

**Strasburg C-3 School District  
Comprehensive School Improvement  
Plan  
(CSIP 2023-2026)**



**Approved by the Strasburg C-3  
Board of Education  
July 20, 2023**



Our mission at Strasburg C3 is to prepare students  
for a lifetime of learning and personal success



**Vision = What We Hope to Become Over Time...  
What We Aspire to become.**

**The vision of the Strasburg C-3 School District is to  
successfully produce high student achievement  
through problem-solving, technology, and  
collaboration.**

**\*February 2, 2021 - Approved by the CSIP Team**



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# SMART GOAL ALIGNMENT

SMART GOAL	MSIP 6 DOMAINS
<b>1.1</b> By the Spring of 2026, ensure 100% of teachers are implementing district-approved resources and best practices in teaching.	Effective Teaching & Learning Equity & Access Alignment of Standards, Curriculum & Assessment
<b>1.2</b> Instructional staff will select and implement instructional strategies that support and enhance effective Tier 1 instruction and Tier 2 and Tier 3 Interventions.	Effective Teaching & Learning Equity & Access Alignment of Standards, Curriculum & Assessment Collaborative Climate & Culture Data-Based Decision Making
<b>1.3</b> On an annual basis, increase student achievement by 2-3% as measured by state MAP/EOC assessments, local assessments, and national assessments as applicable.	Effective Teaching & Learning Alignment of Standards, Curriculum & Assessments
<b>1.4</b> Success readiness scores will increase by 2% annually as measured by the MSIP 6 Continuous Improvement Score.	Effective Teaching & Learning Equity & Access Alignment of Standards, Curriculum & Assessment Collaborative Climate & Culture Data-Based Decision Making
<b>2.1</b> On an annual basis, student learning will increase by 2% or maintain a high level of achievement on local assessments.	Effective Teaching & Learning Alignment of Standards, Curriculum & Assessments
<b>3.1</b> Annual safety audits or inspections will see a 5% reduction in concerns on an annual basis.	Leadership
<b>3.2</b> On an annual basis, the district will maintain a budgetary fund balance of 40% or higher.	Leadership
<b>3.3</b> Enhance student, staff, and community experiences, by 2% as measured on the Climate and Culture Survey, by ensuring a learning environment that optimizes opportunities through facility planning and resource allocation.	Collaborative Climate & Culture Leadership
<b>3.4</b> Govern in an efficient, effective, and ethical manner,	Leadership

providing leadership and representation to benefit students, staff, and patrons of the district.	
<b>4.1</b> The staff, parent, community, and stakeholder participation in all district surveys will increase by 2% annually.	Leadership Collaborative Climate & Culture
<b>4.2</b> The district will increase mental health awareness services and by 2026, 75% of students will agree or strongly agree to feel socially and emotionally safe as measured by the student survey.	Equity & Access Effective Teaching & Learning Collaborative Climate & Culture
<b>4.3</b> Annually, 85% of teachers and staff will score satisfied on the climate and culture survey.	Leadership Collaborative Climate & Culture



# CSIP PROCESS SUMMARY

The Strasburg C-3 School District Continuous School Improvement Plan (CSIP) was created using a collaborative team process. School board members, district staff, parents, and community members came together for an interactive process to create a strategic plan designed to guide the work of the district and the community for the coming years. A strong desire to propel our district forward emerged with our top priorities: effective teaching and learning, alignment of standards, curriculum and assessments, leadership and district operations, and climate and culture.

## The CSIP Development Process and Team Members

In November 2022, Dr. Chrystal Mayfield reconvened the Comprehensive School Improvement Plan (CSIP) Team from 2021 to update the Strasburg C-3 strategic plan.

### **The CSIP team met and completed the following:**

- Conducted a SWOT review of the district
- Analyzed the three Climate and Culture Survey results
- Reviewed the current CSIP & Celebrated Achievements
- Revisited beliefs
- Revisited the district mission statement
- Revisited the vision of the district
- Identified the district's top five priorities for 2023-2026
- Developed SMART Goals
- Created action steps aligned to SMART goals
- Identified a process to annually review the CSIP in the spring of each year

### **The members of the 2022 CSIP Team were:**

- Dr. Chrystal Mayfield, Superintendent/Principal
- Taylor Adams, Fourth Grade Teacher
- Kelli Pickering, Second Grade Teacher
- Latosha Brown, Parent, Board of Education Member
- Lori Chojnacki, First Grade Teacher
- Sherri Monday, Middle School Math/Science Teacher
- Megan Miller, Parent
- Toni Manford, Bookkeeper
- Ashley Struzick, Parent
- Anne Nacke, Parent
- Katie Wingard, Parent, Board of Education Member
- **Dr. Kevin Daniel, *FiredUP Consulting Group, Facilitator***



