



CROCKER R-II
SCHOOL DISTRICT

Comprehensive School Improvement Plan

2022-2027



P.R.I.D.E.

Positive Responsible Individuals Dedicated to Excellence

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Comprehensive School Improvement Plan: Crocker R-II School District

Planning, Process, & Committee

The Crocker R-II School District Comprehensive School Improvement Plan Committee consists of 20 members. These members represent all populations within the district of approximately 530 students along with community and various groups.

The goal of the CSIP committee was to develop and implement a long-range plan for all of the district's educational programs and services in order to maintain a focus of improving student achievement. The on-going plan will be reviewed and approved by the Board of Education annually. This CSIP is aligned to the DESE MSIP 6 Comprehensive Guide DRAFT, March 2022.

CSIP Committee Members:

HEATH WATERS, SUPERINTENDENT

JESSICA STEWART, ELEMENTARY PRINCIPAL

JEREMY COFFELT, HIGH SCHOOL PRINCIPAL

TERRI PARKS, CSIP ADVISOR

JULIA SEMSICK, HS TEACHER / PARENT / MILITARY FAMILY

JOHN SMITH, ADMINISTRATOR AT WCC (CAREER CENTER)

SHERRY CAMPISEE, PARENT / MILITARY

AMANDA STARNES, ELEM. TEACHER

RON ROUTH, PARENT / COMMUNITY MEMBER

ANDREA BRANSTETTER, RETIRED TEACHER / COMMUNITY MEMBER

SUSIE MARZ, PROCESS COORDINATOR

JENNY BURTON, ELEMENTARY TEACHER

MATT SCHROER, HS TEACHER / FFA ADVISOR

BRIAN FOSTER, BOARD MEMBER

AMADA BOBERG, HS COUNSELOR

JOEY AMENT, BOARD MEMBER

DEIDRE TOWNS, SPECIAL EDUCATION DIRECTOR / FEDERAL PROGRAMS

ASHLEY BURTON, HS ASST. PRINCIPAL / TEACHER / DISTRICT PUBLIC RELATIONS

ABBY HELMS, STUDENT

JACK MCCAIN, STUDENT

THIS CSIP IS ALIGNED TO THE DESE MSIP 6 COMPREHENSIVE GUIDE (DRAFT MARCH 2022).

Educational Philosophy

Vision Statement

Crocker R-II School District is a place in which students are self-motivated learners. Our students will make critical choices for their own success by meeting yearly goals, staying on course for graduation, and successfully transitioning to careers or higher education. The district and community will work together to provide instruction that builds 21st century skills.

Mission Statement

P.R.I.D.E –Positive Responsible Individuals Dedicated to Excellence

Collective Commitments

1. We will support clear, focused expectations with high levels of accountability.
2. We will positively model and promote goal setting.
3. We will effectively implement problem-solving strategies that lead to critical thinking.
4. We will provide opportunities for real world application.
5. We will integrate technology that allows students to gain skills necessary for life.
6. We will openly and effectively communicate through multiple levels of collaboration for all.
7. We will provide a student-centered learning environment with high levels of parental and community involvement.
8. We will celebrate our successes with all.

District Background

Crocker is a small town in South Central Missouri with a population of 1,110. The town is located in northern Pulaski County. The school district is supported by many small businesses. Support also comes from the nearest military base, Ft. Leonard Wood, Missouri.

Sixty-seven percent of students in the Crocker R-II School District qualify for free and reduced breakfast and lunch. Based on that percentage, the district qualifies for Title One funding and is considered a school wide Title school. This percent is the result of low-income housing opportunities available within the district and a county unemployment rate of approximately 2.1 percent.

Our strengths come from the small community setting of Crocker, where community members volunteer to improve our school and the staff goes the extra mile to help students. The Crocker R-II School District works constantly to improve the future of our children.

District Analysis

Curriculum

The Crocker R-II School District will be implementing within the 2022-2023 school year a curriculum committee. This committee will consist of teachers' representative of each subject area and/or grade level. All curriculum will be aligned to the Missouri Learning Standards. All curricula will once again be formally adopted annually by the Board of Education.

Instructional Standards

A variety of instructional strategies, aligned to the Missouri Learning Standards, are used to meet the academic needs of the students in the Crocker R-II School District. These strategies are selected based on a review of the district's assessment data. Assessment data is obtained on a regular basis and is reviewed annually by the district, see the District's Assessment Plan for more information. The district also has a summer school program to assist students outside of the regular school year. Various sub-populations are provided instruction through the Parents as Teacher program, Preschool for age 4 students, early childhood special education, full-day kindergarten, dual-credit college courses, S.T.A.R., and remedial and/or special education programs.

Instructional resources and equipment are readily available to support the existing curriculum. Instructional equipment is housed in each building and each building has at least one computer lab. Students and teachers have access to the Internet in all classrooms, library media centers, and computer labs.

The district also provides instruction on positive behavior supports, character education, bullying prevention, anger management, and social skills through the guidance/counseling programs.

Students and parents are informed of course content being taught to students through individual course syllabi at the beginning of each school year. Parents are informed of student performance through mid-quarter progress reports and quarterly report cards, as well as parent/teacher conferences.

Instructional Design

1. Kindergarten to 12th Grade:
 - a. Elementary – Grades K through 5 make up the elementary program within the Crocker School district. All classes are self-contained and a student/teacher ratio of 21:1 is currently being maintained.
 - b. High School – Grades 6 through 12 make up the high school program within the Crocker R-II School district. High school students have many courses offered, including college preparatory and vocational offerings. The Crocker School District high school program offers all students the opportunity to meet the state high school graduation requirements. The High School is also an A plus designated school. Dual credit courses are also available and detailed in the high school course catalog. Virtual learning is available through a program.
2. Leader in Me (LiM): Leader in Me is an evidence-based, comprehensive model that builds leadership and life skills in students, creates a high-trust school culture, and lays the foundation for sustained academic achievement.

Comprehensive School Improvement Plan: Crocker R-II School District

3. Alternative Method of Instruction (AMI): The District will offer alternative methods of instruction when needed, throughout the virtual platforms designated on the AMI Re-Entry Plan located on the school's website or the Safe Return Continuity Services Plan (SRCSP).

