

Marshall Public Schools CSIP & Governance Plan

Adopted June 2022

- **Vision:** To be the premier school district where every student is inspired everyday.
- **Mission:** to educate, support and prepare all learners for success



Quantitative(If, then) data sources

- Map data
- EOC data
- I-ready data
- MTSS data
- APR
- ACT scores
- Graduation rates
- Attendance

Qualitative(1st hand) Data Sources

- Staff Surveys from the strategic plan processes over 3 years
- Exit Interviews of staff that resign
- Focus groups gathered to work on plans based on all the data from internal and external stakeholders

Collaboration

- CSIP was developed in meaningful collaboration with internal and external stakeholders. Surveys were shared through social media, the website and at various in person opportunities. QR codes were also shared around town and at community events.
- Recent Climate and Culture surveys even included student in addition to parents, community and staff.

Local Board involvement

- Board is involved in review of the plan and progress toward goal attainment, multiple times throughout the year. Quarterly at a minimum it is on the board agenda to review the governance plan/CSIP.
- Local board addresses the well-being of each student through social emotional supports or other measures. This is addressed with the counseling report annually in April.
- Local board has established processes to review academic data by implementing a governance plan as a major component of the CSIP. That governance is instrumental in the board and administration being guided on how and when to review academic data
- The CSIP drives leaders and teachers in the development and implementation of academic instruction by setting specific academic goals and timelines, and tying it to evaluation.



Marshall Public Schools Continuous School Improvement Plan

Governing Priorities

- Communication
- Leadership
- Teaching and Learning
- High Quality Faculty and Staff
- Facilities
- Fiscal Resources
- Safety and Security
- Culture and Climate

M.S.I.P. Standards

- Leadership (12)
- Effective Teaching and Learning (4)
- Collaborative Culture and Climate (1)
- Data Based Decision Making
- Equity and Access
- Alignment of Standards, Curriculum and Assessment (1)

M.S.I.P. Standard: *Leadership–Communication*

C.S.I.P. Goal #1: *Develop a comprehensive communication plan.*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time–Bound
<p>The Superintendent, or designee, will create a representative team to create a comprehensive communication plan.</p>	<p>The Superintendent, or designee, with a team representative of the District (Board member, teachers from each building, support staff, community members and elected leaders) will convene for the purpose of creating a communication plan to ensure the plan includes detailed strategies that identifies the person(s) responsible for each strategy, including a timeline.</p>	<p>A written communication plan will be created and presented to the Superintendent, who will subsequently present the plan to the school board.</p>	<p>The Superintendent, or designee, with a designated team, can execute the creation of a communication plan that reaches internal and external stakeholders. The creation of this plan does not have a budgetary impact. The plan may create requirements for additional materials, programs or personnel that could create a budgetary impact.</p>	<p>Stakeholders identified communication as a need to address the needs and desires of the school district. Board Policy KB articulates the importance of “conveying information concerning the District’s goals, achievements, activities and operations” to the students, families, employees, and community. In addition, this goal addresses M.S.I.P. L.8. A–B.</p>	<p>October 2022 A detailed and multi–faceted communication plan to increase understanding and support for the District will be created and presented to the school board for approval.</p>

M.S.I.P. Standard: Leadership–Communication

C.S.I.P. Goal #2: Intentionally build relationships and partnerships with internal and external stakeholders.

SMART Goal	Specific	Measurable	Attainable	Relevant	Time–Bound
The Superintendent, designated administrators, school board members, teacher representatives, parents, and community members will meet to thoughtfully consider and recommend strategies for improving relationships and expanding partnerships between the District and community.	A designated team of school and community representatives will meet to strategically consider and recommend strategies for improving relationships and partnerships. The team will focus on partnerships with the city, higher education institutions and relationships with the community. The plan will also address partnerships with parents.	A written plan will be developed and presented to the school board.	The designated team can create and execute a multi–faceted plan that builds relationships and partnerships with internal and external stakeholders. There is not an immediate cost to this goal.	Stakeholders identified relationships and partnerships as a key factor for the success of the Marshall School District. This goal addresses M.S.I.P. CC 3.	December 2022 A Draft plan will be presented to the school board. 2022–2025 Implementation of the plan will be systematic and on–going.

