ul style="list-style-type: none"> <li>Monitor federal programs and assure budgetary compliance.</li> </ul>	Superintendent and Federal Programs Director	
<ul style="list-style-type: none"> <li>The annual audit will reflect a positive report on accounting procedures.</li> </ul>	<ul style="list-style-type: none"> <li>Utilize an audit bid process and assure an annual audit is conducted.</li> </ul>	Superintendent and Board of Education	Ongoing

**Goal 6 – School Environment - Promote, facilitate and enhance the quality and character of the school environment.**

**Objective #:** 1 – The Richland R-IV School District will provide a safe and healthy environment for students, staff, and community members.

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> <li>The District will maintain a Violence Prevention Program in each building.</li> </ul>	<ul style="list-style-type: none"> <li>Implement programs such as Positive Behavior Intervention and Supports, Anti-Bullying, and Teaching Tolerance at all campuses.</li> </ul>	Administrators, Counselors, and Teachers	Ongoing
	<ul style="list-style-type: none"> <li>Partner with local businesses and community members through school programs and committees.</li> </ul>	Administrators, Counselors, and Teachers	Ongoing
	<ul style="list-style-type: none"> <li>Implement Character Education/Anti-Bullying into District Counselors' guidance lessons for students.</li> </ul>	Counselors	Ongoing
<ul style="list-style-type: none"> <li>The District will establish safety measures in each grade level and/or district level.</li> </ul>	<ul style="list-style-type: none"> <li>Conduct scheduled and unscheduled safety drills annually: Fire, Bomb Threat, Tornado/Storm, Earthquake, and Active Shooter/Intruder.</li> </ul>	Administrators, Safety Coordinator, Teachers, and Bus Drivers	Ongoing
	<ul style="list-style-type: none"> <li>Involve community members and local emergency personnel in district-level safety planning and implementation.</li> </ul>	Safety Coordinator	Ongoing
	<ul style="list-style-type: none"> <li>Provide anti-violence training for all staff.</li> </ul>	Administrators	Ongoing
	<ul style="list-style-type: none"> <li>Provide training for all staff annually focused on Student Isolation and Restraint Guidelines.</li> </ul>	Administrators	Annually
	<ul style="list-style-type: none"> <li>Complete "Smarter Adults Safer Children" training annually.</li> </ul>	Administrators	Annually
	<ul style="list-style-type: none"> <li>Implement/monitor anti-bullying policy to keep students safe as outlined by board policy.</li> </ul>	Administrators and All District Staff	Ongoing
	<ul style="list-style-type: none"> <li>Monitor the number of discipline referrals and suspensions at each campus.</li> </ul>	Administrators	Ongoing
	<ul style="list-style-type: none"> <li>Annually review each building's discipline policy.</li> </ul>	Administrators	Ongoing
	<ul style="list-style-type: none"> <li>Provide bus safety training for all students.</li> </ul>	Transportation Staff	Ongoing
	<ul style="list-style-type: none"> <li>Provide mandatory bus driver training for all bus drivers.</li> </ul>	Transportation Director	Annually

	<ul style="list-style-type: none"> <li>Utilize the School Messaging System communication system to notify all staff and registered participants of District announcements.</li> </ul>	Administrators and Administrative Assistants	Ongoing
	<ul style="list-style-type: none"> <li>Distribute and implement crisis procedures through handbook content and classroom Evacuation Emergency Packet.</li> </ul>	Administrators	Annually
	<ul style="list-style-type: none"> <li>Establish annual meetings of building-level safety committee.</li> </ul>	Administrators	Annually
	<ul style="list-style-type: none"> <li>Conduct annual Active Shooter/Intruder Training for staff members.</li> </ul>	Administrators	Annually

**Objective #: 2** – The Richland R-IV School District will provide a positive school environment for students, staff, and community members.

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> <li>The District will promote a positive school climate for students.</li> </ul>	<ul style="list-style-type: none"> <li>Identify distinct at-risk populations, such as homelessness and poverty, and formulate effective strategies to meet the needs of these students.</li> </ul>	Administrators, Counselors, Homeless Coordinator and Teachers	Ongoing
	<ul style="list-style-type: none"> <li>Implement a community mentoring program for students.</li> </ul>	Administrators and Counselors	Ongoing
	<ul style="list-style-type: none"> <li>Implement Positive Behavior Intervention and Supports (PBIS). (K-6)</li> </ul>	Administrators, Counselors, Teachers, and Support Staff	Ongoing
<ul style="list-style-type: none"> <li>The District will promote a positive and professional culture among teachers and staff.</li> </ul>	<ul style="list-style-type: none"> <li>Provide professional development focused on building positive relationships with students of diverse, at-risk populations.</li> </ul>	Administrators	Ongoing
	<ul style="list-style-type: none"> <li>Implement Professional Learning Communities (PLC) methodology.(District Wide)</li> </ul>	Administrators, Counselors, Teachers, and Support Staff	Ongoing
	<ul style="list-style-type: none"> <li>To promote positive climate/moral and to incentivize excellent performance or attitude.</li> </ul>	Administrators, Teachers, and support staff	Ongoing



