

Comprehensive
School
Improvement
Plan

Winona R-III School District
Winona, Missouri
101-105

District Mission

The mission of the Winona R-III School District is to ensure that all students can learn and be successful.

Educational Philosophy

Statement of the Philosophy of Education

We believe that the Public Schools of Winona, Missouri, should serve the following purposes for each child:

- A. The school should provide an opportunity for each child to understand the meaning of democracy. Students should be made aware of the fact that one's freedom requires fulfillment of responsibilities. Children must be taught to assume responsibilities.
- B. The school should be based on the belief, "that we should love our neighbors, as ourselves." The school should teach boys and girls how to get along with each other. Also, the child should be taught an appreciation of other people at all levels of society – local, state, national and world.
- C. The public school should provide the child with the basic skills that will better enable him to experience success, both in school and in later life. In addition, the school should strive to stimulate a desire toward learning for the sake of knowledge. Upon completion of the requirements for graduation, each individual should have had opportunities in physical and mental growth for developing maximum potentials.
- D. The school should provide an educational environment, which will stimulate each child to develop his talents fully. The school has an obligation to aid in the discovering of talents, as well as providing activities, which will promote their development.
- E. The school should strive to improve social and economic conditions that may exist in the community.
- F. The public school should be an institution of opportunity, staffed with trained personnel to help the student become a contributing member of society.

District Goals / Objectives

Students in the Winona R-III School District will acquire the knowledge and skills to:

- 1. gather, analyze and apply information and ideas
- 2. communicate effectively within and beyond the classroom
- 3. recognize and solve problems
- 4. make decisions and act as responsible members of society

5. become productive citizens prepared to meet the unique challenges of a 21st century global society
6. lead a healthy lifestyle.

Our district will emphasize and be committed to:

1. parental and community involvement
2. challenging and diversified instructional programs
3. a safe and non-threatening environment
4. professional faculty and staff
5. an atmosphere conducive to learning
6. positive work ethics
7. cooperative interrelationships.

Building Level Plans

All grade levels were equally involved in the development of this comprehensive school improvement plan. Because of the size of the Winona R-III School District and the relationship which exists within the district, this plan encompasses preschool through twelfth grade. All grades are housed on one campus and the administration, faculty, staff and community are equally involved with and concerned about the entire student population.

Description of Planning Process

The Winona R-III School District and Board of Education are committed to the students and patrons of the community. As a small rural district in southern Missouri, we are proud of the many advantages we offer our students, and we are dedicated to ensure that these advantages continue to be part of our school, as well as offering even more in the future. We recognize that in order to fulfill this commitment, we must continuously examine and evaluate all of our programs, goals and long-term plans. The Missouri Comprehensive School Improvement Plan provides the necessary framework and structure for ensuring this program coordination by the Winona R-III School District.

For the past year, numerous individuals and information have been instrumental in providing the impetus for the planning, evaluation and revision processes. Information has been gathered from a variety of different forums.

Planning, Evaluation and Revision Processes

- Input from local committees:
 - A+ Advisory Committee
 - Curriculum Committee
 - Vocational Advisory Committee
 - Guidance & Counseling Advisory Board

- PTO Officers
- Title I & V Advisory Committee
- Health, Safe & Drug Free Schools & Communities Advisory Committee
- Review the Winona R-III District Mission, Philosophy and Goals
- Survey of students regarding strengths and concerns (MSIP data)
- Survey of Parents regarding strengths and concerns (MSIP data)
- Survey of all district employees regarding strengths and concerns (MSIP data, PDC)
- Analysis of achievement data
 - MAP, ACT, ITBS and ITED
 - New Assessment (Knowledge and Performance Components)
 - Other data as relevant (STAR Reading Test, PLAN & EXPLORE)
- Assessment of strengths and concerns identified by the last MSIP review
- Drop out rate and persistence to graduation examined – Administration, A+ and Counseling/Guidance Advisory Committees
- Attendance Data – Administration, A+ Advisory Committee, Board of Education
- Assessment of compliance issues related to Federal Program guidelines
- Long-Range study sessions held by Board of Education
- District wide committees
 - Professional Development Committee
 - Career Ladder Committee
- Approval of priorities and objectives

Leadership

An Ad hoc Leadership Steering Committee was formed to guide the CSIP planning, evaluation and revision processes. Members included the Superintendent, Principals, PDC Chair, Curriculum Chair, A+ Coordinator and Counselor.

CSIP Committee

Leadership Steering Committee Members
Veronica Dixon, Secondary Teacher
Jessie Chambers, Vocational Instructor
Kathy Shomaker, Upper Elementary Teacher
Michelle Miley, Primary Teacher
Angie McAfee, Reading Teacher
Sue Smith, PTO Officer
Kelly Counts, Parent
Mindy Williams, Parent
Jordan Denning, Student
Regan Holt, Student
Zach Chambers, Student
Lynn Voyles, Booster Club Vice-President
Mika Kile, Business Person

Analysis Of Internal / External Factors

Strengths & Concerns

The Leadership Steering Committee used the information gathered through the various avenues to compile the list of strengths and concerns. The following major strengths and concerns were identified during the evaluation and revision process.

Student Performance

Strengths:

- Students, grades 3-5, demonstrate high achievement in a majority of subject areas. (MSIP 2002) (APR 2007)
- A majority of third-grade students are reading at a satisfactory or proficient level. (MSIP 2002)
- Percent of vocational courses taken by juniors and seniors is at a high level. (MSIP 2002) (APR 2007)
- Dropout rates are low. (MSIP 2002) (APR 2007)
- Enhancement and At-Risk Programs
- School Climate conducive to learning

Concerns:

- MAP achievement results in grades 6-8 were low in math and science. (MSIP 2002)
- MAP achievement results in grades 9-11 were low in math and social studies. (MSIP 2002)
- Percent of graduates scoring at or above the national average on the ACT (MSIP 2002)
- Persistence to graduation rate
- College placement (APR 2007)

Facilities and Maintenance

Strengths:

Long Range Planning

- Utilize constructed K-12 multi-purpose building for school indoor activities and evening community fitness center.
- Replace eMINTS furniture and wiring to better accommodate technology.
- Construct a water park on campus.
- Establish a lab setting in the secondary English classroom

Completed Projects

- Painted elementary building (interior and exterior) and installed new classroom doors with new hardware.
- Applied seal coat, filled cracks and striped campus pavement.
- Replacing all '98 Windows computers
- Constructed Kindergarten awnings and walkway.

- Built storage shed at the elementary.
- Installed security cameras, lighting and hired security officer.
- Installed new HVAC system in high school.
- Installed bulk storage propane and replaced old gas lines and regulators.

Concerns:

- Land acquisition for campus expansion.
- Address elementary and high school drainage issues.
- Install new carpet or tile in north wing rooms.
- Purchase new playground equipment and safety ground cover.

Library Media Standards

Strengths:

- Elementary workstations
- District's librarian-to-student staffing ratio meets the desirable standards at the elementary and high school. (MSIP 2002)
- Extended day in elementary
- EBSO online reference

Concerns:

- Update VHS to DVD
- Replace automated circulation program with newest edition
- Remodel elementary library (new windows, doors, roof and carpet).
- Continue to build professional libraries

Instruction

Strengths:

- District provides a large number of exploratory classes for seventh and eighth grade students. (MSIP 2002)
- Fully aligned curriculum (Show Me Standards and GLE's)
- Small class size (1:11 student/teacher ratio)
- Varied and challenging instructional programs:
 - Dual enrollment
 - Articulation agreements
 - Voc/Tech programs at South Central Career Center
 - A+ Program
 - ITV classes
 - Mineral Area College Campus at Winona R-III
- Technology:
 - An average of one computer for 1.5 students
 - Technology Coordinator with A+ Certification employed by the District
 - Grant Coordinator to secure funds for purchasing technology

- Revised curriculum to include 7th grade pre-algebra and 8th grade algebra

Concerns:

- Lack of funding sources for updating technology, licensing, etc.
- Continuation of curriculum development to increase student achievement.
- Funding to expand the eMINTS program to include additional grade levels.