CSIP Goal 1 and 2

- **Funding Sources:**

- Embedded in district budget message, no special budget planning expected

- **Success Indicators:**

- Initial plan is presented in March 2023.

- **Other Action Steps/Artifacts:**

- Board approval of communication plan in December 2022 to be embedded in employee manual for 2023
- [October BOE presentation](#)

MSIP Standard: *Leadership–Professional Development*
CSIP Goal #3: *Create a Professional Development Plan for the school board.*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time–Bound
<p>Develop a School Board Professional Development Plan.</p>	<p>The Board President and Vice President will present a professional development plan to the entire Board for consideration. A board self–evaluation and additional input from board members will be considered</p>	<p>A written professional development plan will be presented to the school board.</p>	<p>Based on a board self–evaluation and additional input from the board, information can be attained to help develop areas of interest that would be addressed in the plan.</p>	<p>This goal addresses board policy BHA, stakeholder input, and MSIP 6 L1 addresses this goal.</p>	<p>October 2022 A School Board Professional Development Plan will be presented to the school board.</p>

CSIP Goal 3

- **Funding Sources:**

- Embedded in district budget message, no special budget planning expected

- **Success Indicators:**

- Initial plan is presented in March 2023.

- **Other Action Steps/Artifacts:**

- BOE made motion to work with EGL to do board evaluation.
- Completed self-evaluation process with BOE by October 2022
- [BOE self-evaluation process 10/2022](#)

MSIP Standard: *Leadership–Fiscal Resources*

CSIP Goal #4: *Proactively budget for major capital expenditures in technology.*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time–Bound
The Technology Director will conduct an evaluation of all major technology equipment currently in place, and major equipment needed, in order to budget for future expenditures.	Capital expenditures can become a significant drain on the budget, especially when they are not budgeted in advance. A specific plan to address this need will be created.	A written report will be prepared that outlines all major technology capital equipment, the life expectancy of the equipment, and an estimate to replace the equipment.	The Technology Director of the district, with the potential utilization of outside consultants, can prepare this plan.	This plan will significantly aid the district in anticipating major technology expenditures. This report will become a part of the budgeting process. Unless a vendor is utilized to help gather this information, a budgetary impact is not anticipated. M.S.I.P. L4 addresses this issue.	January 2023 A written report will be presented to the Superintendent. March 2023 The Superintendent will present the report to the school board.

CSIP Goal 4

- **Funding Sources:**

- Embedded in district budget message, no special budget planning expected

- **Success Indicators:**

- Initial plan is presented in March 2023.

- **Other Action Steps/Artifacts:**

- IT district employee and outside vendor will present report to Superin in January 2023
- March 2023 Superintendent will report to BOE the equipment we have and the equipment needed for expenditure as a district

MSIP Standard: *Leadership–Fiscal Resources*

CSIP Goal #5 *Proactively budget for major capital expenditures.*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time–Bound
<p>The Superintendent will direct an evaluation of all major capital equipment currently in place, and major equipment needed, in order to budget for future expenditures.</p>	<p>The Superintendent will direct administrative staff to create a detailed plan to address projected needs and a timeline and financial method for addressing the identified needs. A written report will be prepared that outlines all major capital equipment, the life expectancy of the equipment, and a time and cost estimate to replace the equipment.</p>	<p>A written report will be prepared and presented to the superintendent and subsequently to the school board.</p>	<p>The administration and maintenance staff of the District, with outside consultants, can prepare this plan. If a vendor is utilized to help gather the information, there may be a budgetary impact.</p>	<p>This plan will significantly aid the District in anticipating major expenditures. Capital expenditures can become a significant drain on the budget, especially when they are not budgeted in advance. This report will become a part of the budgeting process. M.S.I. P. L4 addresses this goal.</p>	<p>March 2023 A written report will be presented to the school board.</p>

CSIP Goal 5

- **Funding Sources:**

- Embedded in district budget message, no special budget planning expected

- **Success Indicators:**

- Initial plan is presented in March 2023.

