

**Fordland R-3 School District
Continuous School Improvement Plan 2020-25**



Safety and Security

Our Fordland Family will expand and enhance safety and security that meets the needs of all students.

Leadership

Our Fordland Family will develop visionary leaders.

Equity and Access

*Our Fordland Family will provide access to equitable education for all students:
We will meet students where they are in order for them to succeed.*

Culture and Climate

Our Fordland Family will promote a positive culture and climate.

Teaching and Learning

Our Fordland Family prepares students to thrive as global citizens.

Board of Education approved 10/15/2020



CSIP Planning Committee

Planning for the future of the Fordland School District began in January 2020 with a dedicated group of community leaders, parents, board members, and staff coming together for the students that we serve. The school district is focused on providing the highest level of educational opportunities for the students and preparing the Fordland School District for 2025 and beyond. Working through the beliefs, mission, and vision for the students of the Fordland School District, the CSIP planning team produced a strategic plan that will equip our students, teachers, and community for future-readiness.

Board of Education Members

Scott Bailey
Warren Brooks
Josh Burks
Eric Jacobson
Paul Southard
Maria Waterman

Elementary and Secondary Teachers

Annie Koenig
Kerri Long
Misty Grandel
Terri Alexander
Tiffany Myers
Toni Owens
Valerie Cochara
Support Staff
Gaila Wester

Community Members

Jeff Criger
Kisheena Biehl
Vanessa Criger
Randy Owens
Vanessa Owens

School Administrators

Dr. Chris Ford
Dr. Alison Vernon
Mrs. Tamitha Ritter
Mrs. Stephanie Vickers

Fordland R-III Beliefs, Mission and Vision





FORDLAND R-III BELIEFS

- We believe in providing a safe and equitable learning environment that meets all students' needs.
- We believe well-trained educators will be retained and recognized as professionals who will work for the success of all students.
- We believe student, school, and community success are interdependent.
- We believe in partnering with parents, community members, local businesses, and other stakeholders in guiding and motivating students.
- We believe leadership and decision-making should be collaborative and data-driven, while in the students' best interest.
- We believe student achievement comes through both independence and collaboration.
- We believe in a culture that fosters learning while preparing students for life in a diverse world.

FORDLAND R-III MISSION

The mission of the Fordland R-III School District is to provide a diverse education that will prepare students for future readiness.

Fordland R-III VISION

The Fordland R-III School District's vision is to become a premier, innovative learning environment that inspires all.

Focus Area: Safety and Security

Goal: Safety and Security



Our Fordland Family will expand and enhance safety and security that meets the needs of all students.

Goal Champion: Superintendent, Building Leaders, School Resource Officer

Strategy A: Expand and support mental health services within the school district by 2025.
(Cou, BP)

Action A.1	Continue to offer mental health services on site.	Building Principal, Counselor, Director of Student Services
Action A.2	Provide professional development on meeting students' mental health needs annually.	Building Principal, Counselor, Director of Student Services
Action A.3	Continue to raise awareness of social and emotional health	Building Principal, Counselor, Director of Student Services
Action A.4	Empower students and teachers to use coping skills.	Building Principal, Counselor, Director of Student Services
Action A.5	Reduce bullying reports annually by 1%	Building Principal, Counselor, Director of Student Services
Action A.6	Have the student leadership team evaluate current bullying data and student surveys to facilitate student training and build an action plan	Building Principal, Counselor, Student Leadership team

Strategy B: Increase physical safety and security within the district annually.

Action B.1	Survey the staff and students annually on safety and security.	Building Principals
Action B.2	Audit and evaluate safety of students during the school day and during arrival	School Resource Officer, Building Principal



	and dismissal.	
Action B.3	Complete a storm shelter for the Secondary School campus by 2025	Superintendent
Action B.4	Increase communication using newsletters, webpage, and social media.	Principals, Superintendent

Focus Area: Leadership



Goal: Leadership

Our Fordland Family will develop visionary leaders.

Goal Champion: Board of Education, Superintendent, Directors and Building Leaders

Strategy A: Attract and retain quality or highly effective staff. (top 1/3 of the conference)

Action A.1	Competitive and attractive calendar	Superintendent
Action A.2	Competitive and attractive compensation	Superintendent
Action A.3	Continue to encourage professional learning opportunities	Professional Development Committee, Building Principals, Director of Learning

Strategy B: Promote shared leadership within the district.

Action B.1	Identify and support emerging leaders (<i>both students and staff</i>)	Building Principals
Action B.2	Continued communication with all stakeholders about district operations/finance including: needs assessments for district position and creating innovative, cost effective solutions	Superintendent
Action B.3	Continue creating opportunities for community-school collaboration.	Leadership Team, Building Principals
Action B.4	Continue providing opportunities for staff to professionally and constructively express wants and needs	Leadership Team, Building Principals



Strategy C: Develop student leaders

Action C.1

Provide instructional and program opportunities that develop and enhance leadership skills in students

Building Leaders, Counselors



Focus Area: Equity and Access

Goal: Equity and Access

Our Fordland Family will provide access to equitable education for all students: We will meet students where they are in order for them to succeed.

Goal Champion: Superintendent, Building Leaders, Director of Learning, Director of Student Services

Strategy A: By 2025, increase access to career and technical education courses by 20%.

Action A.1	Increase the number of certified career and technical certified staff.	Building Principal, Counselor
Action A.2	Quantify the current number of career and technical courses within the current curriculum.	Building Principal, Counselor
Action A.3	Explore possible courses that meet the current innovative practices of our world.	Building Principal, Counselor

Strategy B: Promote equal participation by all students in offered programs (curricular, co-curricular, and extracurricular).