# CLIMATE & CULTURE ANALYSIS

Climate and Culture surveys were released in October 2022. A brief review of survey data is provided below; however, all survey results may be viewed at <https://www.strasburg.k12.mo.us/documents/district-information/csip-%26-survey-results/39429>

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Student Survey	Parent/Community Survey	Faculty & Staff Survey
<p>Students are respectful to each other and staff members 14 responses</p> <p>             Strongly Agree              Agree              Disagree              Strongly Disagree         </p>	<p>When students are not successful and need additional time and support to be successful, our district does an effective job of providing that extra support. 12 responses</p> <p>             Strongly Agree              Agree              Disagree              Strongly Disagree         </p>	<p>Educator team(s) address positive classroom learning environments 13 responses</p> <p>             Strongly Agree              Agree              Disagree              Strongly Disagree         </p>
<p>I feel socially and emotionally safe at school 14 responses</p> <p>             Strongly Agree              Agree              Disagree              Strongly Disagree         </p>	<p>I have confidence the district's financial resources are being used wisely 10 responses</p> <p>             Strongly Agree              Agree              Disagree              Strongly Disagree         </p>	<p>When students are successful in school and need to be challenged to higher levels, our district does an effective job of providing those enrichment, enrichment and rigorous learning opportunities 14 responses</p> <p>             Strongly Agree              Agree              Disagree              Strongly Disagree         </p>
<p>If I am struggling in school academically, socially or emotionally I can easily find an adult within the school that will either provide me with support or connect staff members that can provide support 14 responses</p> <p>             Strongly Agree              Agree              Disagree              Strongly Disagree         </p>	<p>Students and staff members are physically safe in this school district 10 responses</p> <p>             Strongly Agree              Agree              Disagree              Strongly Disagree         </p>	<p>There are effective supports in place to support students who are in jeopardy of academic failure 14 responses</p> <p>             Strongly Agree              Agree              Disagree              Strongly Disagree         </p>



# DATA REVIEW FOR ANALYSIS & GROWTH

The Strasburg C-3 CSIP Team has collected and analyzed various data sources to develop SMART goals. The CSIP Team completed a Strengths, Weaknesses, Opportunities, Threats (SWOT) analysis to establish focus areas and priorities. The data sources that were analyzed and that will be analyzed in the future are listed below. The district feels confident in the balanced selection of qualitative, quantitative, internal, and external data points.

Data Source	Quantitative	Qualitative	Internal	External
Stakeholder Meetings		X	X	X
I-Ready Benchmark Data	X		X	
MAP/EOC Scores	X		X	
Culture and Climate Survey - Staff	X	X	X	
Culture and Climate Survey - Student	X	X	X	
Culture and Climate Survey- Community	X	X		X
DESE School Report Card	X			X
Renaissance AR Tests	X		X	
District Curriculum Review	X	X	X	





## CSIP REVIEW & REVISION PLAN

February 2021	A Comprehensive School Improvement Plan (CSIP) TEAM was created to develop the Strasburg C-3 five-year strategic plan.
March 18, 2021	The 2021-2026 CSIP Plan was approved by the Board of Education.
October 2022	A Climate and Culture Survey was completed by Parents, Staff, Students, and Community members.
November 2022	The District CSIP team reconvened to monitor progress on the current CSIP, celebrate achievements, and update the new plan based on the review of district data. New SMART goals and action steps for accuracy were created.
January 2023	The District CSIP team reviewed and finalized SMART Goals and Action Steps.
January 2023	Administrative team developed and inserted all CSIP materials into a visually appealing and communicable plan.
January 2023	The administrative team edited and revised the CSIP.
February 2023	The administrative team presented the CSIP team with the final CSIP for review and feedback. A first read of the CSIP with the Board of Education for review and feedback.
March 2023	The administrative team presented the Board of Education with the final CSIP for review and approval.
March 2023	Utilized communication strategies to ensure all stakeholders are aware and understand the newly developed CSIP.
April 2023	All stakeholders began researching, identifying, and implementing strategies to meet CSIP expectations.
May 2023, 2024, 2025 & 2026	Annual CSIP Stakeholder Review
Quarterly - 2023, 2024, 2025 & 2026	Updates to the Board of Education for review and feedback.