- **Other Action Steps/Artifacts:**

- District admin will meet with Asst. Superintendent and start identifying needs
- District maintenance will meet with Asst. Superintendent and start identifying needs
- Report will be prepared by March BOE mtg. and cost proposal included

MSIP Standard: Leadership–Safety and Security

CSIP Goal #6: Provide comprehensive analysis and recommendations for best practices of safety and security.

SMART Goal	Specific	Measurable	Attainable	Relevant	Time–Bound
<p>The Superintendent, or designee, will direct an analysis of the Safety and Security systems of the District and research best practices. The goal is to expand on the work already initiated in the District.</p>	<p>The Superintendent, or designee, with the assistance of outside consultants, will analyze current practices and develop comprehensive recommendations.</p>	<p>A written report will be prepared for the Superintendent and subsequently the school board. As allowed by law, some of this information may be confidential information.</p>	<p>Current personnel, with outside consultants, can conduct the analysis and make the recommendations in a written format.</p>	<p>The plan that is produced is vital in helping protect the safety and security of all individuals on the campuses of the Marshall School District and comports with Board Policy ECA–1–AP and best Practice.. M.S.I.P. L10, A and B</p>	<p>September 2022 The written report will be presented to the school board.</p>

CSIP Goal 6

- **Funding Sources:**

- Embedded in district budget message, no special budget planning expected

- **Success Indicators:**

- Initial plan is presented in September 2022 with findings and recommendations.

- **Other Action Steps/Artifacts:**

- [BOE Recommendations 9/2022](#)

MSIP Standard: *Leadership–Fiscal Resources*

CSIP Goal #7: *The school board will establish a minimum fund balance*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time–Bound
The Superintendent will recommend a minimum fund balance to the school board.	The Superintendent will work with the school board to determine a minimum unrestricted annual fund balance for the school district.	A written recommendation will be presented to the school board for adoption.	The Superintendent can make this determination based upon Best Practices and knowledge of the district's financial status.	This plan will significantly aid the District in budgeting and the goal also aligns with MSIP 6, L.4. B and D and is a Best Practice.	December 2022 The Superintendent will provide a written recommendation to the school board.

CSIP Goal 7

- **Funding Sources:**

- Embedded in district budget message, no special budget planning expected

- **Success Indicators:**

- Initial plan is presented in December 2022.

- **Other Action Steps/Artifacts:**

- [BOE sets board minimum reserve](#)

Governing Priority: *Leadership–Facilities*
 CSIP Goal #8: *Provide proactive care and budgeting for facility needs.*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time–Bound
<p>The Superintendent’s designee will conduct an evaluation of all District equipment and facilities for routine and/or maintenance needs.</p>	<p>A written report will be prepared that outlines a plan to address ongoing preventive maintenance to help preserve the life expectancy of facilities and equipment.</p>	<p>A written report will be prepared and presented to the Superintendent.</p>	<p>This information should be readily available in the District. This process will require dedicated time of the current employees. Outside consultants may be utilized as appropriate. There is not a budgetary impact.</p>	<p>This plan will help the District preserve the life expectancy of equipment and plan for significant capital expenditures. M.S.I.P. L4 addresses this goal.</p>	<p>April 2023 A written report will be presented to the Superintendent. June 2023 The Superintendent will share this information to the school board. June 2023–2025 The plan will be implemented as indicated. Updates to the school board will be provided annually.</p>

CSIP Goal 8

- **Funding Sources:**

- Funds will be allocated to hire outside consultation in the creation of a Long-Range Facility Plan.

- **Success Indicators:**

- Initial plan is presented in June 2023.