Assessment

An assessment plan is currently being developed.

Professional Development

Professional Development for district staff has been focused on scientifically based instructional practices. The district participates in many activities provided by the South Central RPDC. A mentoring program is offered to all first- and second-year teachers of the Crocker R-II School District.

Guidance and Counseling Program

The district employs two full-time counselors, each is housed within the Elementary and one in the High School. Elementary students receive 30-minute classroom visits by the counselor concerning character education.

Differentiated Instruction

Special Education

The main purpose of the Crocker R-II School District Special Education program is to improve educational results for children with disabilities. The Special Education program is responsible for identifying all children aged 3 through grades 12 with disabilities who reside within district boundaries and to ensure that all these children receive a free appropriate public education (FAPE) under the Individuals with Disabilities Act (IDEA).

Gifted Education

The district identifies and services students in grades K-12 who require educational opportunities beyond what is offered in the regular education classroom setting. The program follows the Missouri Gifted Education Program guidelines for gifted programs by providing “a differentiated instructional program which accommodates higher cognitive processes and concepts and teaching methods appropriate for their advanced abilities and individual styles of learning”.

Project Lead the Way

Project Lead the Way is utilized with students in grades K-12. Through the Project Lead the Way program, students are provided with real-world, hands-on educational experiences that provide transportable knowledge and skills needed to thrive in their future world such as problem-solving, critical thinking, communication, and collaboration.

Career/Technical Education

A plan for the pathway to obtain career and technical education is currently being developed.

Early Childhood/PAT Education

1. Birth to Preschool Program:
 - a. Parents as Teachers (PAT): Parents as Teachers is a free family education and support program that begins prenatally and extends through age five. In PAT, parents are supported by certified parent educators who use the Foundational and Model Implementation curriculum that translates scientific information on early brain development into concrete suggestions on ways to teach and nurture your child. PAT is available to all families who choose to participate.
2. Preschool Programs:
 - a. Title I Preschool – This program is offered to district students at age 4. Students are screened prior to enrollment in the program. Student must score at or below assessment guidelines to be eligible for this program. The district offers two preschool classrooms with one full time educator. This program is a five day-a-week, half day program. The district offers 2 sections of preschool.
 - b. Title I Early Childhood Special Needs Preschool – This program is offered to district students under the age of 4 with an early childhood medical diagnosis, referral from First Steps or current Individualized Education Plan (I.E.P.). The district has two

Comprehensive School Improvement Plan: Crocker R-II School District

preschool classrooms with a full-time educator. This program is a five day-a-week, half-day program. The district offers 2 sections of preschool.

Parent, Family Community Involvement

1. PTO – The Crocker R-II School District Parent Teacher Organization is an organization made up of parents and teachers of Crocker R-II School District. The goal of the PTO is to foster a strong connection between home and school by encouraging parent involvement and to support the educational experience of the students through volunteer and financial support.
2. Title I Math & Reading – Crocker R-II School District's Title I program focuses on providing additional support to students who are below grade level in either math and/or reading. Students are able to receive Title I supports based on STAR Renaissance performance or teacher referral. Students who receive Title I supports are progress monitored regularly and the supports provided are determined based on this monitoring. Support skills that are targeted are determined based on the STAR Renaissance's Instructional Planning Report and/or Common Formative Assessments.

Community Education Programs

1. Love & Logic: The course provides practical tools and techniques to help parents and caregivers achieve respectful, healthy relationships with their kids. You will gain knowledge and strategies to make parenting more fun and increase the odds of raising responsible kids while preparing them for the real world! The Love and Logic approach uses humor, hope and empathy to build up the adult-child relationship. It provides real limits in a healthy way and teaches consequences and healthy decision making. Early Childhood Parenting Made Fun was the course that we hosted this year, but there are several options to choose from.

School Services

Facilities and Safety

The campus of the Crocker R-II School District encompasses the following buildings: Elementary School building, High School building, and Administration building. All building and grounds are inspected and meet the local and state safety requirements, including handicapped accessibility. Safety drills are conducted periodically for all buildings, playgrounds, and transportation vehicles. Crocker employs a school safety director and has a safety committee that meets during the year to review and update safety procedures.

Law Enforcement Services - The district works closely with local law enforcement agencies and government agencies within the county to provide a safe environment for the students. The district has a Resource Officer on campus who also ensures the safety of students and staff. The Resource Office provides instruction on Fire Safety, Bicycle Safety and other awareness programs.

Health Services & Wellness Programs

Heath Services provides first aid and emergency care for all students on the district campus. The department employees maintain health records on all students. Screenings are conducted for the purpose of identifying health related problems in the district's students. (Please refer to the District's Assessment Plan for further details on heath screenings offered in the district.) Employees of the district have the opportunity to participate in a wellness program sponsored by Ozarks Schools Benefits Association. Participants can earn monetary rewards as part of this wellness program.

Food Services Program

Breakfast and lunch are available to all students in the district daily. Free and reduced lunches are provided for those that qualify.

Transportation

The transportation department provides transportation to all school activities within and outside of the regular school day. The department conducts safety checks and drills and has received a passing safety rating on all recent inspections.

Instructional Technology

The Crocker R-II School District has developed a strategic plan to provide the tools necessary to educate students and develop skills to be career and college-ready in the 21st century. As a result, the District is committed in providing every student in grades K-12 with their own personal computing device. While the 1:1 Initiative will provide a device for every student, the device is not the focus of the program. The goal of the initiative is to utilize technology to enhance classroom instruction and provide the means to continue instruction remotely, if necessary. The Crocker R-II School District is committed to revitalizing the curriculum into a technological format that builds and sustains an engaged and collaborative learning environment for all students. A structured digital environment that is safe yet demanding will enable and support students and teachers as they explore transformative uses of technology.

Administrative Support

Crocker R-II School District employs one certified superintendent, two certified building principals, two 0.5 FTE certified assistant principals, and a director of special services and federal programs. These employees receive additional support from administrative assistances and a process coordinator.