Community Involvement

Strengths:

- Support for the use of the evening programs in the multi-purpose building.
- District operated full day preschool/early childhood program with extended daycare for working parents.
- On campus Mineral Area Satellite College
- Communication:
 - School and Teacher web pages
 - Channel 2 School TV station
 - Weekly newsletters
 - Selected grade level weekly reports

Concerns:

- Economical development of community (local factory, agricultural and timber industries declining resulting in lower enrollment).
- Improve quality and increase level of parent and community involvement in supporting District goals.

District
Priorities
&
Delineated
Objectives

District Priorities

A. Provide all students a fair opportunity to learn, graduate from high school and proceed to post-secondary education, high wage jobs or military with workplace skill development opportunities.

Objective

1. One hundred percent of K-12 students will complete a selection of challenging studies which have identified learning expectations.
2. One hundred percent of K-12 students will receive career preparation.
3. The percentage of students who pursue post-secondary education will increase to a level of 50% or above.
4. The number of students in the junior class who participate in job shadowing activities will increase or be maintained at a level of 30% or above.
5. One hundred percent of the district's graduates, as measured by one and five year follow-up studies, will obtain a productive occupation or will enter into post-secondary training or educational programs.

B. Improve teaching and learning.

Objective

1. One hundred percent of our students will meet or exceed the performance standards for local, state and national measures of achievement.
2. Multicultural, disability, gender-fair, equity, technology, research and workplace-readiness concepts and practices will be integrated into one hundred percent of the curriculum for all school programs and activities.
3. Eighty percent of students in grades 3-12 will read at or above grade level (proficient level) as measured by local and state assessments.
4. Eighty-five percent or more of teaching staff will show that varied instructional strategies, practices, technologies and assessments are being used to address all student-learning styles.
5. Annually, at least seventy-five percent of the professional development budget will fund activities based on student performance needs.

6. The LMC will meet state library standards and provide students and staff with sufficient resource materials for academic activities.
7. Implement an action plan to improve ACT scores.

C. Improve governance and management.

Objective

1. The CSIP will be evaluated and updated annually as needed based on student performance data. The CSIP will meet in the affirmative on at least 90% of the *CSIP Annual Evaluation Plan Criteria*.
2. The district wide evaluation plan for all school programs will be reviewed and updated annually.
3. The district will provide sufficient financial resources to ensure its ability to provide high quality educational programs.

D. Promote, encourage, increase and maintain parental and community involvement.

Objective

1. The school district will document one hundred percent of the activities where staff members have cooperated with local social and educational agencies to promote higher student performance.
2. The district will improve the quality and increase the level of parent and community involvement in supporting district goals.
3. The school district will offer at least two different adult/evening education programs.

E. Expand educational improvement throughout the entire school district.

Objective

1. Student performance will be improved by maintaining an average daily attendance of 95% or above.
2. Student performance will be improved by maintaining an average dropout rate of 3% or less.
3. The persistence to graduation rate will be maintained at a level of 90% or above.

4. Instructional technology and training for students, staff and community members will be provided annually and a computer to student ratio of 1:1.5 will be maintained.
5. All teaching faculty members will attend workshops annually to coordinate learning in all subjects and ensure that MAP, Show-Me Standards, Curriculum Frameworks and GLE requirements are aligned with K-12 curriculum to ensure improvement in student performance.
6. All school district staff members will ensure that information will be provided to parents/guardians about the intellectual and developmental needs of their children through progress reports and other various contacts including letters, newsletters, phone calls and the school website.

F. Address student needs that negatively impact their ability to learn.

Objective

1. Supplemental educational services will be provided through a variety of means to assist students having academic difficulty (performing one or more grade level(s) below placement) and provide extended learning opportunities to all students.
2. The district will provide a safe and drug free school environment for all students, staff and community members. One hundred percent of PK-12 students, faculty and staff will participate in lock downs/safety drills, drug free presentations.

Evaluation and Revision

The Winona R-III Comprehensive School Improvement Plan will be evaluated annually and will be updated as needed. Each spring the CSIP planning team will asses the progress toward each goal and objective. Recommendations will be made to the Board of Education regarding revisions needed in the plan. The CSIP will be evaluated based on the following criteria:

	Criteria	Met Yes/No
1.	Was the CSIP developed by representatives of all segments and key stake holders in the community and members of the district's staff and the board of education?	
2.	Has the CSIP been formally adopted by the Board of Education?	
3.	Has the CSIP been evaluated annually?	

4.	Every five years, has the entire process of creating a new CSIP been initiated with a planning team?	
5.	Are the goals, outcomes or objectives in sufficient detail so as to direct the improvement efforts of the district for at least five years?	
6.	Do the goals address MSIP identified concerns?	
7.	Do the goals address deficits identified on the annual performance report (APR)?	
8.	Do the goals address student performance?	
9.	Do the goals address long-term facility and maintenance needs?	
10.	Do the goals address Library and Media Standards assessments?	
11.	Do the goals address state and federal program improvements?	
12.	Do the goals address vocational program improvement plans?	
13.	Do the goals address required special education program issues?	
14.	Does the plan have a description of the planning process?	
15.	Does the plan contain the district's mission statement?	
16.	Does the plan list district strengths and concerns?	
17.	Do the goals define specific, measurable results expected to be achieved by the district to improve programs, services or student achievement?	
18.	Does the plan include a description of the methods to be used to assess the achievement of each goal?	
19.	Does the plan contain strategies or action steps to be undertaken to realize each goal?	
20.	Does the plan contain a timeline for implementing each strategy?	
21.	Does each strategy have assignment of responsibility for implementation?	
22.	Are all needed components present?	
23.	Is the quality of the CSIP sufficient to ensure needed improvements are accomplished?	
24.	Is student performance improving as a result of the school's implementation of the plan?	

Strategies

For

Meeting

Objectives

Measurable Objective A1:

One hundred percent of K-12 students will complete a selection of challenging studies which have identified learning expectations.

Assessment/Data Collection Sources:

Mastery levels of objectives tracked through the A+ Schools Program, completion of credits and curriculum guides.

Std/ Ind	Strategy/ Action Number	Strategy/Action Step	Person Responsible	Time Line	Funding Source
9.1 9.4	Strategy 1	Mastery levels will be determined for all measurable learner objectives in grades K-12.	Instructors	8/07 - ongoing	District
	A1	Curriculum and course schedule will be evaluated annually to determine validity of classes offered.	Principal Instructors Curriculum Committee	9/07 - ongoing	District
	A2	Faculty input will be sought for class additions/deletions and used to revise course schedule as needed.	Instructors High School Principal Counselor	ongoing	District
	A3	Learner expectations will be identified for all courses in grades K-12.	Instructors	9/07 and ongoing	District
	A4	Mastery levels will be determined for each learner expectation and tracked using an electronic system (A+).	Instructors	10/07 - ongoing	District
	A5	Courses in grades K-12 will be reviewed annually for learner expectations and mastery levels.	Curriculum Committee	1/07 - ongoing	District

Measurable Objective A2:

One hundred percent of K-12 students will receive career preparation.