PRIORITY 1: EFFECTIVE TEACHING AND LEARNING		
GOAL 1.1	By the spring of 2026, ensure 100% of teachers are implementing district-approved resources and best practices in teaching.	Goal Met _____
Goal Monitoring	Action Steps	Timeline
	<p><b>1.1.1.</b> The Literacy Team will create The District Literacy Plan that will be approved by the Board of Education.</p> <p><b>Person or Team Responsible:</b> Superintendent, Principal, Curriculum Director, &amp; CARE Team.</p> <p><b>Funding Source:</b> Fund 1</p>	Spring & Summer 23
	<p><b>1.1.2.</b> Teachers in grades K-5 will participate in year 1 LETRS Training.</p> <p><b>Person or Team Responsible:</b> Superintendent, Principal, Curriculum Director, &amp; Teachers</p> <p><b>Funding Source:</b> Fund 1, Fund 2</p>	Fall & Spring 23/24
	<p><b>1.1.3.</b> Teachers in Grades K-5 will participate in year 2 LETRS Training.</p> <p><b>Person or Team Responsible:</b> Superintendent, Principal, Curriculum Director, &amp; Teachers</p> <p><b>Funding Source:</b> Fund 1, Fund 2</p>	Fall & Spring 24/25
	<p><b>1.1.4.</b> Teachers will maintain professional growth plans that focus on yearly PD goals that are based on student data and achievement.</p> <p><b>Person or Team Responsible:</b> Superintendent, Principal, Curriculum Director, &amp; Teachers</p> <p><b>Funding Source:</b> Fund 1, Fund 2</p>	Fall & Spring 25/26

PRIORITY 1: EFFECTIVE TEACHING AND LEARNING		
GOAL 1.2	Instructional staff will select and implement instructional strategies that support and enhance effective Tier 1 Instruction and Tier 2 and Tier 3 Interventions.	Goal Met <hr/>
Goal Monitoring	Action Steps	Timeline
	<p><b>1.2.1.</b> Benchmark testing K-8 will be conducted three times per year to measure growth and identify learning gaps in Math and ELA.</p> <p><b>Person or Team Responsible:</b> Superintendent, Curriculum Director, &amp; Teachers.</p> <p><b>Funding Source:</b> Fund 1 and ESSER III Funds</p>	Spring 2023
	<p><b>1.2.2.</b> Teachers will receive professional development over Proficiency Scale development and use them in identifying appropriate student interventions.</p> <p><b>Person or Team Responsible:</b> Superintendent, Curriculum Director, &amp; Teachers.</p> <p><b>Funding Source:</b> Fund 1, Fund 2, and ESSER III Funds</p>	Spring 2023
	<p><b>1.2.3.</b> Instructional Coaching on the use of Proficiency scales during classroom instruction.</p> <p><b>Person or Team Responsible:</b> Superintendent, Curriculum Director, &amp; Teachers.</p> <p><b>Funding Source:</b> Fund 1, Fund 2, and ESSER III Funds</p>	Fall 2023
	<p><b>1.2.4.</b> Analyze student data from teacher-created assessments and share the most effective instructional practices during collaboration time.</p> <p><b>Person or Team Responsible:</b> Superintendent, Curriculum Director, &amp; Teachers.</p> <p><b>Funding Source:</b> Fund 1, Fund 2</p>	Spring 2024

	<p><b>1.2.5.</b> Teachers and administrators will learn about best practices in data analysis and data analysis protocols.</p> <p><b>Person or Team Responsible:</b> Superintendent, Curriculum Director, &amp; Teachers.</p> <p><b>Funding Source:</b> Fund 1, Fund 2</p>	Fall/Spring 2024-2025
	<p><b>1.2.6.</b> Begin exploration focused on standards-based grading practices for grades 3-5.</p> <p><b>Person or Team Responsible:</b> Superintendent, Principal, CARE TEAM, &amp; Curriculum Director.</p> <p><b>Funding Source:</b> Fund 1, Fund 2</p>	Fall 2025
	<p><b>1.2.7.</b> Provide parent training on standards-based grading practices for grades 3-5 with implementation in the Fall of 2026.</p> <p><b>Person or Team Responsible:</b> Superintendent, Principal,&amp; Curriculum Director.</p> <p><b>Funding Source:</b> Fund 1, Fund 2</p>	Spring 2026

PRIORITY 1: EFFECTIVE TEACHING AND LEARNING		
GOAL 1.3	On an annual basis, increase student achievement by 2-3% as measured by state MAP/EOC assessments, local assessments, and national assessments as it applies.	Goal Met _____
Goal Monitoring	Action Steps	Timeline
	<p><b>1.3.1</b> Content and grade level teams will have scheduled intentional collaboration time to make data-based decisions to drive instruction.</p> <p><b>Person or Team Responsible:</b> Superintendent, Curriculum Director, &amp; Teachers.</p> <p><b>Funding Source:</b> Fund 1 and Fund 2</p>	Spring 2023
	<p><b>1.3.2.</b> A tiered multi-system of support will be provided for all students.</p> <p><b>Person or Team Responsible:</b> Superintendent, Curriculum Director, &amp; Teachers.</p> <p><b>Funding Source:</b> Fund 1, Fund 2</p>	Fall 2023
	<p><b>1.3.3 Students scoring in the Basic category on state assessments will be reduced by 2% annually.</b></p> <p><b>Person or Team Responsible:</b> Superintendent, Curriculum Director, &amp; Teachers.</p> <p><b>Funding Source:</b> Fund 1, Fund 2</p>	Fall/Spring 2024-2025
	<p><b>1.3.4</b> Teachers will ensure that the written curriculum is the taught curriculum.</p> <p><b>Person or Team Responsible:</b> Superintendent, Curriculum Director, &amp; Teachers.</p> <p><b>Funding Source:</b> Fund 1, Fund 2</p>	Fall/Spring 2024-2025
	<p><b>1.3.5.</b> Teachers will ensure that the taught curriculum is the</p>	Fall/Spring