Dissemination of Information

After the CSIP Committee has approved the district's Comprehensive School Improvement Plan, the plan is submitted to the Board of Education for adoption. The adoption of the plan is stated in the board minutes. After the local adoption process is completed, the plan submitted to the Missouri Department of Elementary and Secondary Education (DESE) per MSIP 6 guidance.

The dissemination of the plan is accomplished by providing a copy of the plan to all committee members, all Board of Education members, and DESE. A copy of the plan is also located in each of the district's libraries, principal offices, and the administration office. Staff and Patrons of the district can find a copy of the plan on the district's website.

Governance and Administration

The Crocker R-II School District Board of Education meets monthly on the fourth Tuesday of the month. Meeting times and agendas are announced and posted accordingly. The Board of Education has updated all policies and procedures in accordance to MSBA guidelines. An external annual audit of the district is conducted and filed in the Superintendent's Office.

Needs Assessment

The Crocker R-II School Districts uses multiple measures during the continuous improvement process to evaluate, monitor, and determine progress towards district goals.

The most frequent are these five tools:

- Program Evaluation Process
- Curriculum Audit & Program Evaluation
- District Continuous Improvement (DCI) District Needs Assessment
- Comprehensive School Improvement Audit (DESE)
- Stakeholders and Program Evaluation Surveys

Other examples of surveys offered by the District:

Teacher Retention Survey- Internal	Title Advisory Board Yearly Needs Assessment & Title I Program Survey-Parents	DESE Climate and Culture Survey (benchmark Fall 2022)
Gifted Survey to Teachers	Sped Parent Survey	LMC Staff Survey
Parents, Students 4th-12 th	RTI Needs/Time-Teacher & Students	Leader In Me-MRA Survey- Teacher
Technology Surveys	ESSR Fund Survey	IMPACT Aid Survey

Implementation

The Crocker R-II School timeline for evaluation of progress, BSIP, and BOE reports are all noted on each CSIP Goal and District Program Evaluation Schedule.

Monitoring

The district monitors the CSIP by having the CSIP committee review the status of the plan at bi-annual meetings. These meetings are held in December and May. Adjustments are made on an as-needed basis by committee members and the adjustments are reported to the Board of Education at the next scheduled meeting. The Board of Education discusses these adjustments and their relevance to the district's CSIP at this time.

Evaluation

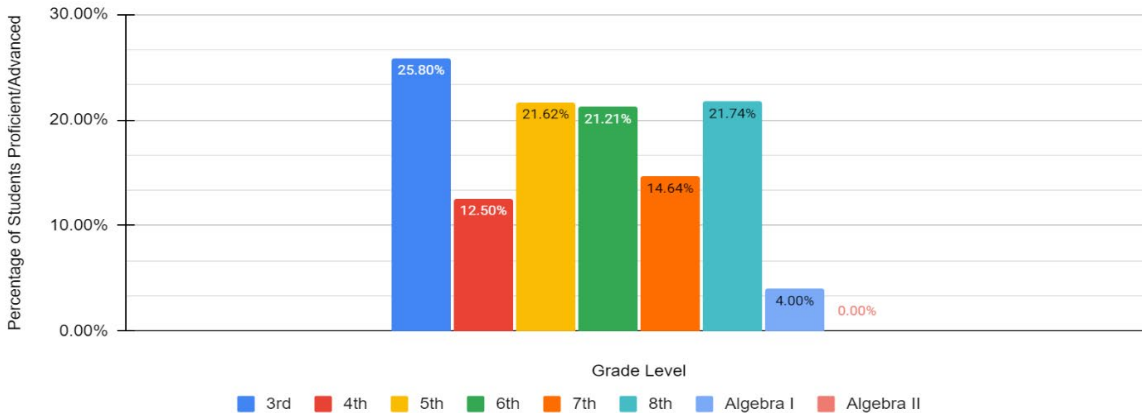
The CSIP is a "living document" that may be adjusted following the annual review of fidelity and performance measures. This adjustment allows the CSIP to serve as a driver of continuous improvement so that the Crocker R-II School District may remain focused, agile, and accountable in meeting the changing needs of its students and community. The effectiveness of the CSIP is evaluated by surveying staff members, students, and patrons to see if goals and objectives are relevant and if action plans are being met. The CSIP is evaluated and revised each year after the district's Annual Yearly Progress (APR) report is released.

Goal 1: Student Learning

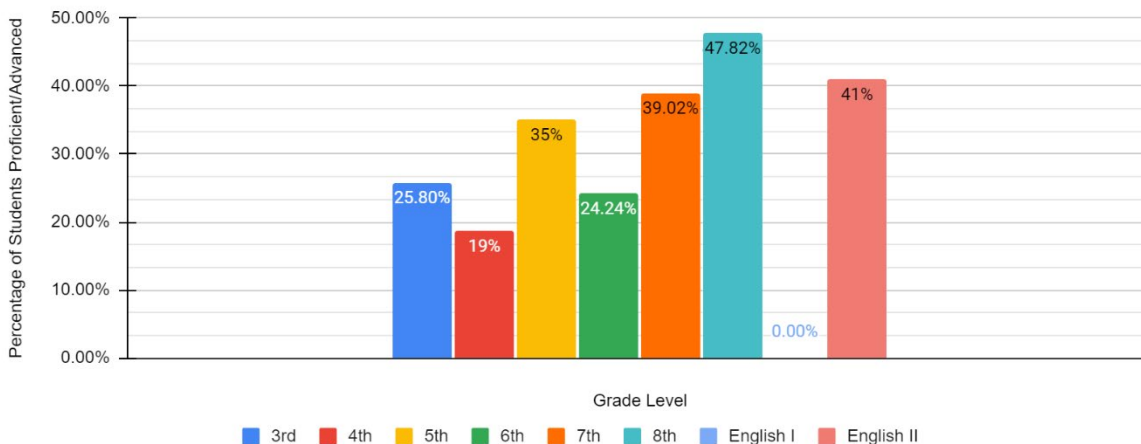
Objective 1: Annually, the percentage of students scoring proficient or advanced will meet or exceed the state average on the Missouri Assessment Program (MAP) assessment.

Data

Missouri Assessment Program (MAP) Data - Mathematics



Missouri Assessment Program (MAP) Data - English Language Arts



*Science data will be collected during the 2022-23 school year and will become our baseline data.