Assessment/Data Collection Sources:

Counseling Activities, ACT/Study Skills, Model Guidance Program, Guest Speakers, PLAN data, Job Shadowing Participation, Four-Year Career Pathway Plans, Career Exploration Course Enrollment, Persistence to Graduation Rate, Students placed in high-wage jobs, Guidance Activities, Clubs/Organizations Activities, Summer School, Career Day Participation, Field Trips, Career Packet, ASVAB data, Percentage of students continuing education

Std/ Ind	Strategy/ Action Number	Strategy/Action Step	Person Responsible	Time Line	Funding Source
1.2 6.9	Strategy 1	7th and 8th grade students will explore careers using computer simulation modules.	Counselor Tech Coord. Instructors	8/07 - ongoing	District
6.9	Strategy 2	8th grade students will select a career path and make a four-year career plan for high school.	Counselor A+ Coord.	4/07 - ongoing	District
	A1	Students will participate in Career Day activities.	Counselor	annually	District
	A2	Counselor will meet with students to explain career pathways, four-year plans and course schedules.	Counselor	March - annually	District
	A3	Students will complete a four-year career plan; parents will sign the plan and return it to the counselor.	Students Parents Counselor	April - annually	District
	A4	Four-year career plans will be updated annually.	Faculty Counselor Student Parents A+ Coord.	March - annually	District
1.1.1 6.9	Strategy 3	The district will use the model guidance program with emphasis on career education.	Counselor Faculty	8/07 - ongoing	District

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	A1	The counselor will provide group and individual activities to students K-12 on career topics.	Elem. & H.S. Counselors	8/07 - ongoing	District
	A2	The counselor will administer PLAN test, Interest Inventories and needs assessments to sophomores.	Counselor	10/07 - annually	District
6.9 8.7	Strategy 4	The district will implement and sustain an A+ Schools Program to meet the needs and interests of students in making career decisions.	Administration School Board A+ Coordinator	8/07 - ongoing	District
	A1	An advisory committee will be organized and maintained to develop and review the school's partnership plan.	A+ Coordinator	8/07 - ongoing	District
	A2	Measurable district-wide performance standards will be established for each of the three A+ Schools Program goals.	Advisory Com. A+ Coord. Instructors	8/07 - ongoing	District
	A3	An electronically record-keeping system will be used to track student mastery of measurable learner objectives in each high	A+ Coord. Instructors	8/07 - ongoing	District
	A4	School funds will be budgeted to sustain the A+ program.	Superintendent School Board	8/07 - ongoing	District
	A5	A system will be developed and maintained to record information required for students to be eligible for A+ financial incentives.	A+ Coordinator	8/07 - ongoing	District

Measurable Objective A3:

The percentage of students who pursue post-secondary education will increase to a level of 50% or above.

Assessment/Data Collection Sources:

Graduate follow-up data.

Std/ Ind	Strategy/ Action Number	Strategy/Action Step	Person Responsible	Time Line	Funding Source
6.9 9.4.3	Strategy 1	Students grades 9-12 will participate in annual Career Day activities.	Counselor A+ Coord. Instructors	ongoing	District
	A1	A community database will be updated and guest speakers representing all six career pathways will be organized.	Counselor. A+ Coord.	ongoing	District
	A2	A speaker schedule will be compiled and distributed to students; they will match their career path to speakers and create a schedule for Career Day.	Counselor A+ Coord.	annually	District
6.9 9.4.3	Strategy 2	Juniors and seniors will be encouraged to tour area college and vocational / technical campuses.	Counselor A+ Coord. Instructors	ongoing	District
	A1	A representative from the area college and vocational/technical schools will meet with 10 th -11 th grade students to explain their programs.	Counselor	ongoing	District
	A2	The counselor will help schedule campus tour dates for interested students.	Counselor	annually	District

Measurable Objective A4:

The number of students in the junior class who participate in job shadowing activities will increase or be maintained at a level of 30% or above.

Assessment/Data Collection Sources:

Job shadowing data.

Std/ Ind	Strategy/ Action Number	Strategy/Action Step	Person Responsible	Time Line	Funding Source
6.9 9.4.3 9.4.4	Strategy 1	A job shadowing program will be developed to provide students with career exploration opportunities.	Counselor A+ Coord.	10/08 - ongoing	District
	A1	Students and parents will be informed of program and the requirements for participation.	A+ Coord. Counselor	annually	District
	A2	A community database will be established and used to place students in job shadowing positions that correspond with their career pathway.	A+ Coord. Counselor	ongoing	District
	A3	Students will complete a constructed response activity detailing their job shadowing experience.	A+ Coord. Counselor	annually	District
	A4	Students will present their experiences to under classmen to encourage program participation	Students Counselor Faculty	annually	District

Measurable Objective A5:

One hundred percent of the district’s graduates, as measured by one- and five-year follow-up studies, will obtain a productive occupation or will enter into post-secondary training or educational programs.

Assessment/Data Collection Sources:

Graduate follow-up data.

Std/ Ind	Strategy/ Action Number	Strategy/Action Step	Person Responsible	Time Line	Funding Source
6.9 8.1.2 9.4	Strategy 1	A graduate follow-up study will be used to determine the number of students employed or involved in continuing education programs.	Counselor	ongoing	District
	A1	Graduates will be monitored at least once in the five year period following graduation.	Counselor	ongoing	District
	A2	Career preparation information will be provided for students.	Counselor	ongoing	District
	A3	The district will offer dual-enrollment credit courses.	High School Principal	ongoing	District
	A4	The district will analyze course schedule to determine what additions/deletions are needed to provide students with effective career preparation.	High School Faculty	ongoing	District
	A5	Students will receive assistance with college applications and scholarship forms.	Counselor	ongoing	District
	A6	An annual Career Day will be conducted to help students explore career options.	Counselor A+ Coordinator	annually	District

Measurable Objective B1:

One hundred percent of our students will meet or exceed the performance standards for local, state and national measures of achievement.

Assessment/Data Collection Sources:

MAP data.

Std/ Ind	Strategy/ Action Number	Strategy/Action Step	Person Responsible	Time Line	Funding Source
6.2.2	Strategy 1	Methods to promote and recognize student/staff accomplishments will be expanded.	Administration Faculty	ongoing	District
	A1	Staff will submit student accomplishments to the administration for media release.	Faculty Administration	ongoing	District
	A2	Student accomplishments will be recognized within each building.	Faculty Administration	ongoing	District
	A3	Student scholarship and recognition opportunities will be expanded.	Faculty Administration Counselor	ongoing	District
6.2.2 9.1	Strategy 2	Principals at each building level will appoint a committee to study motivation and incentives and make recommendations to faculty.	Principals Instructors	ongoing	District
	A1	Incentives will be approved by faculty, administration, and the Board of Education.	Principals Instructor Board of Ed.	ongoing	District
	A2	Local donations will be sought as performance incentives.	Principals Instructors	annually	Community Support
	A3	Students will be notified of incentives and the performance criteria.	Principals Instructors	annually	District Community Support
	A4	The building committees will monitor the program and make revisions as necessary.	Instructors	annually	District

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	A5	Students will receive training on test-taking skills at all grade levels.	Instructors	ongoing	District
6.3.1 6.3.4 6.4 6.7.1	Strategy 3	High quality professional development activities will be provided and methods explored to increase student performance.	PDC Faculty Administration	ongoing	PDC District Schoolwide Title I
	A1	An annual PD Plan will be developed that addresses student performance.	PDC Counselor	ongoing	PDC District
	A2	Periodic workshops will help faculty members interpret and analyze student performance data.	Instructors	ongoing	PDC Career Ladder Title I
	A3	Performance data will be used to prepare lessons and revise curriculum.	Instructors Curriculum Committee	ongoing	District Title I
	A4	Instructional and program changes/additions will be based upon research, district goals and student performance data.	Instructors Principals	ongoing	District
	A5	Teachers will receive technology training on instructional equipment and integrating technology into the curriculum.	Technology Coordinator	ongoing	District Title I TAG
6.3.5	Strategy 4	A supplemental program will be developed for students not scoring in the proficient range on the MAP assessment.	Curriculum Committee Building Principal	ongoing	District Title I
	A1	Student scores will be analyzed to determine tutoring needs.	Counselor Teachers	annually	District
	A2	Teachers will be encouraged to schedule before and after-school tutoring.	Instructors Principals	ongoing	District Title I Career Ladder
	A3	Students will be given an opportunity to receive tutoring from instructors and/or A+ students.	Instructors Principals	ongoing	District