Action B.1	Analyze and identify student involvement in all school programs.	Athletic Director, Building Principal
Action B.2	Analyze the reasons why specific student groups participate in a certain program.	Athletic Director, Building Principal
Action B.3	Form a student leadership group consisting of representatives of all demographics in order to identify	Athletic Director, Building Principal



	and remove barriers to participation in programs or the need for programs.	
Action B.4	Add electives to the schedule for 4th and 5th graders by 2025.	Athletic Director, Building Principal

Strategy C: The standardized test gap (EOC, MAP, ACT) between FRL and non-FRL students will be decreased annually by 5% by placing all identified FRL or culturally at-risk students on personalized achievement plans.

Action C.1	An action plan will be developed in the 2020-21 school year and will be implemented during the 2021-22 school year.	Counselors, Building Principals, Superintendent, IC
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Strategy D: The assignment of all funds, staff, and other resources will be equitably distributed incrementally by 2025.

Action D.1	Teachers will be added as student numbers increase, focusing on what is best for kids, as is outlined in DESE's resource standards.	Superintendent, Building Principals
Action D.2	Equitably fund school programs (access)	Superintendent
Action D.3	Each student will be provided with an equitable opportunity to quality instruction.	Superintendent, Building Principals, Director of Learning
Action D.4	Add a gifted program by the year 2025.	Superintendent, Director of Student Services



Strategy E: Strategically offer students access to diverse and culturally differentiated opportunities by 2025. (COU, BL, IC)



Culture and Climate

Culture and Climate Goal

Our Fordland family will promote a positive culture and climate.

Goal Champion: Superintendent, Director of Student Services, and Building Leaders

Strategy A: Increase student attendance by 2% each year and to 95% by 2025. (90/90)
(COU, BL)

Strategy B: Provide a student-centered environment to ensure that “You can get there from here.”

Action B.1	Implement a student peer program to promote High School & College expectations	Building Principals, Counselors
Action B.2	Increase alumni participation	Superintendent, Counselor, Building Principals
Action B.3	Increase number of students enrolled in OTC, ICAP, Dual Credit, and Advanced Placement courses	Building Principals, Counselor
Action B.4	Establish more opportunities to celebrate ALL student success!	Superintendent, Building Principals, Counselors,
Action B.5	Provide more opportunities for school pride	Building Principals
Action B.6	High school students down to elementary for mentoring	Building Principals, Counselors

Strategy C: Decrease teacher turnover by 5% on an annual basis.

Action C.1	Increase staff interaction in the district	Superintendent, Building
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	twice per year with district-sponsored social activities.	Principals
Action C.2	Create a culture and climate survey	Superintendent
Action C.3	Increase teacher salaries	Superintendent
Action C.4	Create a student and staff centered calendar	Leadership Team, Superintendent,
Action C.5	Evaluate staff schedules and workload of all employees	Building Principals, Superintendent
Action C.6	Develop and implement an exit survey for all staff members	Building Principals, Superintendent

Strategy D: Ongoing communication that promotes positive culture and climate within the district and community. (BL,MD, FD, TD, SUP, AD)

Action D.1	Move to a digital communication process for internal services- PO, Foodservice, transportation, tech, maintenance	Superintendent, Building Principals
Action D.2	Communication public- Newsletters (mail) and digital, Classroom letters, digital calendar and paper calendar, faculty and staff, Website	Superintendent, Building Principals, Teachers
Action D.3	Develop a communication plan for faculty, staff, students and the community	Leadership Team, Building Principals

Strategy E: Connecting the community to school

Action E.1	Care to Learn Community Events	Care to Learn Liaison
Action E.2	Purposeful Communication through a yearly Community-wide newsletter	Superintendent



Action E.3	Purposeful communication of school events	Building Principals, Director of Student Services, Athletic Directors
Action E.4	Community open houses	Superintendent, Building Principals

Teaching and Learning



Teaching and Learning Goal

Our Fordland Family prepares students to thrive as global citizens.

Goal Champion: Superintendent, Director of Learning, Director of Student Services, and Building Leaders

Strategy A: Create inspiring teaching and learning experiences.

Action A.1	expand career and technical opportunities to meet student needs	Building Principals, Counselors
Action A.2	increase course diversity	Superintendent, Building Principals, Counselors, PDC
Action A.3	continue to provide accessible and desirable professional learning opportunities	Director of Learning, PDC
Action A.3	knowledge and access to mental and emotional support: trauma-informed care, mental health care, and suicide prevention.	Counselors, Nurses, Building Principals

Strategy B: Teaching and learning will be data-driven to enhance student achievement.

Action A.1	use data to drive personal and professional growth (<i>for students and staff</i>)	Building Principals, Director of Learning, Director of Student Services, Superintendent, PDC
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Strategy C: Curriculum will be innovative.

Action C.1	Ease of access (<i>for students and staff</i>)	Director of Learning
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Action C.2	Continuous review of curriculum to ensure it meets the needs of all stakeholders	Director of Learning, Director of Student Services, Building Principals, Superintendent
Action C.3	Assess and provide resources to support innovative curriculum and instruction	Director of Learning, Building Principal, PDC, Superintendent
Action C.4	Horizontal and vertical alignment of curriculum and instruction of Pre-K thru 12 grade (develop priority standards, proficiency scales, and assessments)	Director of Learning, Building Principals, Superintendent

Strategy D: Teaching and learning will provide opportunities for collaboration.

Action D.1	create innovative solutions for collaboration (<i>for students and staff</i>)	PDC, Building Principal, Director of Learning, Superintendent
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Strategy E: Portrait of a Fordland High School graduate

Action E.1	To collaborate, create and implement a portrait of a Fordland High School Graduate by 2025	Building Principal, Director of Learning, Teachers, Director of Student Services, Learners, Parents and Community members
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