

Priority	Student Success					
Goal/Objective:	Establish a plan to update curriculum, assessment, practices and resources to engage students and increase achievement.					
SMART GOAL	Specific	Measurable	Attainable	Relevant	Time-Bound	Notes:
Establish a systematic plan whereby every curricular area will be regularly evaluated and updated, using student achievement data and current research as drivers for review.	The Superintendent and/or designee(s) will establish a calendar for curriculum evaluation and revision Kindergarten through 12thgrades, beginning with literacy and math in elementary and systematically working through all content areas and grade levels.	A written calendar for curriculum evaluation and revision will be produced and timed so that the process is completed prior to the fiscal year where funds are allocated for purchase of related instructional materials.	The Superintendent and/or designee(s) are able to establish a calendar for evaluation, and revision beginning with literacy and math in elementary then systematically working through all content areas and grade levels.	Board Policies 6110-6112 and best practices dictate regular review and updates of curriculum based upon the Missouri Learning Standards (MLS) and student achievement data. Additionally, the Board of Education shall review and approve the curriculum that is subsequently developed, as required per Board Policy 6114.	2019-2020 A curriculum evaluation and revision calendar shall be established and communicated. 2019-2023 The calendar developed in 2019-2020 will be implemented for the designated areas as indicated each year.	

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<p>Continue to focus on academic rigor by developing and implementing a written curriculum for all content, grade levels and courses aligned to the Missouri Learning Standards (MLS), which includes district scope and sequence charts, teaching and planning documents, and curricular units of instruction.</p>	<p>The Superintendent and/or designee(s) will partner with administrators and teacher teams to develop curriculum for each content, grade level and course, beginning with elementary literacy and math and working through the system. Outside resources may be used as needed. The curriculum will include: -Essential learning/power standards -Curriculum maps and pacing guides -Student learning objectives -Formative, progress monitoring/benchmark assessment strategies and tools -Instructional tools and resources</p>	<p>Curriculum guides with references to all resources will be produced for every content/grade/course beginning with the core content areas (English/Language Arts, Mathematics, Science, Social Studies) and then all other curriculum areas.</p>	<p>The Superintendent or designee(s) and/or educators, with outside consultation as needed, will produce a rigorous and viable written curriculum aligned to the MLS for presentation to and approval by the Board of Education.</p>	<p>State Statute 160.514.1 RSMO requires “. . . each school district in the state shall adopt or develop a written curriculum designed to ensure that students attain the knowledge, skills and competencies...” which are assessed by the Missouri Assessment Program (MAP) and End-of-Course (EOC) Assessments. The written curriculum guides the instructional program of the District to assure cohesion, rigor and equity of opportunity within the District.</p>	<p>The curriculum, by area, will be presented to the Board of Education as defined on the curriculum calendar.</p>	

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<p>The Superintendent and building administrators will facilitate data team meetings to support individual student achievement and train teachers using an embedded, sustained process.</p>	<p>The Superintendent and/or building administrators will facilitate conversations with teachers using specific data sets in order to evaluate student performance and facilitate data-driven decision making to enhance student achievement, beginning with reading and math data in elementary and expanding to all grades and content areas over time.</p>	<p>Data team conversations will occur on a regular basis. Minutes, goals and action plans will be recorded for each data team meeting.</p>	<p>The Administration Team has been trained in the facilitation of data team meetings using current assessment information critical to student achievement. Data team meetings will be regularly scheduled (monthly) before each team at the beginning of the year.</p>	<p>Data teams are essential for real-time, instructional decision-making and are an evidence-based practice for increasing student achievement. Data teams examine the students' learning goals, which students have met the goals, which students experienced difficulty learning, how to support students who struggle, and how to enrich students who are proficient, which is critical for student and District performance.</p>	<p>2019-2020 Administration will be trained in data-driven decision making and data teams. 2019-2020 Data team meetings will begin among teachers and administrators, specifically for elementary reading. Quarterly updates regarding progress will be provided to the Board of Education. 2019-2023 Data team meetings will expand. Other content areas will be added as deemed prudent.</p>	

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<p>The Superintendent and building administrators will examine readiness, necessary resources, and a time line for implementing District Continuous Improvement (DCI) practices.</p>	<p>After identifying the power standards for curriculum areas based upon the MLS, and initiating data team meetings, and focusing on instructional practices, the Superintendent and building administrators will examine the District’s readiness and necessary resources to identify a time line for implementing a professional learning through the Missouri DCI model.</p>	<p>Implementation of the essential learning outcomes, documentation of the data team process, and interactions with and observation of faculty will help determine the needs of the district for additional PD focus through the Missouri DCI process.</p>	<p>The CWIS survey will be given each year to address areas for focus relative to whole-faculty PD through the Missouri DCI process. Based upon analysis of student achievement data, faculty interest level, readiness, and rate of change factors, the admin and leadership team will recommend an action plan for DCI PD.</p>	<p>Educational researcher, John Hattie, conducted a metaanalysis of factors that impact student achievement and concluded that the best way to improve schools is through the practices of collaboration and efficacy.</p>	<p>2020-2021 The Superintendent, building administration, and the leadership team will assess DCI progress. The Superintendent will provide a report to the Board of Education regarding necessary PD opportunities to reach student success through utilization of these PD opportunities.</p>	