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6.1 9.1.1 9.1.2 9.1.4 9.2	Strategy 5	Curriculum guides will be revised based on student performance data, MSIP requirements and course needs.	Instructors Curriculum Committee	ongoing	District Title I
	A1	MAP areas will be identified (Crystal Access) where students are not meeting expected norms.	Instructors Administrators Counselor	ongoing	District
	A2	Faculty members will receive professional development opportunities to support improved teaching strategies, testing results and guidance on the curriculum revision process.	PDC Curriculum Committee Technology Coord	ongoing	District PDC Title I
	A3	Curriculum and instructional methods will be revised based on areas identified in S5, A1.	Instructors Curriculum Committee	ongoing	District
	A4	Revised guides will be approved by Curriculum Committee and/or administration.	Curriculum Committee Administration	annually	District
2.1	Strategy 6	Through expansion and renovation, facilities will provide an appropriate educational environment for all students.	Superintendent	ongoing	District Building Grant
	A1	An application for the class reduction grant will be applied for annually.	Superintendent Title I Coordinator	annually	District Title I
	A2	Additional faculty will be hired for areas needing class size reduction.	Superintendent	ongoing	District Title I
	A3	Classrooms will be provided for new faculty.	Superintendent	annually	District
	A4	Materials, supplies and equipment will be purchased for students and staff as needed.	Superintendent Title I Coord.	annually	District Title I
	A5	The district will remodel the Elementary Library (new roof, windows, doors and carpet).	School Board Superintendent	7/09	District Annual Capital Imp.

Measurable Objective B2:

Multicultural, disability, gender-fair, equity, technology, research and workplace readiness concepts and practices will be integrated into one hundred percent of the curriculum for all school programs and activities.

Assessment/Data Collection Sources:

Curriculum and bibliographies will reflect areas noted in the objective.

Std/ Ind	Strategy/ Action Number	Strategy/Action Step	Person Responsible	Time Line	Funding Source
6.1.3 6.8	Strategy 1	A list of media resources available for lesson plan preparation and classroom use will be updated and made available to all teaching staff.	Library Media Specialist	ongoing	District
	A1	A workshop will be provided for faculty to receive a copy of the media resource list and explain LMC procedures.	Library Media Specialist Instructors	Bi-annually	District
	A2	Communication Arts, Math, Social Studies and Science curriculum guides will include multicultural, disability, gender-fair, equity, technology, research, and workplace-readiness concepts and practices.	Instructors Curriculum Committee	ongoing	District Title I
	A3	Fine Arts and Health/PE curriculum guides will be revised to reflect multicultural, disability, gender-fair, equity, technology, research, and workplace-readiness concepts and practices.	Instructors Curriculum Committee	ongoing	District
	A4	Practical Arts curriculum guides will be revised to reflect multicultural, disability, gender-fair, equity, technology, research, and workplace-readiness concepts and practices.	Instructors Curriculum Committee	ongoing	District
	A5	Revised curriculum guides will be reviewed and submitted to the Board of Education for approval.	Curriculum Committee	ongoing	District

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	A6	All curriculum guides will be reviewed annually to assure there is alignment between skills tested and skills taught at each grade level.	Instructors Curriculum Committee	ongoing	District
	A7	The Board of Education will approve guides.	Board of Education	annually	District
	A8	A copy of the approved guides will be given to instructors.	Curriculum Committee	annually	District

Measurable Objectives B3:

Eighty percent of students in grades 3-12 will read at or above grade level (proficient level) as measured by local and state assessments.

Assessment/Data Collection Sources:

STAR reading reports and ITBS reading scores.

Std/hid	Strategy/Action Number	Strategy/Action Step	Person Responsible	Time Line	Funding Source
6.3.3 9.2	Strategy 1	Each building will identify students who score below the proficient level as assessed by MAP or score more than one grade level below grade peers as assessed by local assessments.	Principals Reading Instructors Literacy Coach	Annually	Title I
	A1	The district will identify and provide services for students in need of Title I remedial reading and Reading Recovery using ITBS, STAR, multi-criteria checklists and various other assessments as appropriate.	Principal Reading Teachers	ongoing	Title I
	A2	The district will provide summer reading programs.	Reading Instructor Librarian	Annually	District Title I
	A3	The district will provide after school tutoring and reading programs for those reading more than one year or more below grade level.	Faculty Staff	ongoing	Title I District
	A4	School personnel will meet with parents of 3 rd and 4 th grade students who are reading one year below grade level to develop a personal reading improvement plan.	Principal Instructors	Annually	District Title I
	Strategy 2	Each building or program will initiate staff development plans to support teachers in developing appropriate strategies for all students.	Principal Literacy Coach Instructors	ongoing	Title I
	A1	The district will provide MAP data to staff and discuss/collaborate in developing strategies to address identified weaknesses.	Principal Literacy Coach Instructors	Annually	Title I

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	A2	Continue and expand professional development for K-12 teachers in the areas of reading and literacy through the use of an on-staff literacy coach.	Literacy Coach Teachers	ongoing	Title I
	A3	Provide staff development for administrators and teachers on the components of effecting reading instructions.	Principals Instructors	Ongoing	Title I PDL
	A4	The district will provide parental involvement activities to address on-going needs to assist students in becoming proficient readers.	Principal Instructors Title I Coord.	Ongoing	Title I
	A5	Provide professional development activities and resources to improve the use of technology as an instructional tool.	Title I Coord. Tech. Coord. Literacy Coach	ongoing	Title I District
	Strategy 3	Each building or program will review current literacy resources and provide additional resources to enable students to become proficient readers.	Principal Instructors Literacy Coach Library Media Specialist	ongoing	District Title I
	A1	The district will provide recommended non-fiction, fiction and reference materials for each building.	Library Media Specialist Title I Coord.	Ongoing	Title I District
	A2	Establish leveled reading libraries in elementary classrooms.	Principal Instructors Library Media Specialist	Ongoing	Title I District
	A3	Provide access to technology resources to be utilized in the elementary computer lab related to reading and writing.	Principal Title I Coord. Literacy Coach	Ongoing	Title I District

Measurable Objective B4:

Eighty-five percent or more of teaching staff will show that varied instructional strategies, practices, technologies and assessments are being used to address all student-learning styles.

Assessment/Data Collection Sources:

Lesson plans and curriculum guides.

Std/ Ind	Strategy/ Action Number	Strategy/Action Step	Person Responsible	Time Line	Funding Source
6.1.2 6.3.1 6.3.2 6.4.4 6.7 7.2.2	Strategy 1	Staff will receive training, identify and utilize instructional strategies addressing all student-learning styles in their individual classroom situations.	PDC Instructors	ongoing	PDC/District
	A1	Professional development activities will be provided to improve instruction and test taking skills.	PDC	ongoing	PDC/District
	A2	Instructors will document the types of instructional strategies they are using and correlate with their student learning styles.	Instructors	ongoing	District
	A3	Documentation from A2 will be reviewed and suggestions made to help increase the variety of strategies being used in the classrooms.	Principals Curriculum Committee	ongoing	District
	A4	The PBTE process will reflect educator accountability in the use of appropriate instructional strategies.	Instructors Principals	ongoing	District
	A5	Educators will be evaluated on the PBTE model based upon integration of the District's curriculum, instructional units, effectiveness of instructional activities and student performance.	Instructors Principals	ongoing	District
	A6	Building principals will convene articulation meetings on an as needed basis.	Building Principals	ongoing	District

Measurable Objective B5:

Annually, at least seventy-five percent of the professional development budget will fund activities based on student performance needs.