	<p>assessed curriculum.</p> <p><b>Person or Team Responsible:</b> Superintendent, Curriculum Director, &amp; Teachers.</p> <p><b>Funding Source:</b> Fund 1, Fund 2</p>	2025-2026
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PRIORITY 1: EFFECTIVE TEACHING AND LEARNING		
GOAL 1.4	Success Readiness scores will increase by 2% annually as measured by the MISP 6 Continuous Improvement Score.	Goal Met
Goal Monitoring	Action Steps	Timeline
	<p><b>1.4.1</b> Middle School students will tour Cass County Career Center to explore technical career opportunities.</p> <p><b>Person or Team Responsible:</b> Superintendent, Curriculum Director, &amp; Teachers.</p> <p><b>Funding Source:</b> Fund 1</p>	Spring 2023
	<p><b>1.4.2.</b> All 8th-grade students will complete an Individual Career and Academic Plan.</p> <p><b>Person or Team Responsible:</b> Superintendent, Curriculum Director, &amp; Teachers.</p> <p><b>Funding Source:</b> Fund 1, Fund 2</p>	Spring 2024
	<p><b>1.4.3</b> Parents/Guardians will receive a phone call or message when their student is absent each day.</p> <p><b>Person or Team Responsible:</b> Principals, Secretaries</p> <p><b>Funding Source:</b> Fund 1, Fund 2</p>	Fall/Spring 2023-2024
	<p><b>1.4.4</b> The Kindergarten Entry Assessment will be administered during the first 30 days of school for 100% of Kindergarten students.</p> <p><b>Person or Team Responsible:</b> Superintendent, Kindergarten Teacher, and Title Reading Teacher.</p> <p><b>Funding Source:</b> Fund 1, Fund 2</p>	Fall 2023
	<p><b>1.4.5. Implementation of a Leadership program for students in grades K-8; Leader in Me, or creation of our own District Program.</b></p> <p><b>Person or Team Responsible:</b> Superintendent, Curriculum</p>	Fall/Spring 2024-2025

	<p>Director, &amp; Counselor</p> <p><b>Funding Source:</b> Fund 1, Fund 2</p>	
	<p><b>1.4.5. Exploration of clubs that offer regional/state competitions for students in grades 5-8. Examples include FCCLA, FFA, and MOHistory Day.</b></p> <p><b>Person or Team Responsible:</b> Superintendent, Curriculum Director, &amp; Counselor</p> <p><b>Funding Source:</b> Fund 1, Fund 2</p>	<p>Fall/Spring 2025-2026</p>



PRIORITY 2: Alignment of Standards, Curriculum, and Assessments		
GOAL 2.1	On an annual basis, student learning will increase by 2% or maintain a high level of achievement on local assessments.	Goal Met
Goal Monitoring	Action Steps	Timeline
	<p><b>2.1.1.a.</b> Finalize K-8 Reading/ELA Curriculum including essential standards, scope and sequence, pacing guides, and alignment of local assessments.</p> <p><b>2.2.1.b.</b> Finalize K-8 Math Curriculum including essential standards, scope and sequence, pacing guides, and alignment of local assessments.</p> <p><b>Person or Team Responsible:</b> Superintendent, Principal, Curriculum Director, &amp; Teachers</p> <p><b>Funding Source:</b> Fund 1, Fund 2, Federal (ESSER III).</p>	Spring & Summer 23
	<p><b>2.1.2.</b> Finalize K-8 History Curriculum including essential standards, scope and sequence, pacing guides, and alignment of local assessments.</p> <p><b>Person or Team Responsible:</b> Superintendent, Principal, Curriculum Director, &amp; Teachers</p> <p><b>Funding Source:</b> Fund 1, Fund 2, Federal (ESSER III).</p>	Fall & Spring 23/24
	<p><b>2.1.3.</b> Finalize K-8 Science Curriculum including essential standards, scope and sequence, pacing guides, and alignment of local assessments.</p> <p><b>Person or Team Responsible:</b> Superintendent, Principal, Curriculum Director, &amp; Teachers</p> <p><b>Funding Source:</b> Fund 1, Fund 2, Federal (ESSER III)</p>	Fall & Spring 24/25
	<p><b>2.1.4.</b> Development of a district curriculum plan and handbook to ensure proper updates and revisions to the district curriculum.</p> <p><b>Person or Team Responsible:</b> Superintendent, Principal, Curriculum Director.</p> <p><b>Funding Source:</b> Fund 1, Fund 2</p>	Fall & Spring 25/26