- **Other Action Steps:**

- Board approval to hire Incite Design Studio after RFP process for LRFP consultants
- [Motion to contract IDS for LRFP](#)

MSIP Standard: *Leadership–Professional Development*

CSIP Goal #9 *Develop a comprehensive Professional Development Plan for the Leadership Team of the school district.*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time–Bound
The Superintendent will design a process to create a Professional Development Plan for the Leadership Team of the district.	The Superintendent will work with the administrators of the district to develop a Professional Development Plan for the team as a whole and for everyone on the team individually. The plan will focus on the needs of the position individuals hold and the experiences and skills of the team..	The Superintendent will develop a written report that will be presented to the school board.	The Superintendent with the assistance of the administrators of the district, and potentially outside consultants can develop this plan for Professional Development.	The Leadership Team of a district is crucial in the success of the district. A Leadership Team should possess extensive experience and a honed skill set. This goal aligns with MSIP 6 L9 and TL8 address this goal.	<p>September 2022 The Superintendent will share this plan with the school board.</p> <p>October 2022–June 2024 The plan will be in process for implementation, with annual reviews.</p>

CSIP Goal 9

- **Funding Sources:**

- Embedded in district budget message, no special budget planning expected

- **Success Indicators:**

- Initial plan is presented in September of 2022.
- Baseline of needs established through survey data
- Review of implementation and progress towards identified goals annually presented to the BOE in September.
- [Baseline data for PD goals for admin](#)

- **Other Action Steps/Artifacts:**

- Guin Mundorf Admin PD day August 2022 on bullying
- Internal Control Manual creation (BOE adopted 12/2022)
- Legal Counsel hired to rewrite all handbooks (8/2022)

MSIP Standard: Leadership–Fiscal Resources

CSIP Goal #10: Plan for facility and financial needs of the school district

SMART Goal	Specific	Measureable	Attainable	Relevant	Time–Bound
<p>The Superintendent, in conjunction with outside consultants, will analyze and develop a long–range plan for the unrestricted fund balances of the school district,</p>	<p>A written report containing fund balance projections for funds 1 and 2, including revenue and expenditure projections will be prepared. This report will contain projections for the next five years.</p>	<p>This written report will be presented to the school board.</p>	<p>This report can be prepared by the Superintendent, the Chief Financial Officer, the district business department and outside consultants.</p>	<p>This report will assist the Superintendent and school board in preparing and adopting the annual budget of the school district. This goal is especially important in relation to declining fund balances of the school district and aligns with M.S.I.P. 6 L4.</p>	<p>March 2023 This report will be presented to the school board.</p>

CSIP Goal 10

- **Funding Sources:**

- Embedded in district budget message, no special budget planning expected

- **Success Indicators:**

- Initial plan is presented in March 2023.

- **Other Action Steps/Artifacts:**

- Review projections of long range revenue forecasts
- Compare forecasts to last five years
- Created a conservative estimation, erring on the side of less than likely revenues for planning purposes

MSIP Standard: Leadership–Facilities

CSIP Goal #11: *Prepare for the long-range facility needs of the District*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time-Bound
The Superintendent, or designee, will engage stakeholders and develop a process in order to prepare a long-range facilities plan.	A written projection of student enrollment, department and capital needs, safety assessments, and facility audits will be utilized to create this plan. This plan will cover the needs of the district from this point forward.	A written report will be finalized by the Superintendent and subsequently presented to the school board.	This report can be completed by accessing information that is available internally and externally, and by consulting with existing personnel. External consultants may be utilized.	This information will help the school district with fiscal and facilities planning. This plan will enable the Superintendent and the school board to create a long-range facilities plan. Stakeholder Input indicated a strong desire to understand the future facility plans of the school district. In addition, this goal addresses M.S.I.P. 6, L.4. B.	March 2023 The Superintendent will present a Draft long-range facilities plan to the school board. July 2023 The school board will adopt a long-range facilities plan. 2023–2027 Implementation of the plan

CSIP Goal 11

- **Funding Sources:**

- Embedded in district BOE minutes to expend funds to hire Long Range Facility Planners

- **Success Indicators:**

- Initial plan is presented in March 2023.
- BOE adoption of Long Range Facility Plan by 7/2023