District Strategy: Teaching and Learning

Action Steps	Person(s) Responsible	Timeline	Funding/Resources Needed	Monitoring & Completion Criteria
The teacher will pretest at the beginning of the unit and complete posttest at the end of the unit.	Classroom Teacher	Beginning & End of Each Unit	Pre & Post Assessment	District Instrument
Additional interventions will be provided for students not meeting expectations.	Classroom Teacher	Ongoing	State & Local Assessment Data	Local Assessment Growth Data
Will utilize research based best practices in the classroom.	Classroom Teacher	Ongoing	Professional Development	Building Principals Classroom Observations
Regular content area/grade level collaboration meetings to analyze data.	Classroom Teacher	Ongoing	Professional Collaboration Time	Building Principals

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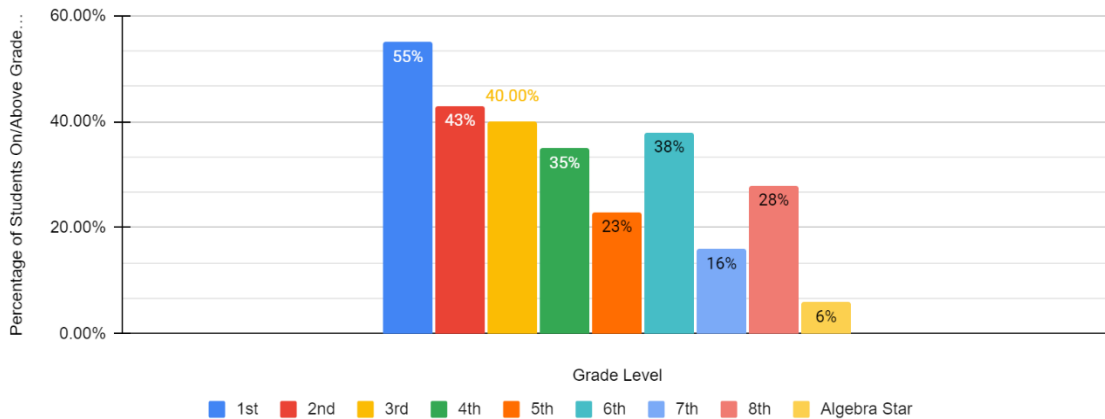
Teachers will participate in literacy training throughout the district.	Classroom Teacher	Ongoing	Professional Development	LETRS Volume 1 will be completed Pre-K-5.
Reflection:				
District Strategy: Leadership & Communication				
Action Steps	Person(s) Responsible	Timeline	Funding/Resources Needed	Monitoring & Completion Criteria
Vertical Alignment Schedule for K-12	Building Principals & PD Committee	Fall 2022; Annually	Vertical Alignment Agendas, Survey Data from Vertical Teams	Professional Development Annual Program Evaluation - May
Explore world language opportunities.	Secondary Principal & Counselor	December 2022	Virtual Platforms	Interest Survey
Use the Program Evaluation to measure impact on student learning.	Program Directors	Monthly	Program Evaluation Schedule	Program Evaluation Goals
Reflection:				
District Strategy: Collaborative Climate & Culture				
Action Steps	Person(s) Responsible	Timeline	Funding/Resources Needed	Monitoring & Completion Criteria
Explore current reality of a safe, secure, and equitable environment for students.	School Safety Director	Bi-Annually	Student Survey	Student Survey/Data Teams
All stakeholders will take a climate and culture survey to inform future action steps.	LiM Coordinator	Annually	LiM Online Resources, MRA, Exit Survey	Completion of Surveys, District Data Team
Reflection:				

Goal 1: Student Learning

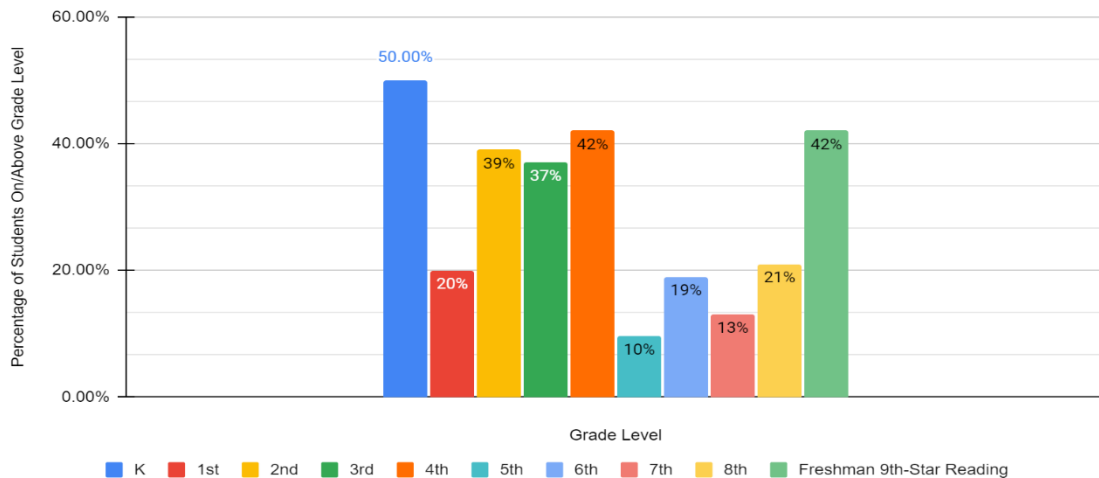
Objective 2: Annually, 80% of students will demonstrate at least one year of growth in reading and math benchmark assessments.