PRIORITY 3: Leadership and District Operations (Communication, Facilities, Finance & Security)		
GOAL 3.1	Annual safety audit or inspection will see a 5% reduction in concerns on an annual basis.	Goal Met _____
Goal Monitoring	Action Steps	Timeline
	<p><b>3.1.1.a.</b> Rewire PA system into phone lines; allowing the broken PA system to work from the phone headsets.</p> <p><b>3.1.1.b.</b> Installation of fencing around the playground.</p> <p><b>3.1.1.c.</b> Installation of key fob security systems to all external doors.</p> <p><b>3.1.1.d.</b> Installation of Fire Alarm &amp; Camera Security System district wide.</p> <p><b>Person or Team Responsible:</b> Superintendent, Board of Education</p> <p><b>Funding Source:</b> Fund 1 and Fund 4</p>	Spring & Summer 23
	<p><b>3.1.2.</b> Re-keying of all internal district doors.</p> <p><b>Person or Team Responsible:</b> Superintendent, Board of Education.</p> <p><b>Funding Source:</b> Fund 1, Bond Proceeds</p>	Fall & Spring 23/24
	<p><b>3.1.3.a.</b> Installation of bulletproof glass coverings on all district windows and doors.</p> <p><b>3.1.3.b.</b> Collaborative meeting with stakeholders and District Safety Committee to review the existing District Safety Plan.</p> <p><b>Person or Team Responsible:</b> Superintendent, Safety Committee.</p> <p><b>Funding Source:</b> Fund 1, Fund 4</p>	Fall & Spring 24/25
	<p><b>3.1.4.a.</b> District Safety Meeting to finalize District Safety Plan.</p> <p><b>3.1.4.b.</b> Seek Board Approval on the New Safety Plan.</p> <p><b>Person or Team Responsible:</b> Superintendent, Safety Committee, Board of Education.</p> <p><b>Funding Source:</b> Fund 1</p>	Fall & Spring 25/26

PRIORITY 3: Leadership and District Operations (Communication, Facilities, Finance & Security)		
GOAL 3.2	On an annual basis, the district will maintain a budgetary fund balance of 40% or higher.	Goal Met _____
Goal Monitoring	Action Steps	Timeline
	<p><b>3.2.1</b> Invest 50% of our unrestricted reserve balances with MOCATT at a higher interest rate.</p> <p><b>Person or Team Responsible:</b> Superintendent, Board of Education</p> <p><b>Funding Source:</b> Fund 1, Fund 2</p>	Spring & Summer 23
	<p><b>3.2.2.a.</b> Develop a system of checks and balances to ensure the District's financial resources are being handled according to District Policy.</p> <p><b>3.2.2.b.</b> The superintendent will provide a monthly financial report to the Board of Education.</p> <p><b>Person or Team Responsible:</b> Superintendent, Board of Education.</p> <p><b>Funding Source:</b> Fund 1, Fund 2, Fund 3, Fund 4</p>	Fall & Spring 23/24
	<p><b>3.2.3</b> The superintendent will evaluate fund allocations to ensure expenditures are specifically directed at student learning.</p> <p><b>Person or Team Responsible:</b> Superintendent</p> <p><b>Funding Source:</b> Fund 1</p>	Fall & Spring 24/25
	<p><b>3.2.4</b> The district will conduct an annual personnel audit to determine district needs. This will include a review of enrollment, high school tuition students, and future projected enrollment. If necessary, a plan will be developed to redistribute staff by the end of January.</p> <p><b>Person or Team Responsible:</b> Superintendent, Principal.</p> <p><b>Funding Source:</b> Fund 1, Fund 2</p>	Fall & Spring 25/26