Macks Creek R-V School District Comprehensive School Improvement Plan

August 1, 2019

Priority	Student Success					
Goal/Objective:	Establish a plan to update curriculum, assessment, practices and resources to engage students and increase achievement.					
SMART GOAL	Specific	Measurable	Attainable	Relevant	Time-Bound	
A District Professional Development Committee (PDC) will be established to prioritize and support the professional development of educators.	The Superintendent and/or designees, in consultation with teachers, will identify a process that allows teachers to select members for the PDC, including specialized faculty, who will then develop a calendar and goals for the committee.	A PDC will be established, communicated, and activated to prioritize the professional development needs and focus for faculty, which will align to Macks Creek's CSIP and achievement data. Meeting minutes and action plans will be recorded and shared.	The Superintendent is able to collaborate with administrators and the building leadership team to make decisions regarding priorities and plans for educator professional development, using outside resources through Missouri's DCI as needed.	The Excellence in Education Act and subsequent, significant pieces of legislation, the DESE Missouri School Improvement Plan (MSIP) and Board Policies 4410, 4411, 4420, require school districts to support the professional learning of educators, in part, through the establishment of a PDC.	2019-2020 A PDC should be established, training scheduled, and a calendar for meetings determined. During initial meetings, the PDC will identify its goals. The Board of Education should be updated on the process and work as the committee progresses.	

Priority Highly Qualified Faculty and Staff

Goal/Objective: **Recruit, Develop, Reward, Retain Highly Qualified Faculty and Staff**

SMART GOAL **Specific** **Measurable** **Attainable** **Relevant** **Time-Bound** **Notes:**

Job descriptions for all staff positions will be reviewed, updated, or written.

The building administrative teams will develop job descriptions for personnel to ensure consistency, accuracy of expectations and equity for compensation.

The administrative teams will present draft job descriptions using a standard template that meets legal requirements for all staff positions to the Superintendent.

The designated, existing personnel will use current job descriptions (if available) and a common template for developing job descriptions. Input regarding job duties from current employees may be sought as necessary and outside consultants and comparative data used as needed.

Developing and communicating job descriptions and expectations enhance communication, understanding, and engagement of staff. It forms the foundation for later review and consideration of evaluation tools.

2019-2020
Descriptions should be drafted and finalized for recommendation to and approval by the Board of Education.

Macks Creek R-V School District Comprehensive School Improvement Plan

August 1, 2019

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Goal/Objective :	Recruit, Develop, Reward, Retain Highly Qualified Faculty and Staff					
SMART GOAL	Specific	Measurable	Attainable	Relevant	Time-Bound	Notes:
Implement salary schedules that place Macks Creek within the top of their comparison schools for all employees.	The Superintendent and/or designees will evaluate salary schedules of personnel to comparable districts.	A report of salary schedules with a summary of rankings will be prepared and presented to the Board of Education with a recommendation (longterm with short-term action steps) for salary schedules.	All information is public and attainable, which the Superintendent and/or designees can access and organize.	Having a long-term plan for compensation contributes to the recruitment and retention of highly qualified personnel.	2019-2020 A comparative study should be completed with salary recommendations during the normal budgetary process. 2020-2030 A defined long-term strategy will be developed after an in-depth financial review is completed and priorities are determined.	

Macks Creek R-V School District Comprehensive School Improvement Plan						August 1, 2019
Priority	Facilities					
Goal/Objective 5:	Provide Safe and Secure Facilities					
SMART GOAL	Specific	Measurable	Attainable	Relevant	Time-Bound	Notes:
The superintendent will evaluate all facilities and equipment for safety.	Safety inspections and safety concerns will be evaluated to determine a plan to address issues identified.	A written report will be prepared with an action plan to address issues identified. This report will be presented to the Superintendent.	This information should be available in the school district. Outside resources may be needed to address concerns.	This information is directly related to the safety of students, employees and visitors to the building.	2019-2020 A written report will be prepared and presented kept on file in the Superintendent's Office.	

Macks Creek R-V School District Comprehensive School Improvement Plan						August 1, 2019
Priority	Facilities					
Goal/Objective 5:	Prepare for facility needs of the school district					
SMART GOAL	Specific	Measurable	Attainable	Relevant	Time-Bound	Notes:
The administrative team will prepare a long range facilities plan based on enrollment and department needs of the District.	A written projection of student enrollment and department growth will be prepared. This report will help determine the future facility needs of the District.	A written report will be presented to the Superintendent. After the Superintendent approves the report, it will be presented to the Board of Education.	These projections can be completed by accessing current information and consulting with existing personnel.	This information will help the school district prepare for the future in fiscal and facilities planning.	Spring 2020 A preliminary report will be presented to the Superintendent.	

Macks Creek R-V School District Comprehensive School Improvement Plan						August 1, 2019	
Priority	Technology Skills						
Goal/Objective 5:	Provide students with technological skills that prepare them to be college and career ready.						
SMART GOAL	Specific	Measurable	Attainable	Relevant	Time-Bound	Notes:	
Determine technology desired by internal and external stakeholders of the District.	The Technology Director will survey internal and external stakeholders, including students as age appropriate, to determine desires in relation to technology use in the school district. Technology will be defined as greater than computers.	A survey will be submitted via electronic means utilized by the school district. The technology director will work with the Superintendent to determine questions.	Information can be secured using existing resources. Personnel time will be required of the principals and superintendent.	This information will help guide the District in relation to preparing students for their future and assisting employees with their need for the resource of technology.	2020 A written report will be submitted to the Superintendent, and then presented to the Board of Education.		

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Goal/Objective 5:	Provide students with technological skills that prepare them to be college and career ready.						
SMART GOAL	Specific	Measurable	Attainable	Relevant	Time-Bound	Notes:	
Determine current instructional use of technology.	The technology director will determine current student and teacher use of technology.	The technology will be responsible for preparing the final report.	Existing personnel can secure the information.	This information will provide the baseline data in regard to how technology is currently being utilized.	January 2020 A written report will be presented to the Superintendent.		

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