Assessment/Data Collection Sources:

Professional Development Plan, District CSIP, In-services, Faculty Meetings, Committees, Workshops, Curriculum Development and Conferences

Std/ Ind	Strategy/ Action Number	Strategy/Action Step	Person Responsible	Time Line	Funding Source
6.3.1 6.7 9.2	Strategy 1	Student performance data including MAP, ITBS, STAR, ACT and other applicable assessments will be used to update the PDC plan & used to update the CSIP on an annual basis.	PDC Counselor Principals	ongoing	PDC District
	A1	Assessment data will be reviewed as it is received.	Counselor Instructors	ongoing	District
	A2	The PDC plan will be updated based on assessment data and staff input.	PDC Instructors Principals	ongoing	District
	A3	PDC activities and workshops will be provided based on assessment data and the updated PDC plan.	PDC	ongoing	District PDC
	A4	CSIP copies will be given to the PDC for updates and training activities.	PDC	annually	District PDC
	A5	Staff members will be provided a copy of the District PDC plan at the August teacher orientation workshop.	PDC Instructors	annually	District
1.1.2 1.2 1.3 5.1	Strategy 2	Certified staff will develop PBTE professional plans aligned with building and district goals that are tied to CSIP.	Instructors	annually	District
	A1	Orientation will be provided on PBTE to all staff.	Administrator PDC	annually	District
	A2	An ongoing review will be conducted of professional plans and the PBTE.	Administrators	annually	District
	A3	The district will develop strategies to employ and secure full certification for all staff.	Administration	ongoing	District

Measurable Objective B6:

The LMC will meet state library standards and provide students and staff with sufficient resource materials for academic activities.

Assessment/Data Collection Sources:

LMC data

Std/ Ind	Strategy/ Action Number	Strategy/Action Step	Person Responsible	Time Line	Funding Source
6.4.1 6.8	Strategy 1	LMC facilities and resources will be expanded.	Administration Library Media Specialist	ongoing	District
	A1	The LMC Committee will meet and organize a 5-year plan for LMC improvements.	LMC Committee	Annually	District
	A2	Professional books will be purchased for the LMC.	Library Media Specialist	ongoing	District Title I
	A3	The secondary LMC will be expanded to include patio room next to LMC.	Administration Library Media Specialist	7/11	District
	A4	As funds become available reference resources and tech updates will be purchased for the secondary LMC. Nonfiction books and additional computers will be purchased for the elementary LMC.	Library Media Specialist Technology Coordinator	ongoing	District Title I
	A5	Remodel the Elem. Library (new roof, windows, doors and carpet).	School Board Supt.	7/09	District Annual Capital Imp.
	A6	The LMC plan will be evaluated and updated annually.	Library Media Specialist	annually	District

Measurable Objective B7:
Implement an action plan to improve ACT scores.

Assessment/Data Collection Sources:

ACT performance scores.

Std/ Ind	Strategy/ Action Number	Strategy/Action Step	Person Responsible	Time Line	Funding Source
6.3.5 6.9 9.3	Strategy 1	Students will use software to practice skills for the ACT.	Counselor Instructors	ongoing	District
	A1	ACT software will be purchased for high school	Administration	ongoing	District
	A2	Before and after-school tutoring will be provided for students with low ACT scores.	Instructors	ongoing	District
	A3	Students will be encouraged to take the ACT multiple times.	Counselor	ongoing	District
	A4	Establish an ACT prep class with team teaching provided by the English, mathematics and science teachers.	Administration Counselor	8/10	District
	Strategy 2	Provide optimum environment for students during administration of ACT.	Administration Counselor	Ongoing	District
	A1	District pays fees for students who score at least the national average or increase their ACT scores.	Administration	Ongoing	District
	A2	Local high school serves as a testing site.	Counselor	Ongoing	District

Measurable Objective C1:

The CSIP will be evaluated and updated annually as needed based on student performance data. The CSIP will meet in the affirmative on at least 90% of the CSIP Annual Evaluation Plan Criteria.

Assessment/Data Collection Sources:

MAP scores, ITBS scores, Annual Progress Report, MSIP concerns from current review, Teacher certification, STAR reading scores, Enrollment rates, Safety inspections, MSIP requirements, Various surveys, Reading & Math proficiency scores, Drop-out rates, Attendance rates, Course enrollment, Course offerings, District-wide program evaluation plan, Professional development plan, Faculty, Parent, and Community concerns, Local law enforcement data, Graduate follow-ups, A+ designation data and requirements

Std/Ind	Strategy/Action Number	Strategy/Action Step	Person Responsible	Time Line	Funding Source
8.2	Strategy 1	The <i>CSIP Annual Evaluation Plan</i> will be utilized to develop and update the district's CSIP.	Administration Board of Education	ongoing	District
	A1	A review of student assessment, school-wide program evaluations, building and safety data will be conducted.	CSIP Committee	annually	District
	A2	The building CSIP will be developed based on review data from A1.	Administration CSIP Committee	annually	District
	A3	The CSIP will be submitted for board approval.	CSIP Committee	annually	District
	A4	Distribute CSIP copies to PDC for updates, training activities and a copy of each to all staff.	CSIP Committee PDC	annually	District PDC
	A5	The PDC will approve professional growth re-quests that meet the objectives of the CSIP.	PDC	ongoing	District PDC

Measurable Objective C2:

The district wide evaluation plan for all school programs will be reviewed and updated annually.

Assessment/Data Collection Sources:

Annual program evaluations.

Std/ Ind	Strategy/ Action Number	Strategy/Action Step	Person Responsible	Time Line	Funding Source
6.7 8.3	Strategy 1	Updates will be made to the district wide evaluation plan.	Superintendent	ongoing	District
	A1	Programs will be evaluated and the plan revised based on evaluation data.	Administration	ongoing	District
	A2	New school board policies will be adopted as needed based on program revision data.	School Board	ongoing	District
	A3	CSIP Committee will receive a copy of all program evaluations and revisions to identify areas needing improvement and will incorporate these areas into the CSIP.	CSIP Committee	ongoing	District

Measurable Objective C3:

The district will provide sufficient financial resources to ensure its ability to provide high quality educational programs.

Assessment/Data Collection Sources:

Annual program evaluations.

Std/ Ind	Strategy/ Action Number	Strategy/Action Step	Person Responsible	Time Line	Funding Source
2.1	Strategy 1	The district will continue to seek additional funding to maintain fund balances equal to 10% of operating expenditures.	Superintendent	Ongoing	District
	A1	Continue to apply for grants.	Administration Grant Coord.	Ongoing	District
	A2	Seek support through the state legislators and professional organizations for additional state aid for education.	Administration	Ongoing	District
	Strategy 2	The district will continue planning for facilities to accommodate education programs and services.	School Board Superintendent	Ongoing	District
	A1	Review the facility needs of early childhood, elementary and high school programs for long range planning purposes.	School Board Administration	Annually	District
	A2	Maintain class size in all classrooms at the desirable state standards.	Administration	Annually	District Class Size Red.Grant
	Strategy 3	The district will employ high qualified teachers.	School Board Administration	Ongoing	District
	A1	Provide administrators professional development on methods for utilizing teacher evaluation tools.	Superintendent	Ongoing	District PDC
	A2	Maintain a salary schedule that attracts highly qualified teachers and meets state requirements.	School Board Administration	Ongoing	District

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	Strategy 4	The district will maintain a safe learning environment.	Administration	Ongoing	District
	A1	Each building will continue to review safety, crisis and emergency plans and provide staff, students and parents implementation information.	Administration Principals Staff	Ongoing	District
	A2	Provide safety training and emergency procedures for all support staff.	Administration	Ongoing	District
	A3	Continue to employ an “on campus” safety officer.	School Board Administration	Annually	District

Measurable Objective D1:

The school district will document one hundred percent of the activities where staff members have cooperated with local social and educational agencies to promote higher student performance.