Data

Renaissance Star Assessment Data - Mathematics



Renaissance Star Assessment Data - Reading



District Strategy: Teaching and Learning

Action Steps	Person(s) Responsible	Timeline	Funding/Resources Needed	Monitoring & Completion Criteria
The teacher will analyze the quality of local assessments.	Classroom Teacher	Beginning & End of Each Unit	Pre & Post Assessment	District Instrument
Visible learning targets are posted and the students are engaged with them.	Certified Teachers	Ongoing	CFASAPP	Beginning of the Year, End of the Year
Will utilize research based best practices in the classroom.	Certified Teachers	Ongoing	Professional Development	Building Administrators
Regular content area/grade level collaboration meetings to analyze data.	Certified Teachers	Ongoing	District Leadership Team	Building Administrators

Reflection:

District Strategy: Leadership & Communication

Action Steps	Person(s) Responsible	Timeline	Funding/Resources Needed	Monitoring & Completion Criteria
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Comprehensive School Improvement Plan: Crocker R-II School District

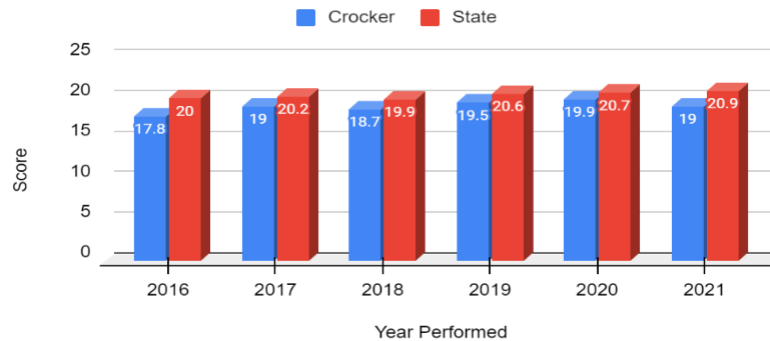
Parents and guardians are kept aware of students' progress.	Administrative Assistants	3-6 Weeks	Progress Reports & Grade Reports	SIS Grade Report
Vertical Alignment Schedule for K-12	Building Principals & PD Committee	Fall 2022; Annually	Vertical Alignment Agendas, Survey Data from Vertical Teams	Professional Development Annual Program Evaluation - May
Leadership will be trained on how to give feedback on the CSIP Action Steps for building teachers.	DCI	Ongoing	Professional Development	District Leadership Team
Implement stricter reading improvement guidelines across the district.	Building Principals	January 2023	Senate Bill 681	Building Principals
Reflection:				
District Strategy: Collaborative Climate & Culture				
Action Steps	Person(s) Responsible	Timeline	Funding/Resources Needed	Monitoring & Completion Criteria
District will celebrate student who achieve targeted growth.	Building Leadership Teams	Quarterly	District Incentive Funds, CFA, STAR Data	Data Teams
Reflection:				

Goal 1: Student Learning

Objective 3: The Crocker R-II School District will meet or exceed the state average on the ACT.

Data**ACT Scores**

Goal 1.3 The District will meet or exceed the state average on the ACT

**District Strategy: Teaching and Learning**

Action Steps	Person(s) Responsible	Timeline	Funding/Resources Needed	Monitoring & Completion Criteria
Select Secondary Teachers are trained on ACT standards.	Secondary Counselor	Annually	ACT Standards	PD Plan, Agendas
Secondary courses will use integration of ACT standards to prepare all students for ACT exam in core content areas.	Secondary Counselor & Principal	Ongoing	ACT Standards	Curriculum Review for Standard Integration,
Provide ACT preparatory sessions.	Secondary Core Teachers	Spring Annually	Practice Assessment, 8 th Hour	Student Attendance

Reflection:

District Strategy: Leadership & Communication

Action Steps	Person(s) Responsible	Timeline	Funding/Resources Needed	Monitoring & Completion Criteria
Provide one free ACT test for each student (preferably their Junior year).	Secondary Counselor	Spring, Annually	ACT Materials	ACT Data
Explore Duke TIP Assessment in Middle School to promote early identification of success ready students.	Counseling Department	2022-23	TIP Informational Sessions	April Gifted Program Evaluation

Reflection:

District Strategy: Collaborative Climate & Culture

Action Steps	Person(s) Responsible	Timeline	Funding/Resources Needed	Monitoring & Completion Criteria
Create academic recognition program and prominently display names of students receiving high ACT scores.	LiM: Culture Action Team	2022-23	District Incentive Funds	LiM Coordinator
Explore incentives to promote improved ACT performance.	Secondary Admin Team	2022-23	District Incentive Funds	Secondary Admin Team

Reflection:

Goal 1: Student Learning

Objective 4: Annually, 80% of the students with an Individual Education Program will show at least one year of growth on the district's local assessment (STAR).

Data

*Baseline data will be established during the 2022-2023 school year.

District Strategy: Teaching and Learning

Action Steps	Person(s) Responsible	Timeline	Funding/Resources Needed	Monitoring & Completion Criteria
The teacher will pretest at the beginning of the unit and complete posttest at the end of the unit.	Classroom Teacher	Beginning & End of Each Unit	Pre & Post Assessment	District Instrument
Additional interventions will be provided for students not meeting expectations.	Certified Teachers	Ongoing	State & Local Assessment Data	Building Administrators
Will utilize research based best practices in the classroom.	Certified Teachers	Ongoing	Professional Development	Building Administrators
Regular content area/grade level collaboration meetings to analyze data.	Certified Teachers	Ongoing	District Leadership Team	Building Administrators
Administer and analyze assessments during the school year to provide instructional feedback and focus in order to perform at or above the average.	Data Teams	Ongoing	Professional Collaboration	Special Services Director

Reflection:

District Strategy: Leadership & Communication

Action Steps	Person(s) Responsible	Timeline	Funding/Resources Needed	Monitoring & Completion Criteria
The district will develop a multi-tiered RTI system.	Building Leadership	Fall 2023	CFA Data, STAR Data, Sub-Group Data	District Admin Team
During collaborative meetings student performance data will be reviewed	Data Teams	Ongoing	CFA Data, STAR Data, Sub-Group Data	District Admin Team

Reflection:

District Strategy: Collaborative Climate & Culture

Action Steps	Person(s) Responsible	Timeline	Funding/Resources Needed	Monitoring & Completion Criteria
Diverse Learning Environment- Equitable educational experiences that promote the cultivation of respect, understanding and appreciation of the diverse community of learners will be integrated across the school community.	District Admin Team	Ongoing	Stakeholder Survey	District Admin Team
The district will ensure unobstructed entrance into, involvement of and full participation of learners in schools, programs and activities	Special Services Director	Annually	Trauma Informed Training, Staff Survey	District Admin Team