- **Other Action Steps/Artifacts:**

- [Hiring Long Range Facility Planners](#)

MSIP Standard: *Leadership–Highly Qualified Faculty and Staff*
CSIP Goal #12: *Create and sustain a positive culture and practices to retain and reward highly qualified personnel.*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time–Bound
<p>The Superintendent’s designee will create a plan to gather exit data for all departing employees in order to identify and mitigate factors that may improve employee retention.</p>	<p>The Superintendent’s designee and a representative team, will research and design an exit process to systematically capture pertinent data in order to mitigate factors that may improve employee retention.</p>	<p>Data will be collected and analyzed, and an exit process established and presented in a written format to the Superintendent. The Superintendent will subsequently share this information with the school board.</p>	<p>District personnel and team members can research exiting processes, which can be used to design a system for Marshall. Unless a tool is purchased/created to gather this information, there will not be a budgetary impact.</p>	<p>Employee turn-over among all employee groups was reported as a significant concern among stakeholders. Understanding the variables that contribute to employee departures will allow the District to address controllable factors to improve employee retention. This goals addresses M.S.I.P. L 9.</p>	<p>December 2022 The research and the creation of an exit process will be created and presented to the Superintendent. January 2023 The Superintendent will present the information to the school board. June 2023–2026 School Year Implement the process, present the data analysis and findings on a regular basis.</p>

CSIP Goal 12

- **Funding Sources:**

- Embedded in district budget message, no special budget planning expected

- **Success Indicators:**

- Initial plan is presented to BOE in January 2023.
- Results of survey are presented annually in June for reflection on results

- **Other Action Steps/Artifacts:**

- [Exit Survey FY23](#)

MSIP Standard: *Effective Teaching and Learning*

CSIP Goal #13: *Establish a plan to update curriculum, assessment, instructional practices, and resources to increase students achievement through MTSS.*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time-Bound
<p>The Superintendent, or designee, will devise a process to study and train educators on the Multi-Tiered Systems of Support (MTSS).</p>	<p>The Superintendent, or designee, will establish a collaborative process to study and train educators on the MTSS framework with the goal of systematic and full implementation in order to determine how to phase in the practices of MTSS (universal screening, data teams, high-quality Tier 1 instruction interventions</p>	<p>A written plan will be developed, communicated, and implemented district-wide.</p>	<p>The Superintendent, or designee, has knowledge and access to a range of resources to study and implement a MTSS framework. Consultants may be needed for training or technical assistance. There is not an immediate budgetary impact for this goal.</p>	<p>MTSS is an evidence-based model of schooling that uses data-based problem solving to integrate academic and behavioral instruction and intervention. The integrated instruction and intervention is delivered to students in varying intensities (multiple tiers) based upon student need. This was an area of focus in Stakeholder Input and is contained in M.S.I.P. 6 TL 7.</p>	<p>September 2022 The Superintendent's designee will update the Superintendent regarding this work. October 2022 The Superintendent will update the school board. 2022-2026 The implementation and evaluation of the results of MTSS will continue.</p>

CSIP Goal 13

- **Funding Sources:**

- Embedded in district budget message, no special budget planning expected

- **Success Indicators:**

- Initial plan is presented in October 2022

- **Other Action Steps/Artifacts:**

- [MTSS Presentation to School Board Oct 2022](#)
- [Example of Tiered Instruction](#)

MSIP Standard: *Effective Teaching and Learning*

CSIP Goal #14: *Explore the possibility of expanding Early Childhood Education opportunities*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time-Bound
The superintendent's designee will establish a school-community collaborative Early Childhood committee (ECC) to evaluate the Early Childhood Education landscape within the boundaries of the school district.	The ECC on Early Education will analyze data such as Kindergarten Readiness, waiting list for early education services, the current offerings in the community and determine the need for potential expansion of services and inter-agency collaboration opportunities	<p>A written report will be prepared by the ECC and shared with the Superintendent, and subsequently with the school board.</p> <p>KOF scores will be reported and compared annually to compare district progress in Kindergarten readiness.</p>	The information needed is available in the district and community. District staff may want to utilize D.E.S.E. information and outside consultants.	The idea of expansion of early childhood education services was a consistent suggestion from Stakeholder Input and addresses M.S.I.P. 6, TL1 A and TL 2 A-D.	<p>November 2022 The ECC on Early Education will present the report to the Superintendent.</p> <p>December 2022 The Superintendent's designee will present the plan to the school board.</p>