PRIORITY 3: Leadership and District Operations (Communication, Facilities, Finance & Security)		
GOAL 3.3	Enhance student, staff, and community experiences, by 2% as measured on the yearly survey, by ensuring a learning environment that optimizes opportunities through facility planning and resource allocation.	Goal Met <hr/>
Goal Monitoring	Action Steps	Timeline
	<p><b>3.3.1</b> Create a Lead in Drinking Water District Plan that ensures testing and reporting of district drinking water.</p> <p><b>Person or Team Responsible:</b> Superintendent, Safety Committee, Board of Education</p> <p><b>Funding Source:</b> Fund 1</p>	Spring & Summer 23
	<p><b>3.3.2.</b> In Collaboration with ABBCO, develop a long-term district maintenance plan.</p> <p><b>Person or Team Responsible:</b> Superintendent, ABBCO Regional Manager, Board of Education.</p> <p><b>Funding Source:</b> Fund 1, Fund 2, Fund 3, Fund 4</p>	Fall & Spring 23/24
	<p><b>3.2.3.a.</b> Collaborative meeting with stakeholders to begin a facilities SWOT analysis to be used to create a long-term facilities plan.</p> <p><b>3.2.3.b.</b> Finalize long-term facilities plan and seek board approval.</p> <p><b>Person or Team Responsible:</b> Superintendent, Principal, Facilities Committee, Board of Education.</p> <p><b>Funding Source:</b> Fund 1, Fund 2, Fund 3, Fund 4</p>	Fall & Spring 24/25
	<p><b>3.2.4</b> The district will explore a no-tax bond levy to improve facilities based on the long-term facilities plan.</p> <p><b>Person or Team Responsible:</b> Superintendent, Principal.</p> <p><b>Funding Source:</b> Fund 1, Fund 2. Fund 3, Fund 4</p>	Fall & Spring 25/26

PRIORITY 3: Leadership and District Operations (Communication, Facilities, Finance & Security)		
GOAL 3.4	Govern in an efficient, effective, and ethical manner, providing leadership and representation to benefit students, staff, and patrons of the district.	Goal Met _____
Goal Monitoring	Action Steps	Timeline
	<b>3.4.1</b> Spring Budget Update to Staff and Board of Education. <b>Person or Team Responsible:</b> Superintendent <b>Funding Source:</b> Fund 1, Fund 2, Fund 3, Fund 4	Spring & Summer 2023, 2024, 2025, 2026
	<b>3.4.2.</b> The superintendent will monitor legislation and funding issues and provide timely updates to the Board of Education and Staff. <b>Person or Team Responsible:</b> Superintendent <b>Funding Source:</b> Fund 1, Fund 2, Fund 3, Fund 4	Fall & Winter 2023, 2024, 2025, 2026

PRIORITY 4: CLIMATE AND CULTURE		
GOAL 4.1	The staff, parent, community, and stakeholders participation in surveys will increase by 2% annually.	Goal Met
Goal Monitoring	Action Steps	Timeline
	<p><b>4.1.1</b> The district will increase communication through the website and district application to encourage participation in all district surveys. Information will also be posted on the website and in all district handbooks.</p> <p><b>Person or Team Responsible:</b> Superintendent, Safety Committee, Board of Education</p> <p><b>Funding Source:</b> Fund 1</p>	Spring & Summer 23
	<p><b>4.1.2.a.</b> QR codes linked to the DESE survey will be created and posted at all fall activities to encourage participation. The codes will also be posted in the student handbook.</p> <p><b>4.1.2.b.</b> The district will utilize the DESE Climate and Culture Survey to monitor parent, staff, and community feedback.</p> <p><b>Person or Team Responsible:</b> Superintendent</p> <p><b>Funding Source:</b> Fund 1</p>	Fall & Spring 23/24
	<p><b>4.1.4.</b> The district will offer stakeholders the opportunity to participate in the survey while at parent-teacher conferences.</p> <p><b>Person or Team Responsible:</b> Superintendent, Principal.</p> <p><b>Funding Source:</b> Fund 1, Fund 2</p>	Fall & Spring 24/25
	<p><b>4.1.3.</b> The district will utilize the PTO to help encourage participation in the Climate and Culture Survey.</p> <p><b>Person or Team Responsible:</b> PTO President, Superintendent</p> <p><b>Funding Source:</b> Fund 1, Fund 2, Fund 3, Fund 4</p>	Fall & Spring 25/26

PRIORITY 4: CLIMATE AND CULTURE		
GOAL 4.2	The district will increase mental health awareness services and by 2026, 75% of the students will agree or strongly agree to feeling socially and emotionally safe as measured by the student survey.	Goal Met _____
Goal Monitoring	Action Steps	Timeline
	<p><b>4.2.1.a.</b> The District's CARE Team will meet quarterly to provide support for students and staff.</p> <p><b>4.2.1.b.</b> The district will partner with Pathways to provide support services for students.</p> <p><b>4.2.1.c.</b> The district will hire a district counselor to provide support for students.</p> <p><b>Person or Team Responsible:</b> Superintendent, Principal, Board of Education, CARE Team.</p> <p><b>Funding Source:</b> Fund 1, Fund 2</p>	Spring & Summer 23
	<p><b>4.2.2.a.</b> K-8 classes will be provided with specific lessons regarding social/emotional support quarterly.</p> <p><b>Person or Team Responsible:</b> Counselor, Teachers, Principal, Curriculum Director, Superintendent.</p> <p><b>Funding Source:</b> Fund 1, Fund 2, Fund 3, Fund 4</p>	Fall & Spring 23/24
	<p><b>4.2.3.</b> The district will provide Trauma-Informed Schools training and awareness for staff. Including ACEs assessments to students to better inform teachers of levels of trauma in their classrooms.</p> <p><b>Person or Team Responsible:</b> Superintendent, PD Committee, Counselor.</p> <p><b>Funding Source:</b> Fund 1, Fund 2, Fund 3, Fund 4</p>	Fall & Spring 24/25
	<p><b>4.2.4.</b> The district will purchase materials to provide a calming corner in each classroom as well as a sensory room for student use.</p> <p><b>Person or Team Responsible:</b> Superintendent, Principal, Counselor, Board of Education.</p> <p><b>Funding Source:</b> Fund 1, Fund 2, Fund 3, Fund 4</p>	Fall & Spring 25/26