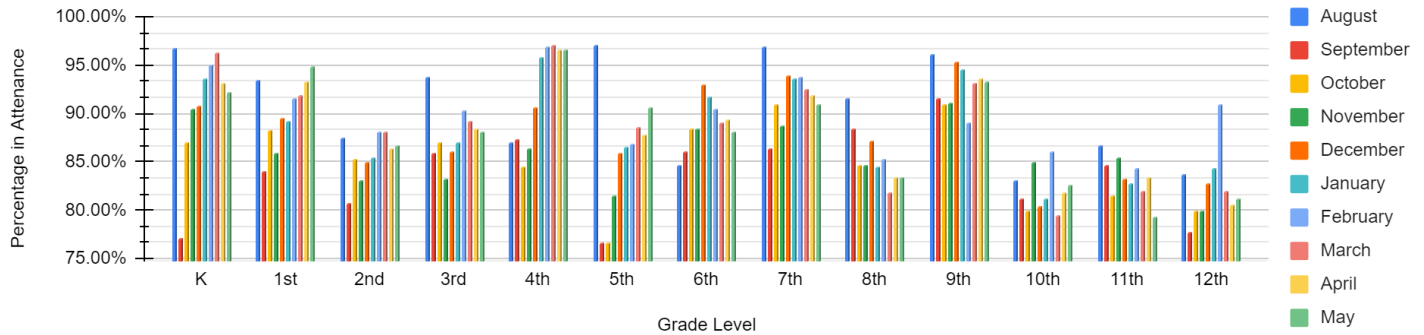
Reflection:

Goal 2: Attendance

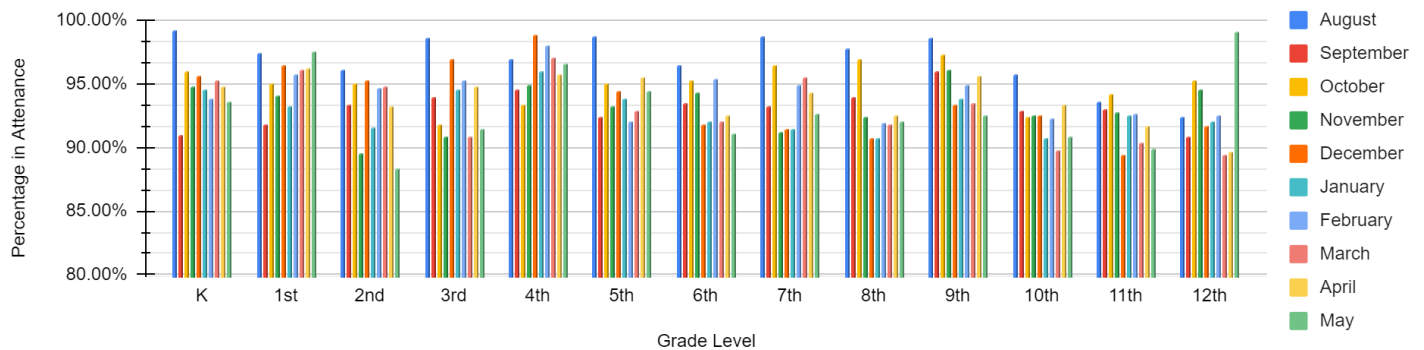
Annually, 90% of the students will be in attendance 90% of the time based on average daily attendance records.

Data

2021-2022 90/90 Attendance



2021-2022 Average Daily Attendance (ADA)



District Strategy: Teaching and Learning

Action Steps	Person(s) Responsible	Timeline	Funding/Resources Needed	Monitoring & Completion Criteria
Analyze the data between student attendance and student learning.	Building Attendance Committee	Semester	TylerSIS Data Reports, Attendance Files	Committee Agenda, Attendance Action Steps
AMI Plan, Federal Programs, and Non-Traditional Instruction Options will be reviewed annually.	Admin Team	June – Annually	Board Policy: IGCE-1	AMI Application, Review Policy
Review the attendance policy with the students.	Teachers	August – Annually	Student Handbook	Handbook Acknowledgement Form

Reflection:

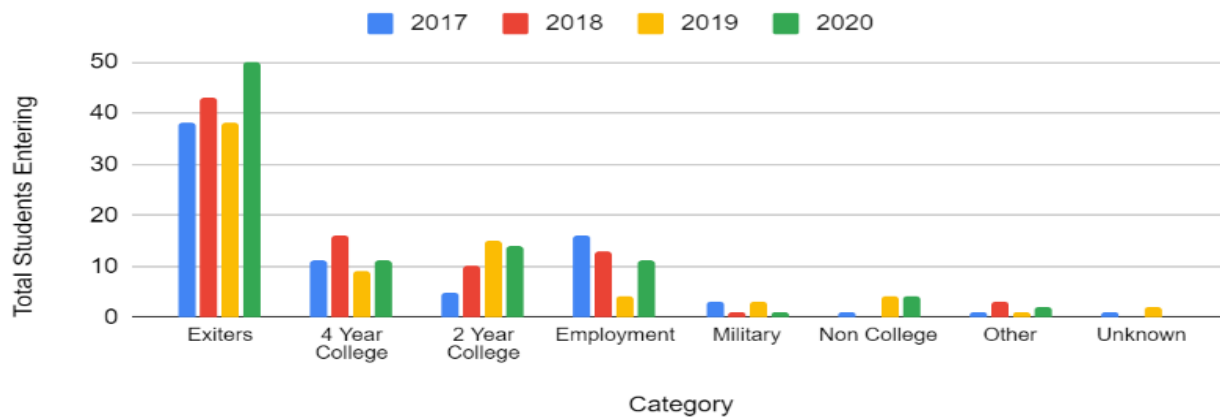
District Strategy: Leadership & Communication