CSIP Goal 14

- **Funding Sources:**

- Embedded in district budget message, no special budget planning expected

- **Success Indicators:**

- Initial plan is presented in November 2022.

- **Other Action Steps/Artifacts:**

- [ECC Presentation Action Steps to BOE](#)

MSIP Standard: Effective Teaching and Learning

CSIP Goal #15: Establish a plan to address student achievement.

SMART Goal	Specific	Measurable	Attainable	Relevant	Time-Bound
<p>The Director of Teaching and Learning(DTL) will establish a task force to examine student achievement deficiencies in the school district.</p>	<p>The DTL will select a group of educators to form a task force to examine student achievement at the grade, department, building and district level. The task force will make specific recommendations regarding comprehensive strategies to improve student achievement.</p>	<p>A specific written plan that addresses student achievement at all levels in the district will be created.</p> <p>1.Establish baseline in 2023 and seek to increase the MSIP 6 points annually by 2% on the ACT, workkeys, & placement exams.</p> <p>2. Will maintain or increase Grad. rates from 2019 APR by 2%..</p> <p>3. The district will maintain or increase ELA scores in 3rd grade by 5% in number of proficient and decrease BB by 2%</p>	<p>The creation of this plan is attainable. In alignment with a strong evaluations system like NEE that ties teacher and administrator evaluation to student data.</p>	<p>Student achievement is an area of focus for the school district. The district has significant work ahead to accomplish the goal of improving student achievement. M.S.I.P. 6 AS1 and AS2 address this goal.</p>	<p>Fall 2022 Create a District-wide task force.</p> <p>April 2023 The task force will create the written plan and share it with the Superintendent.</p> <p>May 2023 The plan will be shared with the school board.</p>

CSIP Goal 15

- **Funding Sources:**

- Embedded in district budget message, no special budget planning expected

- **Success Indicators:**

- Initial plan is presented in March 2023.
- Building Improvement Plans tied to the highlighted goals for student learning
- Teacher and administrator PD plans and evaluations tied to highlighted goals
- Summative evaluations will reflect on student data in terms highlighted goals and measure building and teacher specific impact on district and building goals

- **Other Action Steps/Artifacts:**

[Fall Task Force Meeting Information](#)
[Building Level Improvement Plans for Achievement](#)

MSIP Standard: Effective Teaching and Learning

CSIP Goal #16: *Create explicit systems regarding student wellness, teaching, assessment, and learning in order to provide consistent and equitable learning opportunities across the District that propel student achievement, participation, and post-secondary options.*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time-Bound
<p>The Superintendent's designee, will direct a process to create a consistent framework to proactively teach and responsibly manage student behavior and socio-emotional support (SES).</p>	<p>The Superintendent's designee, along with building representatives, will continue implementing a process that reviews the behavior and SES systems that are being implemented.</p> <p>This will be supported with the district wide implementation of BIST.</p>	<p>A written plan will be created that is presented to the Superintendent and ultimately to the school board.</p> <p>The plan will be annually evaluated with data from BIST and staff surveys on effectiveness</p>	<p>School personnel, including interventionists and counselors are skilled to consider historic practices.</p> <p>Current research will be utilized to make informed recommendations regarding the needs of students and training for faculty and staff</p>	<p>Consistent implementation of of a system reduces repeat suspensions and can avoid them all together overtime.</p> <p>An evidenced-based system implemented with fidelity improves the academic performance, attendance, and ability of students to regulate their emotions and learn in a a social environment, better.</p> <p>It also enhances students' perception of safety and reduces teacher burnout. This topic was consistently shared in Stakeholder Input. M.S.I.P. 6 DB1, CC1 and CC1, address this goal.</p>	<p>December 2022 The Superintendent's designee will form the team to study this issue.</p> <p>February 2023 The study and selection of a District-wide framework/system for teaching and managing behavior will be accomplished and communicated. Training and implementation plans will be determined.</p> <p>July 2023-2026 Initial training, implementation and resources will be deployed with plans made for retraining to ensure sustained implementation with fidelity.</p>