Assessment/Data Collection Sources:

Contact log showing date and type of activity will be maintained as documentation.

Std/ Ind	Strategy/ Action Number	Strategy/Action Step	Person Responsible	Time Line	Funding Source
6.3.6 6.9 7.5.2 7.6.1 10.1	Strategy 1	Area agencies will be contacted to assist with the needs of community youth.	Counselor Health, Safe, Drug-Free Schools Comm. Safety Officer	ongoing	District Title I
	A1	A social/medical student resource directory will be compiled.	School Nurse Counselor	ongoing	District
	A2	Staff will make appropriate referrals to support agencies and programs to serve students and families experiencing difficulties.	School Nurse Counselor Instructors Administrators Safety Officer	ongoing	District
	A3	The abuse hotline will be called when needed.	Staff	ongoing	District
	A4	Dropouts will be called in to the Literacy Hotline.	Counselor	ongoing	District
	A5	Social service agencies will be called when students are truant and if their welfare is in danger.	Counselor School Nurse School Safety Officer	ongoing	District
	A6	Local law enforcement officials will be called when necessary to ensure student, staff and facility safety.	Administration	ongoing	District
	A7	Local health service agencies will be used for student ear, eye and other health related exams as they are available.	School Nurse	ongoing	District
	A8	The district will work with Ozark Action to provide employment opportunities for students.	Superintendent	ongoing	District

Measurable Objective D2:

The district will improve the quality and increase the level of parent and community involvement in supporting district goals.

Assessment/Data Collection Sources:

Std/ Ind	Strategy/ Action Number	Strategy/Action Step	Person Responsible	Time Line	Funding Source
7.3	Strategy 1	The district will implement a systematic plan to communicate the CSIP goals to the community.	Administration	8/08	District
	A1	Maintain a website that provides up-to-date information.	Administration Faculty Tech. Coord.	Ongoing	District
	A2	Utilize a variety of methods to communicate events, programs and resources to parents and community members. (i.e., handbooks, daily planners, newsletters and websites)	Principals Faculty Staff	Ongoing	District
	A3	Review achievement data and share information with Board of Education, parents and community.	Principals Title I Coord.	Annually	District Title I
7.3	Strategy 2	The district will provide parents and community learning opportunities.	Administration P.A.T. Coord.	Ongoing	District P.A.T.
	A1	Maintain Mineral Area College satellite classes and G.E.D. classes on campus.	Administration	Ongoing	District
	A2	Share parent involvement / teaching strategies with parents as part of kindergarten screening process.	Elem. Principal Title I Coord.	Annually	District Title I
	A3	Provide a venue for annual Back-to-School Fair to disseminate information on public programs, services and provide school supplies to low-income families.	Elem. Principal Staff	Annually	District

Measurable Objective D3:

The school district will offer at least two different adult/evening education programs.

Assessment/Data Collection Sources:

A list of courses and participating adults will be kept on file.

Std/ Ind	Strategy/ Action Number	Strategy/Action Step	Person Responsible	Time Line	Funding Source
7.3 7.5 7.6	Strategy 1	Adult Basic Education and evening college classes will be offered to the community.	Administration	ongoing	District
	A1	School facilities will be made available for GED courses and Mineral Area College classes.	Administration	ongoing	District
	A2	Community members will be surveyed for input on courses needed.	Counselor A+ Coord.	ongoing	District
	A3	Survey input will be analyzed and instructors will be sought for courses with highest need.	Administration	ongoing	District
	A4	The district will explore ITV course offerings for adult students.	Counselor	ongoing	District

Measurable Objective E1:

Student performance will be improved by maintaining an average daily attendance of 95% or above.

Assessment/Data Collection Sources:

Attendance records.

Std/ Ind	Strategy/ Action Number	Strategy/Action Step	Person Responsible	Time Line	Funding Source
10.1.2	Strategy 1	Students will be encouraged to attend school regularly.	Principals Instructors	ongoing	Community Donations
	A1	Attendance data will be studied to determine all areas that are impacting attendance.	Administration	ongoing	District
	A2	The attendance policy will be revised based on attendance data.	Principals	ongoing	District
10.1.2	Strategy 2	Strategies and incentives will be developed to improve attendance.	Instructors Administrators	ongoing	District
	A1	Students will be encouraged to participate in the A+ Schools Program.	Principals Instructors A+ Coordinator Counselor	ongoing	District
	A2	Incentives will be provided to encourage student attendance.	Principals Instructors	ongoing	Community Donations
	A3	Semester attendance reports will be sent to A+ participating students' parents.	A+ Coordinator	ongoing	District
	A4	At-risk students will be identified.	Principals Counselor At-Risk Com. Instructors	ongoing	District
	A5	All appropriate school personnel and local officials will be involved in helping students identified as at-risk.	Instructors Law Enforcement Officials School Safety Officer	ongoing	District
	A6	At-risk students will receive interventions. (i.e., alternative classes)	Counselor Instructors School Safety Officer	ongoing	District

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	A7	District will continue sending information to community concerning importance of education and family involvement in school and parenting skills.	PAT Coord. Counselor Title I Coord.	ongoing	District Title I PAT
	A8	The district will continue to develop the reading program to help at-risk students succeed in school.	Administration Instructors Counselor Title I Coord.	ongoing	District Title I
8.11.1	Strategy 3	The district will promote student health and wellness by providing quality school health services.	Principals Nurse P.E. Teachers Other Healthcare Providers	Ongoing	District Grants
8.11.3	A1	Relocate nurse's station to an area which will prevent the spreading of contagions.	Administration Nurse	7/09	District
	A2	Conduct class presentations on healthy living habits (i.e. hand washing, personal hygiene and drug-free issues).	Principal Nurse Counselor Other Healthcare Providers	Ongoing	District
	A3	Implement the Think First Curriculum in grades 1-3.	Nurse Principal	Ongoing	District
8.11.3	A4	Implement Worth the Wait abstinence program in grade six.	Nurse Counselors Other Healthcare Providers	Ongoing	District
	A5	Educate parents on need/benefits of regular physical and dental check ups.	Nurse Health Center Medical Clinic DFS PAT	Ongoing	District Community Donations
	A6	Promote the health of students through prevention, early detection, and remediation of specific health problems.	Nurse Teachers Health Center Medical Clinic Counselor	Ongoing	District
	A7	Provide first aid as well as emergency treatment.	Nurse Administration Teachers	Ongoing	District

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	A8	Students in grades 3-6 will receive education on physical activity and nutrition through handouts, surveys and physical fitness activities.	Nurse Teachers Mo. Extension OPPA Food Service	Ongoing	District
8.11.3	A9	Schedule weekly fitness and wellness classes (in addition to P.E.) for fifth and sixth grade students.	Principal P.E. Teachers Nurse	Ongoing	District
8.11.3	A10	Set up a supervised evening fitness center for student, faculty and community utilization.	Administration P.E. Teachers Nurse	Ongoing	District
8.11.3	All	The district will set up a formal tracking system to monitor reasons for absences.	Principals Building Secretaries Nurse School Safety Officer	Ongoing	District

Measurable Objective E2:

Student performance will be improved by maintaining an average dropout rate of 3% or less.