PRIORITY 4: CLIMATE AND CULTURE		
GOAL 4.3	Annually, 85% of teachers will score satisfied on the climate a culture survey.	Goal Met
Goal Monitoring	Action Steps	Timeline
	<p><b>4.3.1</b> Investigate incentives and/or policy revisions to reward staff for unused personal time</p> <p><b>Person or Team Responsible:</b> Superintendent, Board of Education</p> <p><b>Funding Source:</b> Fund 1</p>	Spring & Summer 23
	<p><b>4.3.2.</b> Continue to improve benefits and 100% board-paid contributions to health insurance. Investigate board-paid dental insurance.</p> <p><b>Person or Team Responsible:</b> Superintendent, Board of Education.</p> <p><b>Funding Source:</b> Fund 1</p>	Fall & Spring 23/24
	<p><b>4.3.3.</b> Conduct an annual survey and interview when staff leaves the district. Focus two interview questions on district climate and culture.</p> <p><b>Person or Team Responsible:</b> Superintendent</p> <p><b>Funding Source:</b> Fund 1</p>	Fall & Spring 24/25
	<p><b>4.3.4. Provide a competitive salary schedule for teachers in the advanced columns on the salary schedule.</b></p> <p><b>Person or Team Responsible:</b> Superintendent, Principal.</p> <p><b>Funding Source:</b> Fund 1</p>	Fall & Spring 25/26



## Strasburg C-3 School District Goal Progress Scorecard

Focus Area	Goals		Action Steps	Goal Measures				1. Regress	2. Approaching	3. Met Goal
				23-24	24-25	25-26	26-27			
Priority 1: Effective Teaching and Learning	1.1 By the Spring of 2026, ensure 100% of teachers are implementing district-approved resources and best practices in teaching and instruction.	1	The Literacy Team will create The District Literacy Plan that will be approved by the Board of Education.							
		2	Teachers in grades K-5 will participate in Year 1 LETRS Training.							
		3	Teachers in Grades K-5 will participate in year 2 LETRS Training.							
		4	Teachers will maintain professional growth plans that focus on yearly PD goals that are based on student data and							
	1.2 Instructional staff will select and implement instructional strategies that support and enhance effective Tier 1 Instruction and Tier 2 and Tier 3 Interventions.	5	Benchmark testing K-8 will be conducted three times per year to measure growth and to identify learning gaps in Math							
		6	Teachers will receive professional development over Proficiency Scale development and use them in identifying appropriate student interventions.							
		7	Instructional Coaching on the use of Proficiency Scales during classroom instruction.							
		8	Analyze student data from teacher-created assessments and share the most effective instructional practices during collaboration time.							
		9	Teachers and administrators will learn about best practices in data analysis and data analysis protocols.							
		10	Begin exploration focused on standards-based grading practices for grades 3-5.							
		11	Provide parent training on standards-based grading practices for grades 3-5 with implementation in the Fall of 2026.							
	1.3 On an annual basis, increase student achievement by 2-3% as measured by state MAP/EOC assessments, local assessments, and national assessments as it applies.	12	Content and grade level teams will have scheduled intentional collaboration time to make data-based decisions to drive instruction.							
		13	A tiered multi-system of support will be provided for all students.							
		14	Students scoring in the Basic category on state assessments will be reduced by 2% annually.							
		15	Teachers will ensure that the written curriculum is the taught curriculum.							
		16	Teachers will ensure that the taught curriculum is the assessed curriculum.							
		17	Middle School students will tour Cass County Career Center to explore technical career opportunities.							