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Action Steps	Person(s) Responsible	Timeline	Funding/Resources Needed	Monitoring & Completion Criteria
Each building Secretary will contact the parents on the day of the absence by telephone.	Building Secretary	Daily	TylerSIS Reports	TylerSIS notes within the system.
Administration will review policy and procedures to clarify the process for each school year.	Administration Team	August - Annually	Board Policy: JED, JED-AP1, JED-AP2	BOE Approval of new policy
The building attendance committee will hear appeals for unforeseen, unavoidable, and unusual absences.	Attendance Committee	Semester	Board Policy: JED, JED-AP1, JED-AP2	Minutes, Action Items
District Attendance Policy will be included in the Student Handbook, that will be shared on the district website.	Administration Team	August – Annually	Student Handbook	Handbook Acknowledgement Form
Building Administrators will track attendance and report to the BOE each month.	Building Administrators	Monthly	TylerSIS	Board Reports & Minutes
Reflection:				
District Strategy: Collaborative Climate & Culture				
Action Steps	Person(s) Responsible	Timeline	Funding/Resources Needed	Monitoring & Completion Criteria
Two grade levels in the Elementary and all of students in grades 6 th -12 th , will take a survey regarding their perception of school belonging and development.	Building Principals, LiM Coordinators	Spring Semester	Survey Tool	Measurable Response Assessment
Student recognition will be put in place throughout the district.	Building Leadership Teams	Monthly	LiM Habits	Board Reports, Newsletters, Assemblies
Reflection:				

Goal 3: Success Ready

Annually, 80% of graduating seniors will enroll in and earn a grade of a B or higher in CCR class during their high school career. Examples: dual credit, weighted classes, internships, ITV, CTE.

Data**180 Day Follow-up**

*Data will be established during the 2022-2023 school year.

District Strategy: Teaching and Learning

Action Steps	Person(s) Responsible	Timeline	Funding/Resources Needed	Monitoring & Completion Criteria
All 6 th -12 th students will take an employability survey based on LiM Habits.	LiM Coordinator	Annually	Survey	Employability Rubric
The District will administer the Kindergarten Entry Assessment at the beginning of the school year.	Kindergarten Teachers, PAT Coordinator	Annually	Entry Assessment	Elementary Principal
The Pre-School Program will demonstrate mastery of the development competencies that will inform Kindergarten readiness.	Pre-School & Kindergarten Teachers	Annually	Assessment Data	Elementary Principal
Educate students and increase enrollment for career embedded internships and advanced coursework opportunities including dual-enrollment and college credit courses.	Secondary Counselor	December-Annually	TylerSIS Data, Enrollment Records	Internship Records, WCC Enrollment, AP Data, College Credit Data
Opportunities for exploration and development of career interest areas will be expanded for students in grades 6-8.	High School Counselor	Annually	Survey of interest and ICAP	Review of ICAPs

Reflection:

District Strategy: Leadership & Communication

Action Steps	Person(s) Responsible	Timeline	Funding/Resources Needed	Monitoring & Completion Criteria
Analysis of employability rubric to establish trends or overall outcomes of each student in grades 6 th – 12 th .	Secondary BLT	Annually	Local and National Employability Trend Data	Secondary Counselor
Share employability data with community members, parents, and other stakeholders.	Public Relations Coordinator	Annually	Data	Secondary Admin Team
Survey business leaders of employability traits.	Secondary BLT	Annually	Survey	LiM Coordinator

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The district will partner with local businesses to offer job shadowing and work study programs (Community Outreach Education and internships).	Secondary Counselor	Ongoing	Partnerships	Secondary Admin Team
The district will conduct post-graduation surveys to monitor educational and career progress of graduated students	Secondary Counselor	Annually	Survey	DLT
Reflection:				
District Strategy: Collaborative Climate & Culture				
Action Steps	Person(s) Responsible	Timeline	Funding/Resources Needed	Monitoring & Completion Criteria
21st century success skills will be identified and opportunities to practice and develop those skills will be integrated into classroom activities and student leadership opportunities at Leader in Me School.	Classroom Teachers	Ongoing	Professional Development	Employability Rubric Data, LiM Coordinator, Secondary Admin Team
The district will offer a college and career opportunities including FASFA Frenzy Nights, College & Career Fairs.	Secondary Counselor	Annually	Partnerships	Secondary Admin Team
Reflection:				

Goal 4: Communications

The Crocker R-II School District will implement internal and external communication strategies, which support continuous school improvement.

Data

*Baseline data will be established during the 2022-2023 school year.

District Strategy: Teaching and Learning

Action Steps	Person(s) Responsible	Timeline	Funding/Resources Needed	Monitoring & Completion Criteria
Elementary Staff PreK-5 will be provided weekly newsletters for every guardian either via email or hard copy.	Classroom Teachers	Weekly	Newsletter	Elementary Principal

Reflection:

District Strategy: Leadership & Communication

Action Steps	Person(s) Responsible	Timeline	Funding/Resources Needed	Monitoring & Completion Criteria
Create/maintain parent contact logs	Certified Staff	Ongoing	TylerSIS	TylerSIS
The District will utilize approved media platforms including the district's website, social media pages, information data system, and messaging platform to communicate with stakeholders.	Classroom Teachers, Public Relations Coordinator	Ongoing	Approved Media Platforms	District Admin Team
Secondary students will receive grade reports on a quarterly grading cycle. Within the quarter, a progress report will be sent home every 3 weeks to inform guardians of students' progress.	Secondary Admin Assistant	Every 3 Weeks	TylerSIS	Secondary Admin Team
District will design a Communication Plan that will allow feedback from stakeholders on CSIP goals.	Public Relations Coordinator	Updated Annually	Communication Plan	District Admin Team

Reflection:

District Strategy: Collaborative Climate & Culture

Action Steps	Person(s) Responsible	Timeline	Funding/Resources Needed	Monitoring & Completion Criteria
Elementary Families will be encouraged to attend Title I Nights and Parent Advisory Meetings.	Title I Coordinator	Bi-Annually	Title I Funds	Special Services Director

Reflection:

Goal 5: Facilities & Operations

Objective 1: The District will develop a long-range facility plan based on enrollment and department needs in the District.

Objective 2: Annually, the District will continue to provide facilities that are safe and provide a healthy working environment through an enhanced school safety plan that will be continually monitored and updated.

Data

*Baseline data will be established during the 2022-2023 school year.