Assessment/Data Collection Sources:

Drop Out Data, Homebound Service, Summer School, Tutoring, In-School Suspension, Title I, Accelerated Reading Program, Dual Enrollment, At-Risk Program, Health Services, Guidance and Counseling Services

Std/ Ind	Strategy/ Action Number	Strategy/Action Step	Person Responsible	Time Line	Funding Source
6.3.6 6.9 10.1 8.3.5	Strategy 1	The district will update and maintain an at-risk program to identify and provide interventions for at-risk students.	Counselor At-Risk Comm.	ongoing	District
	A1	The At-Risk Plan will be updated annually.	At-Risk Comm.	annually	District
	A2	Staff will attend workshops concerning the updated plan.	Counselor Instructors	annually	District PDC
	A3	At-risk students will be identified.	At-Risk Comm. Instructors	annually	District
	A4	All appropriate school personnel and local officials will be involved in helping students identified as at-risk.	Instructors School Safety Officer	ongoing	District
	A5	At-risk students will receive interventions.	Counselor Instructors	annually	District Title I
	A6	The district will continue sending information to community concerning importance of education and family involvement in school and parenting skills.	PAT Coord. Counselor Title I Coord.	ongoing	District Title I PAT
	A7	Dropouts are called in to the Literacy Hotline.	Counselor	ongoing	District
	A8	The district will continue to develop the reading program to help at-risk students succeed in school.	Administrator Instructors Counselor	ongoing	District Title I
	A9	Initiate a Missouri Options Program (Alternative School).	Administration	8/09	District

Measurable Objective E3:

The persistence to graduation rate will be maintained at a level of 90% or above.

Assessment/Data Collection Sources:

Annual graduation rate.

Std/ Ind	Strategy/ Action Number	Strategy/Action Step	Person Responsible	Time Line	Funding Source
6.1.3 6.9 7.5 9.4	Strategy 1	The K-12 th grade guidance program will have emphasis on career education.	Counselor	ongoing	District
	A1	8 th grade students will use the DISCOVER online program to explore their interests and aptitudes related to career selection.	Counselor Teachers	ongoing	District
	A2	Students will participate in Career Day activities.	Counselor	annually	District
	A3	Faculty advisors will meet with students to explain career pathways, four-year plans and course schedules.	Faculty Counselor	annually	District
	A4	Students will complete a four-year plan; parents will sign and return the form to the Counselor.	Students Parents Counselor	annually	District
	A5	Student four-year career plans will be updated annually.	Faculty Counselor	annually	District
6.1.3 9.1 9.3 9.4 10.1	Strategy 2	The district will participate in the A+ Schools Program.	A+ Coord.	ongoing	District
	A1	The district will maintain A+ designation status.	Faculty	ongoing	District
6.1.3	A2	High school courses will have knowledge and skill competencies tracked to measure student progress and mastery levels.	Instructors A+ Coord.	ongoing	District

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10.1.1	A3	Courses will be challenging and have measurable identified learner expectations to provide knowledge and skills that are needed to for students to proceed to a high-wage job or to participate in a continuing educational program.	Instructors A+ Coord. Counselor	ongoing	District
6.9	Strategy 3	Initiate alternative academic systems for at-risk students.	Admin.	6/08	District
	A1	Offer summer school credit recovery, at-risk tutoring programs, alternative classes and transition room for disruptive students.	HS Prin. Counselor Instructors	6/08 Ongoing	District

Measurable Objective E4:

Instructional technology and training for students, staff and community members will be provided annually and a computer to student ratio of 1:1.5 will be maintained.

Assessment/Data Collection Sources:

Computer inventory records, training logs, enrollment data, surveys and PBTE data.

Std/Ind	Strategy/Action Number	Strategy/Action Step	Person Responsible	Time Line	Funding Source
6.4	Strategy 1	The Technology Committee will review the District Technology Plan annually to determine needs and provide updates.	Technology Committee	annually	District
	A1	Staff will be surveyed for technology training needs and availability of workshop instructors	Technology Committee	annually	District
	A2	A technology training schedule will be designed to meet staff and student	Technology Committee	ongoing	District
	A3	The training schedule and list of participating staff will be submitted to the PDC.	Technology Committee	ongoing	District PDC
	A4	Technology staff will maintain equipment and software to ensure good working order for staff and	Network Administrator	ongoing	District
	A5	Computers will be purchased and repaired to ensure a student-to-computer ratio is maintained	Technology Coordinator	ongoing	District
	A6	Staff, student and parent surveys will be administered to determine technology	Technology Coordinator Committee	annually	District
	A7	Student performance data and surveys will be reviewed to determine district technology	Technology Coordinator Committee Counselor	annually	District
	A8	Students grades PK-12 will have access to the school computer network.	Network Administrator	ongoing	District
	A9	The district will provide select staff members an opportunity to attend the annual state technology	Administration Title I Coord.	annually	PDC District Title I
	A10	The district will pursue all technology grants that are available and obligate local funds as needed.	Technology Coordinator Administration	ongoing	District

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	All	Technology in all classrooms will be functional as well as safe for student and staff use.	Network Administrator Safety Coord.	ongoing	District
6.1.3 6.9 9.4	Strategy 2	Curriculum will reflect the infusion of technology throughout the curriculum.	Technology Committee Curriculum Committee	ongoing	District
	A1	Student technology skills will be identified and taught in a sequential manner.	Instructors	ongoing	District
	A2	The staff will use technology resources across the curriculum.	Instructors	ongoing	District
	A3	Career modules will be purchased for the class.	A+ Coordinator Counselor	ongoing	District
	A4	The career exploration instructor will attend training on modules.	Instructor PDC	ongoing	District PDC
	A5	Additional career modules will be purchased as funding becomes available.	Administration	ongoing	District
6.4	Strategy 3	The eMINTS program will be expanded to include additional grade levels.	Administration Title I Coord.		District Title IID
	A1	As funding becomes available, purchase technology to expand eMINTS program into fifth	Administration Title Coord.	ongoing	District Title IID

Measurable Objective E5:

All teaching faculty members will attend workshops annually to coordinate learning in all subjects and ensure that MAP, Show-Me Standards, Curriculum Frameworks and GLE requirements are aligned with K-12 curriculum to ensure improvement in student performance.

Assessment/Data Collection Sources:

Curriculum guides and workshop logs.

Std/ Ind	Strategy/ Action Number	Strategy/Action Step	Person Responsible	Time Line	Funding Source
6.1 8.7 9.1 9.2 9.4 10.1	Strategy 1	Curriculum will be aligned to required MSIP requirements.	Curriculum Committee	ongoing	District Title I
	A1	Curriculum will be compared to MSIP requirements and MAP data used to revise guides as needed.	Curriculum Com. Counselor Instructors	ongoing	District Title I
	A2	A curriculum revision cycle will be followed and articulation of subjects will be conducted.	Curriculum Committee	ongoing	District Title I
6.1 8.7	Strategy 2	Crystal Access will be used to identify MAP areas for curriculum updates.	Administration Counselor Instructors	ongoing	District
	A1	Staff will receive training on using the Crystal Access software.	Administrators	ongoing	District
	A2	Curriculum will be revised using Crystal Access data.	Instructors Curriculum Committee	ongoing	District

Measurable Objective E6:

All school district staff members will ensure that information will be provided to parents/guardians about the intellectual and developmental needs of their children through progress reports and other various contacts including letters, newsletters, phone calls and the school website.

Assessment/Data Collection Sources:

Parents’ communications: progress reports, notes, letters, phone calls, open house attendance, PTO attendance, PAT home visit data and school nurse contacts.

