

WEAUBLEAU R-3

CSIP

2023-2026



Pride-Tradition-Excellence

**Weaubleau R-3 School District
Continuous School Improvement Plan (CSIP)
2023-2026**

District Name: Weaubleau R-III School District

County/District: 043-003

Grades Served: PreK-12

Date of Board Approval: 6-28-2023

Superintendent Signature:

CSIP Team Members

Name	Position
Shelly Aubuchon	Area Supervisor
Rodney Delmont	Superintendent
Matt Johnson	Grades 7-12 Principal/Parent
Traci Foster	PreK-6 Grade Principal/Sped. Director/Parent
Zane Durnell, Board President	District Board Member/Parent
Tiffany Ashlock, Board Treasurer	District Board Member/City Clerk/Parent
Jason Daggett, Board Vice-President	District Board Member/Local Business Owner/Parent
Jeri Hubbert	Library Media Specialist
Malisia Kerr	Middle School Teacher/Parent
Amanda Ott	Special Education Teacher/Parent
Tammy Underwood	Elementary Teacher
Jessi Kilgore	K-12 Guidance Counselor/Parent
Kristen Johnson	Post-Secondary College and Career Advisor/Parent
Susan Barger	School Nurse/Wellness Coordinator
Brandy West	Building Secretary/Parent
Megan Wittmeier	Building Secretary/Parent

Description of the planning process, and how staff and stakeholders will be informed and engaged in the accountability plan: Weaubleau’s Continuous School Improvement Plan (CSIP) is a three-year strategic plan which provides a framework through which the Weaubleau School District will help ensure the development and success of each student. The CSIP is developed through the ongoing collaboration and input from board members, staff, administrators, students, parents/guardians, and community members. Goals, rationales, and outcomes are provided in sufficient detail to direct the improvement efforts of the district for a three to five year period. The CSIP is evaluated and updated as necessary by the Weaubleau School Board of Education and administration. This plan will go to the Board of Education for approval and at least quarterly discussion. After approval, the plan will be linked on the district website for all stakeholders to view. An advisory team made up of faculty, staff, parents, and administration will monitor the implementation and progress of the plan.

Beliefs:**T**eamwork-**I**ntegrity-**G**rowth Mindset-**E**xcellence-**R**espect-**S**tudent focused**Vision:** TIGERSTRONG - "Being a part of a team that intentionally works together to develop enthusiasm for learning, cultivate respect for each other and uphold a sense of pride in the community." Together Everyone Achieves More!**Mission Statement:** It is the responsibility of the Weaubleau R-III School District to provide an educational environment for children of the district, which will foster and accelerate their intellectual, physical, social, and career development.**Motto:** Pride-Tradition-Excellence**Key issues identified from annual performance data and local assessments:** Based on APR Data, several content areas are not on target. Additionally, graduate follow-up data shows less than half of our students pursue post-secondary education.**PERFORMANCE**

Standard	Points Earned	Points Possible	Percent of Points Earned
Academic Achievement: Status	39.0	46.0	84.8%
Academic Achievement: Growth	27.7	36.0	76.9%
Success-Ready Students	15.0	20.0	75.0%
Graduation Rate	20.0	20.0	100.0%
Graduate Follow-up	4.0	4.0	100.0%
Subtotal	105.7	126.0	83.9%

Graduate Follow-up

The follow-up rate measures the extent to which the students of an LEA or school pursue gainful opportunities after graduation.

2-Year College	16.0%
4-Year College	36.0%
Advanced Training	
Employed Not Competitively	
Employment	28.0%
Military	
National or Comm Service or Peace Corps	
Non-College	
Other	
Unknown	

Key issues identified from internal and external factors (survey):

District Goals compiled from all stakeholder surveys:

Student Performance

- MSIP 6 APR Score greater than 90%
- 92% of students in attendance 90% of the time
- All standardized testing areas at or above the state average
- Continue to identify struggling students and provide appropriate intervention strategies -Provide/Expand opportunities for student learning – outside the school day
- Improve Math scores K-12.