CSIP Goal 16

- **Funding Sources:**

- Embedded in district budget message, no special budget planning expected

- **Success Indicators:**

- Initial training, implementation and resources will be deployed with plans made for retraining to ensure sustained implementation with fidelity.
- Building Surveys on fidelity and effectiveness in conjunction with data from BIST

- **Other Action Steps/Artifacts:**

- [Collection of Behavior Data Across District](#)
- [Board Notes](#)

MSIP Standard Effective Teaching and Learning : Alignment of Standards, Curriculum and Assessment

CSIP Goal #17: *Establish a plan to update curriculum, assessment, instructional practices, and resources to engage students and increase achievement.*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time-Bound
The Director of Teaching and Learning (DTL) will create a representative team to develop and implement 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>The DTL will partner with administrators and district-wide teacher teams to develop curriculum for each content, grade level, and course. The curriculum will include the following components:</p> <ul style="list-style-type: none"> • Essential learning/power standards • Curriculum maps and pacing guides • Student learning objectives • Formative and progress monitoring assessment strategies and tools • Instructional tools and resources 	Electronic 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.	The DTL, in partnership with educators reflecting vertical teams, will produce a rigorous and viable written curriculum aligned to the MLS for presentation to the Superintendent and subsequent approval by the school board.	State Statute 160.514.1 RSMO states that “. . . 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 will guide the instructional program of the District to assure cohesion, rigor and equity of opportunity within the District. M.S.I.P. DB@ and AS1 address this goal.	<p>March 2023 The curriculum will be presented to the Superintendent.</p> <p>April 2023 The Superintendent will present the curriculum to the school board.</p>

CSIP Goal 17

- **Funding Sources:**

- Embedded in district budget message, no special budget planning expected

- **Success Indicators:**

- Initial plan is presented to the superintendent in March 2023.
- Curriculum is presented to the school board in April 2023.

- **Other Action Steps/Artifacts:**

- [Sample Scope and Sequence for Elementary](#)
- [Sample Secondary Scope and Sequence](#)
- [Sample Curriculum Unit](#)

MSIP Standard: Collaborative *Culture and Climate*

CSIP Goal #18: The district will gather information to assess the Climate and Culture Data from all stakeholder groups.

SMART Goal	Specific	Measurable	Attainable	Relevant	Time-Bound
The Superintendent will design a process to gather Climate and Culture Data.	The Superintendent will work with the administrators to design a process that will gather evidence-based Climate and Culture Data from all stakeholder groups, analyze the data, and make recommendations to the school board for strategies to keep the district on the continuous cycle of improvement.	The Superintendent will develop a written report that analyzes the results and makes specific recommendations for improvement.	The Superintendent will ensure stakeholder input is gathered in a confidential manner. We recommend the superintendent utilize outside resources to accomplish this goal. There will be a budgetary impact.	This Goal aligns with M.S.I.P. 6, D.B.3. Culture and Climate did not emerge as a concern in the district. This goal simply aligns with the requirements of M.S.I.P. DB 3 address this goal.	October 2022 The Superintendent will share the results with the school board.

CSIP Goal 18

- **Funding Sources:**

- Embedded in district budget message, no special budget planning expected

- **Success Indicators:**

- Initial plan is presented in October 2022.
- Principal Summative scores on their evaluations

- **Other Action Steps/Artifacts:**

- [Climate and Culture BOE proposal](#)
- [C&C results presented to BOE FY2022](#)



Marshall Public Schools Governance Plan June 29, 2022