Std/Ind	Strategy/Action Number	Strategy/Action Step	Person Responsible	Time Line	Funding Source
7.4 7.5 8.11	Strategy 1	A variety of media outlets will be used to disseminate information to parents and community members.	Faculty	ongoing	District
	A1	Teachers will provide students and parents with course expectations prior to the start of the course.	Instructors	ongoing	District
	A2	Teachers will provide students and parents with classroom achievement data on an ongoing basis.	Instructors	ongoing	District
	A3	Parents, students and community members will be informed of expanded learning opportunities that are offered by the district.	Instructors	ongoing	District
	A4	Preschool educational activities will provide parents opportunities to learn about intellectual and developmental needs of their child.	PAT Coord Preschool Instructor	ongoing	PAT/ District
	A5	Student performance data (Honor Roll, Student of the Month, Student of the Year, etc.) will be communicated to the parents and community.	Instructors	ongoing	District

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Std/ Ind	Strategy/ Action Number	Strategy/Action Step	Person Responsible	Time Line	Funding Source
	A6	Appointments will be scheduled for parents to meet with the guidance staff on an as needed basis.	Counselor	ongoing	District
	A7	Letters, newsletters, websites and Channel 2 will be used to inform the community of student and school needs.	Instructors Administration	ongoing	District
	A8	An open house will be provided for parental contact.	Faculty	annually	District
	A9	Quarterly progress reports will be sent to parents.	Instructors Administration	Oct-Dec Feb-Apr annually	District
	A10	The PAT instructor will make home visits.	PAT Instructor	ongoing	PAT District
	All	The school nurse will provide student health services as needed.	School Nurse	ongoing	Health Grant District
	A12	The District Report Card will be used to keep community informed of facility and finance needs.	Administration	ongoing	District
	A13	Public forums will be used to allow community members to ask questions about facility needs and planning issues.	Administration	On as needed basis	District
	A14	The district will utilize public media sources to improve awareness of district programs.	Administration	ongoing	District

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	A15	The district will use surveys and committee participation to gain public input about instruction, curriculum, facilities and school related issues.	Administration	ongoing	District
	A16	The district will revise and distribute handbooks annually.	Administration School Board Network Administrator	ongoing	District
	A17	Information about district activities and courses will be posted on the district web site.	Administration Faculty Network Administrator	ongoing	District
	A18	Daily announcements and a weekly calendar will be posted on the district web site.	Administration Faculty Network Administrator	ongoing	District
7.5	Strategy 2	The number of phone lines and phones will be increased for staff use to increase contact with parents and the community.	Administration	ongoing	District E-Rate
	A1	Funding for the phones and phone system will be sought.	Technology Coordinator	ongoing	E-rate District
	A2	Staff will be trained to use new equipment.	Consultant	ongoing	E-Rate District

Measurable Objective F1:

Supplemental educational services will be provided through a variety of means to assist students having academic difficulty (performing one or more grade level(s) below placement) and provide extended learning opportunities to all students.

Assessment/Data Collection Sources:

MAP scores, STAR reading levels, Scholastic Reading Inventory, Gifted, Special Education, At-Risk, Summer School and Title I services.

Std/Ind	Strategy/Action Number	Strategy/Action Step	Person Responsible	Time Line	Funding Source
6.9 7.1 7.2 9.1 10.1	Strategy 1	Students will be identified and provided services meeting their individual needs.	Superintendent Special Ed. Instructors	ongoing	State-Fed. Grants District
	A1	Students will be identified who meet special education requirements and an IEP designed to meet their individual needs.	Special Education Instructors	ongoing	State-Fed. Grants District
	A2	Students with handicaps that require special services will be provided one-on-one instruction and help throughout the school day.	Special Education Paraprofessional	ongoing	State-Fed. Grants District
	A3	The district will provide tutoring through the teaching staff and A+ students.	Instructors A+ Students A+ Coordinator	ongoing	District Title I
	A4	Students will be identified as Migrant, ESOL and Homeless so appropriate educational services can be provided.	Counselor Building Principal	ongoing	District
	A5	The district will provide a gifted education program for identified students.	Gifted Instructor	ongoing	Gifted Grant District
	A6	The district will offer a summer school program for grades PK-12 focusing on basic skills and educational enrichment.	Administration Instructors	annually	District

Measurable Objective F2:

The school district will provide a safe and drug-free school environment for all students, staff and community members. One hundred percent of PK-12 students, faculty and staff will participate in lock downs/safety drills, drug-free presentations.

Assessment/Data Collection Sources:

Records on student health, lock downs, safety drills and data from police drug visits/records.

Std/Ind	Strategy/Action Number	Strategy/Action Step	Person Responsible	Time Line	Funding Source
6.6.2 8.9 8.10 8.11	Strategy 1	Building and transportation safety/emergency plans will be developed, distributed and implemented.	Administration Maintenance Safety Coord.	ongoing	District
	A1	Safety coordinator and administrators will develop and distribute safety information to staff.	Administration Maintenance Safety Coord.	ongoing	District
	A2	Emergency drills will be scheduled, conducted and documented throughout the year for fire, earthquake, tornado, bus evacuation and Lock Down.	Administration Maintenance Safety Coord.	ongoing	District
	A3	Safety inspections and drills will be conducted regularly.	Administration Maintenance Safety Coord.	ongoing	District
	A4	The district will purchase one new diesel bus each year to provide safe and efficient transportation to and from school.	Board of Education Administration Safety Coord.	ongoing	District
1.1 1.2 1.3 2.1 8.10	Strategy 2	A short and long-range plan for facility and staffing needs to support effective programs and services will be developed.	Administration Maintenance Safety Coord.	ongoing	District
	A1	All facilities will be evaluated by building administrators on an ongoing basis to determine if they meet student needs.	Administration Maintenance Safety Coord.	ongoing	District

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	A2	All buildings will be maintained and inspected so students, staff and community members are safe when using school facilities and accessible to individuals with handicaps.	Administration Maintenance Safety Coord.	ongoing	District
	A3	Staffing needs for each program will be identified.	Administrators	ongoing	District
	A4	The district will revise and implement a school health plan which includes goals/objectives, service activities and an evaluation.	School Nurse Administration	ongoing	District Health Grant
	A5	A full-time nurse will serve district students.	School Nurse	ongoing	Health Grant District
	A6	A School Resource Officer will be employed.	School Resource Officer	ongoing	Federal Grant District
	A7	School personnel are assigned to monitor areas such as crosswalks, parking lot and cafeteria during certain times before, during and after school hours.	Building Principal Safety Coord.	ongoing	District
1.2.2 6.3.1 6.6 7.7	Strategy 3	Drug counseling, resources, presentations and interventions will be available to all students.	Instructors Counselor Health Nurse Title I Coord.	ongoing	District Title I
	A1	Students and staff will be provided with information on how to identify the effects of tobacco, drugs and alcohol on the human body.	PE/Health Instructors Counselor Health Nurse Title I Coord.	ongoing	District Title I
	A2	Students and staff will be provided with information on how to identify the signs of gang related activity.	PE/Health Instructors Counselor	ongoing	District Title I
	A3	A Health, Safe, Drug Education Advisory Committee will plan drug awareness activities.	Counselor	ongoing	District

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6.5.1 6.6	Strategy 4	Students will continue to become disciplined and courteous.	All Staff Students	ongoing	District
	A1	Students will be informed of the discipline policies in the student handbook.	All Staff	ongoing	District
	A2	Student discipline referrals will be analyzed for cause and methods will be sought to alleviate these problems.	Building Principals	ongoing	District
	A3	Character education will be included in the counselors' revised curriculum guides.	Instructors Curriculum Committee	ongoing	District Title I
7.7	Strategy 2	Federal and state program requirements will be met by the district so students are provided necessary services.	Program Coordinators Administration	ongoing	District
	A1	Annual program evaluations will be conducted.	Program Coordinators Administration	ongoing	District
	A2	Program activities will be implemented as stated in the application.	Program Coordinators Administration	ongoing	District
	A3	Employment application forms will follow federal guidelines.	Superintendent	ongoing	District
	A4	Programs will have active advisory committees consisting of parents, students, faculty and community.	Program Coordinators Administration	ongoing	District
	A5	A formal assessment procedure will be designed to evaluate support staff.	Superintendent Board of Education	ongoing	District
	A6	District budget will be revised to meet state required components.	Superintendent Board of Education	ongoing	District
	A7	District will continue to meet financial state guidelines.	Superintendent Board of Education	ongoing	District
	A8	Annual district reporting will meet State Board Rules on Public Reporting.	Superintendent Board of Education	ongoing	District