Highly Qualified Staff

- 100% of staff Missouri Certified in Content Area
- Hire and Retain Quality Educators
- Maintain Network for Educator Effectiveness Teacher Evaluation Model (NEE)
- Provide Relevant Professional Development
- Allow time for Teacher Collaboration

Facilities, Support, and Instructional Resources

- Continue developing Alternative Methods of Instruction (AMI's/Weather Days)
- Reduce and Maintain Small Class Sizes
- Improve/Maintain district facilities and grounds in an effort to be aesthetically and functionally positive to students, staff, and community
- Classroom Expansion for Future Growth
- Continue to update and improve outside athletic facilities
- Maintain 1:1 technology and set up/maintain designated STEM Lab
- Increase opportunities for instruction in life skills and post-secondary education. (Career or Vocational)
- Increase curriculum offerings
- Continue to develop and implement curriculum that is aligned to the Missouri Learning Standards
- Provide a safe environment to learn
- Encourage participation in a variety of extra-curricular activities.
- Playground improvements

Parent and Community Involvement

- Teamwork - #TIGERSTRONG (WE >ME)
- Promote and enhance a learning environment within and outside the community
- Promote, facilitate and enhance parent, student, and community involvement in educational programs
- Continue to assess and improve district communication between school board, administration, staff, students and community

Governance

- All policies current and consistent with state and federal law
- Strive to maintain a balanced budget
- Strive to provide competitive salary/benefits in order to retain and recruit quality staff
- Continue to maintain and improve a positive working environment
- Develop and continually evaluate a Continuous Improvement Plan (CSIP)

Prioritized needs for the LEA/school:

- 1. Develop and enhance quality educational/instructional programs to improve and enable students to meet their personal, academic, and career goals.**
- 2. Recruit, attract, develop, and retain highly qualified staff to carry out the LEA (Local Educational Agency)/District Mission, Vision, Goals, and objectives.**
- 3. Provide and maintain appropriate instructional resources, support services, and safe/functional facilities.**
- 4. Promote, facilitate, and enhance parent, student, and community involvement in LEA/District educational programs.**
- 5. Assess and develop policies to direct the operation of the school in support of LEA/District Mission, Vision, Goals, and objectives.**

Unique characteristics of LEA:

Weaubleau is a rural school district with a high free and reduced lunch population. We promote and maintain high levels of success in academics, extra-curricular, and co-curricular activities.

Leadership

Leadership is comprised of the following descriptors: school board leadership, ethics, continuous school improvement, operations and resource management, school board policy, superintendent rules, responsibilities and evaluation, personnel and program evaluation, communication, personnel and school safety.

SMART Goal (Specific, Measurable, Achievable, Relevant, and Timely):

Weaubleau R-III will maintain an annual budget that is fiscally responsible, follows audit accountability procedures, and supports the CSIP.

Rationale (name the existing conditions/data points to support the selection of the goal):

- 3. Provide and maintain appropriate instructional resources, support services, and safe/functional facilities.
- 5. Assess and develop policies to direct the operation of the school in support of LEA/District Mission, Vision, Goals, and objectives.

Funding Source(s): Federal, State, and Local Funds, Grants

MSIP Indicator(s): L4.A-E

Action Steps	Start Date	Person Responsible	Evidence-Based Strategies/Resources	Goal: Met(M) Not Met(N) Progress(P)	
				Year 1	Year 2
1. The District will develop and continually monitor short and long term budgets (1-3 years) to fund and assist with achieving goals outlined in the CSIP.	June 2023	KPM CPAs & Advisors Administrators Board of Education	Staff Surveys Planning Document Board Evaluation Document	Year 1	
				Year 2	
				Year 3	
2. The District will continually research and secure alternative resources (e.g. grants) to fund and assist with achieving goals outlined in the CSIP.	July 2023	Teachers Administration Board of Education	Toth and Associates DESE External Grant Agencies	Year 1	
				Year 2	
				Year 3	

Leadership

Leadership is comprised of the following descriptors: school board leadership, ethics, continuous school improvement, operations and resource management, school board policy, superintendent rules, responsibilities and evaluation, personnel and program evaluation, communication, personnel and school safety.

SMART Goal (Specific, Measurable, Achievable, Relevant, and Timely):

Weaubleau R-III will maintain an annual fund balance of 30% as reported in the ASBR.

Rationale (name the existing conditions/data points to support the selection of the goal):

- 3. Provide and maintain appropriate instructional resources, support services, and safe/functional facilities.
- 5. Assess and develop policies to direct the operation of the school in support of LEA/District Mission, Vision, Goals, and objectives.

Funding Source(s): Federal, State, and Local Funds

MSIP Indicator(s): L4.D

Action Steps	Start Date	Person Responsible	Evidence-Based Strategies/Resources	Goal: Met(M) Not Met(N) Progress(P)	
				Year 1	Year 2
1. The District will work with building leaders to ensure that all funds are allocated appropriately to maintain both instructional and support resources.	June 2023	KPM CPAs & Advisors Administrators Board of Education	ASBR Board Evaluation Document	Year 1	
				Year 2	
				Year 3	
2. When appropriate, the District will utilize the maximum 7% transfer from the Classroom Trust Fund for future capital projects.	June 2023	KPM CPAs & Advisors Administrators Board of Education	ASBR Board Evaluation Document	Year 1	
				Year 2	
				Year 3	

Leadership

Leadership is comprised of the following descriptors: school board leadership, ethics, continuous school improvement, operations and resource management, school board policy, superintendent rules, responsibilities and evaluation, personnel and program evaluation, communication, personnel and school safety.

SMART Goal (Specific, Measurable, Achievable, Relevant, and Timely):

The Weaubleau R-III will approve and maintain policies throughout the year that are current and consistent with state and federal law.

Rationale (name the existing conditions/data points to support the selection of the goal):

1. Develop and enhance quality educational/instructional programs to improve and enable students to meet their personal, academic, and career goals.

5. Assess and develop policies to direct the operation of the school in support of LEA/District Mission, Vision, Goals, and objectives.

Funding Source(s): Federal, State, and Local Funds

MSIP Indicator(s): L2.A-B, L5.A-D, DB1.A-E

Action Steps	Start Date	Person Responsible	Evidence-Based Strategies/Resources	Goal: Met(M) Not Met(N) Progress(P)	
				Year 1	Year 2
1. District leaders will stay updated with current policies and laws regarding all aspects of education.	July 2023	Administrators Board of Education	DESE Newsletters Law Conferences Professional Affiliations Legislative Bulletins Missouri Consultants for Education (MCE)	Year 1	
				Year 2	
				Year 3	
2. The District will evaluate and maintain all policies provided by Missouri Consultants for Education	July 2023	Administrators Missouri Consultants for Education (MCE) Board of Education	Missouri Consultants for Education (MCE) Board Evaluation Document	Year 1	
				Year 2	
				Year 3	

Leadership

Leadership is comprised of the following descriptors: school board leadership, ethics, continuous school improvement, operations and resource management, school board policy, superintendent rules, responsibilities and evaluation, personnel and program evaluation, communication, personnel and school safety.

SMART Goal (Specific, Measurable, Achievable, Relevant, and Timely):

The Weaubleau R-III will work to attract and retain 100% highly qualified staff members on an annual basis.

Rationale (name the existing conditions/data points to support the selection of the goal):

2. Recruit, attract, develop, and retain highly qualified staff to carry out the LEA (Local Educational Agency)/District Mission, Vision, Goals, and objectives.

Funding Source(s): Federal, State, and Local Funds

MSIP Indicator(s): L7.A-F, L9.A-C, TL5.A

Action Steps	Start Date	Person Responsible	Evidence-Based Strategies/Resources	Goal: Met(M) Not Met(N) Progress(P)	
				Year 1	Year 2
1. The District will conduct and review annual staff surveys to inform decisions regarding calendar, climate, and budget.	June 2023	Administrators Board of Education Advisory Team	Staff Survey Salary Schedule Stipend List	Year 1	
				Year 2	
				Year 3	
2. The District will implement a professional learning plan and provide opportunities for staff to obtain initial or additional certifications.	July 2023	Administrators Board of Education Professional Learning Committee	Staff Survey Professional Learning Plan	Year 1	
				Year 2	
				Year 3	
3. The District will develop and implement a high-quality mentoring program for first- and second-year teachers.	July 2023	Administrators Board of Education Mentor Program Coach	Mentor/Mentee Handbook	Year 1	
				Year 2	
				Year 3	

Effective Teaching and Learning

Effective teaching and learning is comprised of the following descriptors: success-ready students, high-quality early learning, high-quality career education, intra- and interpersonal skills, teacher/leader standards, effective instructional practices, multi-tiered system of support, professional learning, use of technology to improve instruction, comprehensive school counseling, library media services, and class size and assigned enrollments.

SMART Goal (Specific, Measureable, Achievable, Relevant, and Timely):

Weaubleau R-III will provide annual high-quality professional learning opportunities for all instructional staff.

Rationale (name the existing conditions/data points to support the selection of the goal):

2. Recruit, attract, develop, and retain highly qualified staff to carry out the LEA (Local Educational Agency)/District Mission, Vision, Goals, and objectives.

Funding Source(s): Federal, State, and Local Funds

MSIP Indicator(s): TL5.C, TL8.A-B, TL9.B

Action Steps	Start Date	Person Responsible	Evidence-Based Strategies/Resources	Goal: Met(M) Not Met(N) Progress(P)	
				Year 1	Year 2
1. The District will develop, implement, and annually review professional learning plans that align with evidence-based instructional practices.	July 2023	Administrators Board of Education Professional Learning Committee	Staff Survey Professional Learning Plan Calendar Show-Me Curriculum Administrator’s Association (SMCAA)	Year 1	
				Year 2	
				Year 3	
2. The District will evaluate all instructional staff using multiple indicators (NEE Indicators) and provide timely and effective feedback to enhance professional learning.	July 2023	Administrators Board of Education	Network for Educator Effectiveness (NEE)	Year 1	
				Year 2	
				Year 3	

Collaborative Climate and Culture

Collaborative climate and culture is comprised of the following indicators: safe and caring environment, culture of high academic achievement and behavioral expectations, collaborative partnerships, and parent/guardian involvement.

SMART Goal (Specific, Measureable, Achievable, Relevant, and Timely):

Weaubleau R-III will improve/maintain district facilities and grounds in an effort to ensure a positive, safe, and functional learning environment for students, staff, and community with 100% proficiency as indicated on annual audits of facilities and policies.

Rationale (name the existing conditions/data points to support the selection of the goal):

3. Provide and maintain appropriate instructional resources, support services, and safe/functional facilities.

Funding Source(s): Federal, State, and Local Funds

MSIP Indicator(s): L10.C, CC1.E

Action Steps	Start Date	Person Responsible	Evidence-Based Strategies/Resources	Goal: Met(M) Not Met(N) Progress(P)	
				Year 1	Year 2
1. The District will conduct and review annual surveys to inform decisions regarding facilities and Safe-School measures.	July 2023	Administrators Board of Education School Resource Officer	Staff Surveys Planning Document Board Evaluation Document Local Law Enforcement Agencies	Year 1	
				Year 2	
				Year 3	
2. The District will develop, implement, and annually evaluate safety and crisis management plans.	July 2023	Administrators Board of Education School Resource Officer Counselor	Staff Surveys Planning Document Board Evaluation Document Local Law Enforcement Agencies	Year 1	
				Year 2	
				Year 3	

Collaborative Climate and Culture

Collaborative climate and culture is comprised of the following indicators: safe and caring environment, culture of high academic achievement and behavioral expectations, collaborative partnerships, and parent/guardian involvement.

SMART Goal (Specific, Measureable, Achievable, Relevant, and Timely):

Weaubleau R-III will provide a safe and caring learning environment as evidenced by growth from annual survey data.

Rationale (name the existing conditions/data points to support the selection of the goal):

3. Provide and maintain appropriate instructional resources, support services, and safe/functional facilities.

Funding Source(s): Federal, State, and Local Funds

MSIP Indicator(s): CC1.A-E. L10.F-G

Action Steps	Start Date	Person Responsible	Evidence-Based Strategies/Resources	Goal: Met(M) Not Met(N) Progress(P)	
				Year 1	Year 2
1. The District will provide training to all staff in the area of Social-Emotional Learning (SEL) to ensure a safe and caring environment.	August 2023	Administrators Board of Education School Resource Officer Counselor	Character Education/Social and Emotional Learning Curriculum CPI MUSIC Safe Schools Training	Year 1	
				Year 2	
				Year 3	
2. The District will provide training to all students in the area of Social-Emotional Learning (SEL) to ensure a safe and caring environment.	August 2023	Administrators Board of Education School Resource Officer Counselor	ALPHA House National Centre for Children and Families Child Advocacy Center	Year 1	
				Year 2	
				Year 3	
3. The District will annually evaluate various modes of data to ensure practices and policies are relevant, equitable and consistent.	June 2023	Administrators Board of Education School Resource Officer Counselor	Student Surveys Staff Surveys Community Surveys Discipline data Courage 2 Report	Year 1	
				Year 2	
				Year 3	

Collaborative Climate and Culture

Collaborative climate and culture is comprised of the following indicators: safe and caring environment, culture of high academic achievement and behavioral expectations, collaborative partnerships, and parent/guardian involvement.

SMART Goal (Specific, Measureable, Achievable, Relevant, and Timely):

Weaubleau R-III will continue to assess and improve district communication and opportunities for engagement between school board, administration, staff, students, and community as indicated by annual climate surveys showing an increase up to 100% Agreeing or Strongly Agreeing.

Rationale (name the existing conditions/data points to support the selection of the goal):

4. Promote, facilitate, and enhance parent, student, and community involvement in LEA/District educational programs.

Funding Source(s): Federal, State, and Local Funds

MSIP Indicator(s): CC3.A-B, CC4.A-D, DB3.A-D, L8.A-B

Action Steps	Start Date	Person Responsible	Evidence-Based Strategies/Resources	Goal: Met(M) Not Met(N) Progress(P)	
				Year 1	Year 2
1. The District will improve communication with school board, administration, staff, students, and community through various platforms (parent-teacher conferences, social media, family outreach activities, etc.).	July 2023	Administrators Board of Education Teachers	Stakeholder Surveys Social Media Platforms Apptegy (Text/phone messaging system) Daily Announcements District Email Teacher Communication (Class Dojo, Remind, etc.)	Year 1	
				Year 2	
				Year 3	

Data-Based Decision Making

Data-based decision making is comprised of the following descriptors: data submission, continuous and innovative improvement, climate and culture data, and collaborative teams.

SMART Goal (Specific, Measureable, Achievable, Relevant, and Timely):

Weaubleau R-III will annually provide opportunities for students, staff, and community to provide input in order to drive decision making for policies and procedures.

Rationale (name the existing conditions/data points to support the selection of the goal):

4. Promote, facilitate, and enhance parent, student, and community involvement in LEA/District educational programs.

Funding Source(s): Federal, State, and Local Funds

MSIP Indicator(s): L8.A-B, DB3.A-D

Action Steps	Start Date	Person Responsible	Evidence-Based Strategies/Resources	Goal: Met(M) Not Met(N) Progress(P)	
				Year 1	Year 2
1. The District will organize a yearly Advisory Committee consisting of a variety of stakeholders to provide input on educational policies and procedures.	July 2023	Administrators Board of Education Teachers	Stakeholder Surveys	Year 1	
				Year 2	
				Year 3	
2. The District Board of Education will meet monthly to evaluate and approve educational policies, procedures, and programs.	July 2023	Administrators Board of Education	Program Evaluations Missouri Consultants for Education Community Input Forms	Year 1	
				Year 2	
				Year 3	
3. The District will annually disseminate and evaluate staff, students, and community surveys.	Aug. 2023	Administrators Board of Education Teachers	Stakeholder Surveys	Year 1	
				Year 2	
				Year 3	

Data-Based Decision Making

Data-based decision making is comprised of the following descriptors: data submission, continuous and innovative improvement, climate and culture data, and collaborative teams.

SMART Goal (Specific, Measureable, Achievable, Relevant, and Timely):

Weaubleau R-III will employ appropriate procedures to assure the accurate and timely reporting of required data to state and federal agencies on an annual basis.

Rationale (name the existing conditions/data points to support the selection of the goal):

5. Assess and develop policies to direct the operation of the school in support of LEA/District Mission, Vision, Goals, and objectives.

Funding Source(s): Federal, State, and Local Funds

MSIP Indicator(s): DB1.A-E

Action Steps	Start Date	Person Responsible	Evidence-Based Strategies/Resources	Goal: Met(M) Not Met(N) Progress(P)	
				Year 1	Year 2
1. The District will closely monitor and ensure compliance with all state and federal education laws, regulations, processes, and procedures.	July 2023	Administrators Board of Education Exceptional Pupil Cooperative	DESE monthly calendars Federal Programs calendars Special Education calendars DESE Administrative Memos Professional Organization meetings/workshops	Year 1	
				Year 2	
				Year 3	

Alignment of Standards, Curriculum, and Assessment

Alignment of standards, curriculum, and assessment is comprised of the following descriptors: viable curriculum aligned to the Missouri Learning Standards and assessment aligned to the Missouri Learning Standards.

SMART Goal (Specific, Measureable, Achievable, Relevant, and Timely):

Weaubleau R-III will annually ensure that all written, taught, and assessed curriculum aligns with Missouri Learning Standards.

Rationale (name the existing conditions/data points to support the selection of the goal):

5. Assess and develop policies to direct the operation of the school in support of LEA/District Mission, Vision, Goals, and objectives.

Funding Source(s): Federal, State, and Local Funds

MSIP Indicator(s): AS1.A-C

Action Steps	Start Date	Person Responsible	Evidence-Based Strategies/Resources	Goal: Met(M) Not Met(N) Progress(P)	
				Year 1	Year 2
1. The District will develop, review, and implement PK-12 curriculum that is vertically and horizontally aligned with the Missouri Learning Standards (MLS).	July 2023	Administrators Board of Education Teachers	Missouri Learning Standards Professional Learning Plan SMCAA Board Evaluation Form	Year 1	
				Year 2	
				Year 3	
2. The District will regularly review performance data for all students and student groups to effectively monitor student achievement and alignment to MLS.	July 2023	Administrators Board of Education Teachers	IXL NWEA MAP ACT DESE MAP/EOC District Assessments NEE Pre-Post Assessments	Year 1	
				Year 2	
				Year 3	

Equity and Access

Educational equity exists when there is an intentional focus on learning outcomes and the allocation of resources ensures that each student is purposefully engaged and is provided rigorous instruction, meaningful supports, and relevant educational experiences. Equity and access are comprised of the following descriptors: academic achievement, graduation rate, follow-up rate of graduates, and equity of educational experiences.

SMART Goal (Specific, Measureable, Achievable, Relevant, and Timely):

Weaubleau R-III will annually maintain student attendance with 92% of students in attendance 90% of the time.

Rationale (name the existing conditions/data points to support the selection of the goal):

1. Develop and enhance quality educational/instructional programs to improve and enable students to meet their personal, academic, and career goals.
5. Assess and develop policies to direct the operation of the school in support of LEA/District Mission, Vision, Goals, and objectives.

Funding Source(s): Federal, State, and Local Funds

MSIP Indicator(s): DB2.A, CC2.B, TL1.A

Action Steps	Start Date	Person Responsible	Evidence-Based Strategies/Resources	Goal: Met(M) Not Met(N) Progress(P)	
				Year 1	Year 2
1. The District will implement attendance incentive programs for students with an average daily attendance of 90% or better.	Aug. 2023	Administrators Board of Education Secretaries Teachers	Building Level Handbooks Board Policies MSIP 6 Indicators Lumen Attendance Reports	Year 1	
				Year 2	
				Year 3	
2. The District will maintain regular communication with parents/guardians of students who are absent.	Aug. 2023	Administrators Board of Education Secretaries Teachers	Lumen Apptegy Building Level Handbooks	Year 1	
				Year 2	
				Year 3	
3. The District will implement procedures for chronic absenteeism.	Aug. 2023	Administrators Board of Education Secretaries Teachers School Resource Officer	School Resource Officer Local Juvenile Office Building Level Handbooks Building Level Communication Missouri Compulsory Attendance	Year 1	
				Year 2	
				Year 3	

Equity and Access

Educational equity exists when there is an intentional focus on learning outcomes and the allocation of resources ensures that each student is purposefully engaged and is provided rigorous instruction, meaningful supports, and relevant educational experiences. Equity and access are comprised of the following descriptors: academic achievement, graduation rate, follow-up rate of graduates, and equity of educational experiences.

SMART Goal (Specific, Measureable, Achievable, Relevant, and Timely):

Weaubleau R-III will annually maintain a graduation rate of 95% and above.

Rationale (name the existing conditions/data points to support the selection of the goal):

1. Develop and enhance quality educational/instructional programs to improve and enable students to meet their personal, academic, and career goals.

Funding Source(s): Federal, State, and Local Funds

MSIP Indicator(s): EA2.A, DB2.A

Action Steps	Start Date	Person Responsible	Evidence-Based Strategies/Resources	Goal: Met(M) Not Met(N) Progress(P)	
				Year 1	Year 2
1. The district will complete an Individual Career and Academic Plan (ICAP) for all students in grades 7-12.	Aug. 2023	Counselor Career Advisor Administration	ICAP Form	Year 1	
				Year 2	
				Year 3	
2. The District will provide credit recovery program to ensure students are on track to graduate.	Aug. 2023	Counselor Career Advisor Administration	Odysseyware ESSER III Summer School	Year 1	
				Year 2	
				Year 3	
3. The District will implement/continue a plan for alternative education (at-risk).	Aug. 2023	Counselor Career Advisor Administration Teachers	Odysseyware ESSER III Summer School Credit Check Form Progress Reports	Year 1	
				Year 2	
				Year 3	

Equity and Access

Educational equity exists when there is an intentional focus on learning outcomes and the allocation of resources ensures that each student is purposefully engaged and is provided rigorous instruction, meaningful supports, and relevant educational experiences. Equity and access are comprised of the following descriptors: academic achievement, graduation rate, follow-up rate of graduates, and equity of educational experiences.

SMART Goal (Specific, Measureable, Achievable, Relevant, and Timely):

Weaubleau R-III will annually identify students who are performing below grade level and provide appropriate intervention strategies.

Rationale (name the existing conditions/data points to support the selection of the goal):

1. Develop and enhance quality educational/instructional programs to improve and enable students to meet their personal, academic, and career goals.

Funding Source(s): Federal, State, and Local Funds

MSIP Indicator(s): EA4.A-D, TL1.C, DB2.A

Action Steps	Start Date	Person Responsible	Evidence-Based Strategies/Resources	Goal: Met(M) Not Met(N) Progress(P)	
				Year 1	Year 2
1. The District will utilize various assessments to identify students performing below grade level.	July 2023	Administrators Board of Education Teachers	Parents As Teachers Kindergarten Observation Form (KOF) NWEA MAP Reading Fluency NWEA MAP Growth IXL DESE MAP/EOC District Summative and Formative Assessments ICAPs Building Level At-Risk Policy Special Education resources	Year 1	
				Year 2	
				Year 3	
2. The District will provide appropriate intervention for student performing below grade level.	Aug. 2023	Administrators Board of Education Teachers	Parents As Teachers Title I Special Education At-Risk Odyssey Tutoring IXL NWEA MAP Growth	Year 1	
				Year 2	
				Year 3	

Equity and Access

Educational equity exists when there is an intentional focus on learning outcomes and the allocation of resources ensures that each student is purposefully engaged and is provided rigorous instruction, meaningful supports, and relevant educational experiences. Equity and access are comprised of the following descriptors: academic achievement, graduation rate, follow-up rate of graduates, and equity of educational experiences.

SMART Goal (Specific, Measurable, Achievable, Relevant, and Timely):

Weaubleau R-III will achieve scores at or above state average on all standardized assessments given annually within the district (K-3 Reading Assessment, MAP, EOC, and ACT).

Rationale (name the existing conditions/data points to support the selection of the goal):

1. Develop and enhance quality educational/instructional programs to improve and enable students to meet their personal, academic, and career goals.

Funding Source(s): Federal, State, and Local Funds

MSIP Indicator(s): DB2.A, AS1.A, AS2.A-H, EA1.A-C

Action Steps	Start Date	Person Responsible	Evidence-Based Strategies/Resources	Goal: Met(M) Not Met(N) Progress(P)	
				Year 1	Year 2
1. The District will regularly review performance data for all students and student groups to effectively monitor student achievement.	Aug. 2023	Administrators Board of Education Teachers Counselor Career Advisor	DESE MAP/EOC NWEA MAP Reading Fluency NWEA MAP Growth IXL ACT	Year 1	
				Year 2	
				Year 3	
2. The District will implement, professional learning that aligns with evidence-based instructional practices to increase student achievement.	July 2023	Administrators Board of Education Teachers	Professional Learning Plan MSU ATL SMCAA DESE MCDS	Year 1	
				Year 2	
				Year 3	
3. The District will implement incentive programs based on effort and performance on standardized assessments.	Aug. 2023	Administrators Board of Education Teachers	Building Level Assessment Rubrics DESE MAP/EOC Performance Level Report KOF NWEA MAP ACT	Year 1	
				Year 2	
				Year 3	