	1.4 Success Readiness scores will increase by 2% annually as measured by the MSIP 6 Continuous Improvement Score.	18	All 8th grade students will complete an Individual Career and Academic Plan.								
		19	Parents/Guardians will receive a phone call or message when their student is absent each day.								
		20	The Kindergarten Entry Assessment will be administered during the first 30 days of school for 100% of Kindergarten students.								
		21	Implementation of a Leadership program for students in grades K-8; Leader in Me, or creation of our own District Program.								
		22	Exploration of clubs that offer regional/state competitions for students in grades 5-8. Examples include FCCLA, FFA, and MoHistory Day.								
Priority 2: Alignment of Standards, Curriculum, and Assessments	2.1 On an annual basis, student learning will increase by 2% or maintain a high level of achievement on local assessments.	23	Finalize K-8 Reading/ELA Curriculum including essential standards, scope and sequence, pacing guides, and alignment of local assessments.								
		24	Finalize K-8 Math Curriculum including essential standards, scope and sequence, pacing guides, and alignment of local assessments.								
		25	Finalize K-8 History Curriculum including essential standards, scope and sequence, pacing guides, and alignment of local assessments.								
		26	Finalize K-8 Science Curriculum including essential standards, scope and sequence, pacing guides, and alignment of local assessments.								
		27	Development of a district curriculum plan and handbook to ensure proper updates and revisions to the district curriculum.								
	Annual Safety Audit or inspection will see a 5% reduction in concerns on an annual basis.	28	Rewire PA system into phone line - or install a new PA system.								
		29	Installation of fencing around the playground.								
		30	Installation of key fob security system to all external doors.								
		31	Installation of Fire Alarm & Camera Security SYstem district wide.								
		32	Re-keying of all internal district doors.								
		33	Installation of bulletproof glass coverings on all district windows and doors.								
		34	Collaborative meeting with stakeholders and District Safety Committee to review the existing District Safety Plan.								

Priority 3: Leadership and District Operations (communication, facilities, finance & security)		35	District Safety Meeting to finalize District Safety Plan.								
		36	See Board Approval on the New Safety Plan.								
	3.2 On an annual basis, the district will maintain a budgetary fund balance of 40% or higher.	37	Invest 50% of our unrestricted reserve balances with MOCATT at a higher interest rate.								
		38	Develop a system of checks and balances to ensure the District's financial resources are being handled according to district policy.								
		39	The Superintendent will provide a monthly financial report to the Board of Education.								
		40	The Superintendent will evaluate fund allocations to ensure expenditures are specifically directed at student learning.								
		41	The district will conduct an annual personnel audit to determine district needs. This will include a review of enrollment, high school tuition students, and future projected enrollment. If necessary, a plan will be developed to redistribute staff by the end of January.								
	3.3 Enhance student, staff, and community experience by 2% as measured on the yearly survey, by ensuring a learning environment that optimizes opportunities through facility planning and resource allocation.	42	Create a Lead in Drinking Water District Plan that ensures testing and reporting of district drinking water.								
		43	In collaboration with ABBCO, develop a long-term district maintenance plan.								
		44	Collaborative meeting with stakeholders to begin a facilities SWOT analysis to be used to create a long-term facilities plan.								
		45	Finalize long-term facilities plan and seek board approval.								
		46	The district will explore a no-tax bond levy to improve facilities based on the long-term facilities plan.								
	3.4 Govern in an efficient, effective, and ethical manner, providing leadership and representation to benefit students, staff, and patrons of the district.	47	Spring Budget Updates to Staff and Board of Education.								
		48	The superintendent will monitor legislation and funding issues and provide timely updates to the Board of Education and Staff.								
	4.1 The staff, parent, community, and stakeholder	49	The district will increase communication through the website and district application to encourage participation in all district surveys. Information will also be posted on the website and in all district handbooks.								
		50	QR Codes linked to the DESE survey will be created and posted at all fall activities to encourage participation.								

Priority 4: Climate and Culture	participation in surveys will increase by 2% annually.	51	The district will utilize the DESE Climate and Culture Survey to monitor parent, staff, and community feedback.								
		52	The district will offer stakeholders the opportunity to participate in the survey while at parent-teacher conferences.								
		53	The district will utilize PTO to help encourage participation in the Climate and Culture Survey.								
	4.2 The district will increase mental health awareness services and by 2026, 75% of students will agree or strongly agree to feeling socially and emotionally safe as measured by the student survey.	54	The District's CARE Team will meet quarterly to provide support for students and staff.								
		55	The district will partner with Pathways to provide support services for students.								
		56	The district will hire a district counselor to provide support for students.								
		57	K-8 classes will be provided with specific lessons regarding social/emotional support quarterly.								
		58	The district will provide Trauma-Informed Schools training and awareness for staff. Including ACEs assessments to students to better inform teachers of levels of trauma in their classrooms.								
	59	The district will purchase materials to provide a calming corner in each classroom as well as a sensory room for student use.									
	4.3 Annually, 85% of teachers will score satisfied on the climate and culture survey.	60	Investigate incentives and/or policy revisions to reward staff for unused personal time.								
		61	Continue to improve benefits and 100% board-paid contributions to health insurance. Investigate board-paid dental insurance.								
		62	Conduct an annual survey and interview when staff leave the district. Focus two questions on district climate and culture.								
		63	Provide a competitive salary schedule for teachers in the advanced columns on the salary schedule.								