District Strategy: Teaching and Learning

Action Steps	Person(s) Responsible	Timeline	Funding/Resources Needed	Monitoring & Completion Criteria
All staff will receive training to maintain the online maintenance form monthly.	Building Principals	Ongoing	Google Form	School Service Director
District will develop and communicate the Pre-K – 12 th Instructional Prevention Scope.	Program Directors	Ongoing	Directors Meeting	District Admin Team
All school system staff participate in relevant school safety and violence prevention training.	School Safety Director	Ongoing	Professional Development	District Admin Team

Reflection:

District Strategy: Leadership & Communication

Action Steps	Person(s) Responsible	Timeline	Funding/Resources Needed	Monitoring & Completion Criteria
Develop a Facilities Committee to study existing facility usage.	Superintendent	Ongoing	Meetings & Agendas	Superintendent
The Facilities Committee will develop a five year strategic facilities plan to help enhance the educational learning environment for staff and students, with long term & short term goals.	Long Term Strategic Planning Committee	Ongoing	Prior Goals & Data	Superintendent
The school system, in consultation with public safety officials and stakeholders, develops, implements, and reviews annually comprehensive school emergency operations plan for the school system and each school or site as applicable.	School Safety Director	Annually	Emergency Operations Plan	School Safety Director & Superintendent

Reflection:

District Strategy: Collaborative Climate & Culture

Action Steps	Person(s) Responsible	Timeline	Funding/Resources Needed	Monitoring & Completion Criteria
The district will develop and implement a crisis management plan.	School Safety Director	Annually	Stakeholder Input	School Safety Director & Superintendent
A School Resource Officer will be hired and employed by the District.	Superintendent	Annually	Funds	Superintendent & BOE
A facility audit will be established and reviewed.	Superintendent	Annually	Checklist	Superintendent

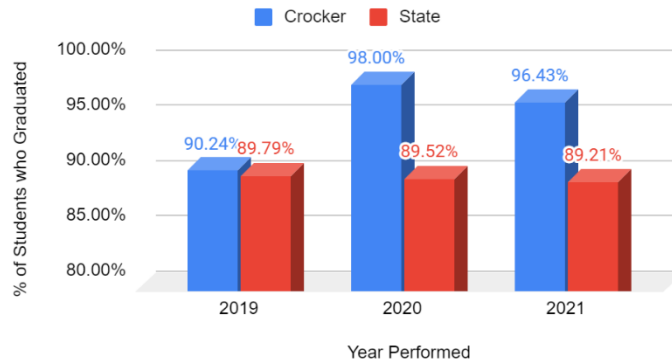
Reflection:

Goal 6: Graduation Rate

Annually, the Crocker R-II District will maintain a 95% graduation rate of all students, based on the 4 Year Cohort and 5 Year Cohort data.

Data

Graduation Rate

**District Strategy: Teaching and Learning**

Action Steps	Person(s) Responsible	Timeline	Funding/Resources Needed	Monitoring & Completion Criteria
ICAPs will be established with all eighth-grade students.	Secondary Counselor	Annually	ICAP Template	MOSIS Tracking, Dec Odd Years
All students receive high level instruction based on the Missouri Learning Standards.	Curriculum Committee	Annually	Curriculum & Instruction Plan	Feb Odd Years

Reflection:

District Strategy: Leadership & Communication

Action Steps	Person(s) Responsible	Timeline	Funding/Resources Needed	Monitoring & Completion Criteria
Course Offering Guide is revised and updated yearly.	Secondary Counselor	Annually	DESE Approved Course Offerings	Secondary Admin
Analyze 5 year follow-up data to inform program evaluations, strategic planning and other District decision making.	District Leadership Team	Annually	Evaluations, Data	District Admin Team

Reflection:

District Strategy: Collaborative Climate & Culture

Action Steps	Person(s) Responsible	Timeline	Funding/Resources Needed	Monitoring & Completion Criteria
Parents and guardians are kept aware of students' progress toward graduation on a regular basis.	Administrative Assistants	3-6 Weeks	Progress Reports & Grade Reports	SIS Grade Report

Reflection:

Goal 7: Highly Qualified Staff

Annually, the Crocker R-II School District will maintain 100% highly qualified staff (the teacher has obtained full State certification as a teacher and holds a certificate to teach in Missouri, and does not have certification or licensure requirements waived on an emergency, temporary, or provisional basis).

Data

*Baseline data will be established during the 2022-2023 school year.

District Strategy: Teaching and Learning

Action Steps	Person(s) Responsible	Timeline	Funding/Resources Needed	Monitoring & Completion Criteria
Update and improve the Mentor/Mentee Program	Professional Development Committee Chairperson	Annually	Teacher Recruitment & Retention Grant	District Leadership Team
All staff will participate in a book study	Professional Development Committee Chairperson	Annually	Teacher Recruitment & Retention Grant	District Admin Team

Reflection:

District Strategy: Leadership & Communication

Action Steps	Person(s) Responsible	Timeline	Funding/Resources Needed	Monitoring & Completion Criteria
Develop and implement a recruitment plan that targets effective recruitment strategies and tools to hire a highly qualified and diverse workforce.	District Admin Team	Ongoing	Teacher Recruitment & Retention Grant	Superintendent
Expand scholarship opportunities targeting specific hard to fill positions and underrepresented groups through the Growth of "Grow Your Own" Program	District Admin Team	Ongoing	Grow Your Own Grant	Superintendent

Reflection:

District Strategy: Collaborative Climate & Culture

Action Steps	Person(s) Responsible	Timeline	Funding/Resources Needed	Monitoring & Completion Criteria
All instructional staff will be engaged in the professional collaboration at the building level.	Building Principal	Ongoing	Professional Collaboration Time	District Admin Team
Establish an Educators Rising Club through the "Grow Your Own" Program	Club Sponsor	Fall 2023	Teacher Recruitment & Retention Grant	District Admin Team
Develop and implement a wellness plan that increases strategies to promote social wellness for staff.	Wellness Committee	Ongoing	Wellness Plan	District Admin Team
Increase teacher access to social and emotional support activities.	Wellness Committee	Ongoing	Teacher Recruitment & Retention Grant	District Admin Team

Reflection: