

IBERIA R-V SCHOOL DISTRICT



COMPREHENSIVE SCHOOL IMPROVEMENT PLAN

2015-2020

Goal 1: Student Performance - Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.

Objective 1: Implement a guaranteed and viable curriculum with engaging and rigorous instructional programs designed to ensure students are college/career-ready.

MSIP Indicator(s): R-1, R-2, R-3, TL-2, I-1, I-5, I-7, I-11

Evaluation: Performance assessments, assorted testing, graduate placement

Funding: Local, State, Federal

Strategy 1: Curriculum will include all essential components required by MSIP standards and necessary for high-quality lesson and unit planning.

<u>Action Step</u>	<u>Responsible Party</u>
1. Reference DESE and MSIP guidance regarding required curriculum components.	Faculty, Curr. Dir., Bldg. Admin., Dist. Admin.
2. Research curricular components and ideas shown to be effective in practical instructional applications.	Faculty, Curr. Dir., Bldg. Admin., Dist. Admin.
3. Review, modify, and expand curriculum to include required and effective components.	Faculty, Curr. Dir., Bldg. Admin., Dist. Admin.

Strategy 2: Curriculum will externally align with Missouri Learning Standards and MAP/EOC/ACT tests and internally with objectives, strategies/activities, and assessments.

<u>Action Step</u>	<u>Responsible Party</u>
1. Review Missouri Learning Standards and MAP/EOC/ACT standards and conduct curricular crosswalks to insure external alignment. Modify as needed to insure alignment.	Faculty, Curr. Dir., Bldg. Admin., Dist. Admin.
2. Review objectives, strategies/activities, and assessments of written, taught, and assessed curricula to insure internal alignment. Modify as needed to insure alignment.	Faculty, Curr. Dir., Bldg. Admin., Dist. Admin.

Strategy 3: Review, revise, and articulate the scope and sequence of curriculum between grade levels and between subjects to insure alignment and continuity.

<u>Action Step</u>	<u>Responsible Party</u>
1. Review curriculum scope and sequence of classes to identify gaps in content/skills and to insure continuity and alignment between grade levels and subjects, as well as alignment with state testing requirements.	Faculty, Curr. Dir., Bldg. Admin., Dist. Admin.
2. Revise curriculum and class offerings and sequence as necessary to insure continuity and alignment between grade levels and subjects, as well as alignment with state testing requirements.	Faculty, Curr. Dir., Bldg. Admin., Dist. Admin.
3. Develop new units, classes, and curricula, as necessary, to insure continuity and progression of essential content and skills between grade levels and subjects, as well as alignment with state testing requirements.	Faculty, Curr. Dir., Bldg. Admin., Dist. Admin.

Strategy 4: Curriculum will be continually reviewed and revised as needed to insure relevance and rigor.

<u>Action Step</u>	<u>Responsible Party</u>
1. Implement regular professional reflection and lesson evaluation to determine where curricular modifications, deletions, and additions need to be made.	Faculty
2. Review curricular progress quarterly and make necessary curricular modifications after evaluating progress, internal alignment, relevance, and rigor.	Faculty, Curr. Dir., Bldg. Admin., Dist. Admin.
3. Time and/or monetary compensation will be provided to teachers to make necessary curricular changes.	Faculty, Curr. Dir., Bldg. Admin., Dist. Admin.

Objective 2: Make use of appropriate assessment practices and effectively use data to drive instructional decisions.

MSIP Indicator(s): TL-2, I-2, I-3, I-4, G-4

Evaluation: Formal and informal local assessments, assorted state and national testing, data-analysis of testing results

Funding: Local, state, federal

Strategy 1: Teachers will conduct regular benchmark and progress monitoring, making use of appropriate technology and programs.

<u>Action Step</u>	<u>Responsible Party</u>
1. Teacher will make use of unit pre/post-testing procedures to properly determine student progress.	Faculty, Bldg. Admin., Curr. Dir.
2. If appropriate for the class, teachers will conduct quarterly benchmark testing to determine progress toward mastery of course objectives.	Faculty, Bldg. Admin., Curr. Dir.
3. Teachers will make use of additional diagnostic testing programs, as available and as directed by administration.	Faculty, Bldg. Admin., Curr. Dir.
4. When available in the district, electronic or web-based programs will be used for diagnostic testing and progress monitoring.	Faculty, Bldg. Admin., Curr. Dir., Tech. Dir.

Strategy 2: Data gained from student monitoring will be used to determine current student status and progress, identify learning needs, and determine curricular and instructional modifications needed.

<u>Action Step</u>	<u>Responsible Party</u>
1. Instructional staff will analyze individual student monitoring results to determine progress, learning needs, and curricular and instructional modifications needed.	Faculty, Bldg. Admin., Curr. Dir.
2. Curriculum and instruction will be modified as needed, in response to findings from class and student assessments and monitoring.	Faculty, Bldg. Admin., Curr. Dir.
3. District staff will develop and implement a variety of RTI programs to address the needs of students not making necessary progress.	Faculty, Bldg. Admin., Curr. Dir.

Objective 3: Develop and implement a course of study in which students graduate college/career-ready.

MSIP Indicator(s): R-3, R-6, I-1, I-5, I-6, I-7, I-9, I-11

Evaluation: Credit offerings, CTE enrollment, ACT scores

Funding: Local, State, Federal

Strategy 1: Improve student opportunities through career exploration, an increase in dual-credit offerings, Advanced Placement (AP) credit, and online credit opportunities.

<u>Action Step</u>	<u>Responsible Party</u>
1. Continue to offer on-site and on-line dual-credit and AP opportunities.	Bldg. Admin.
2. Develop and implement a plan to provide additional dual-credit opportunities for students.	Bldg. Admin., Curr. Dir.
3. Career exploration will be implemented as a stand-alone curricular topic, and will also be implemented as a component of other appropriate course offerings.	Bldg. Admin., Counseling Staff, Faculty

Strategy 2: Improve student opportunities through career and technical education programs.

<u>Action Step</u>	<u>Responsible Party</u>
1. Continue to offer access and enrollment in on-site and off-site vocational programs.	Dist. Admin., Bldg. Admin.
2. Raise awareness of career and technical education programs during annual student planning and scheduling.	Bldg. Admin., Counseling Staff
3. Continue to provide funding for student participation in career and technical education programs.	BOE, Dist. Admin.

Strategy 3: Make curricular and structural changes that support student ACT preparedness.

<u>Action Step</u>	<u>Responsible Party</u>
1. Conduct annual review of student ACT performance to determine curricular strengths and weaknesses.	Bldg. Admin., Curr. Dir., Counseling Staff
2. Revise curriculum and class offerings, as needed and tenable, in response to student performance on ACT assessments.	Bldg. Admin., Curr. Dir., Counseling Staff

Goal 2: Highly-Quality Staff – Recruit, attract, develop, and retain high-quality staff to carry out the district mission, goals, and objectives.

Objective 1: Attempt to attract and recruit high-quality staff by providing competitive pay and benefits, effective professional support, and a positive work climate.

MSIP Indicator(s): R-4, R-10, R-11, TL-2, I-7, I-8, G-8

Evaluation: % of staff appropriately certified, teacher retention, salary/benefits

Funding: Local, State, Federal

Strategy 1: Develop and implement a plan for the recruitment and induction of new teachers to the district.

<u>Action Step</u>	<u>Responsible Party</u>
1. Make use of multiple communication outlets, job fairs, and professional networks, to identify and attract new faculty members.	Dist. Admin., Bldg. Admin.
2. The Professional Development Committee will continue to guide new teachers through their induction and mentoring program.	PDC
3. Provide professional development, as needed, to assist new teachers in adapting and succeeding in an instructional environment.	PDC, Bldg. Admin., Dist. Admin.

Strategy 2: Maintain a salary and benefits structure that is competitive with peer districts.

<u>Action Step</u>	<u>Responsible Party</u>
1. Conduct annual comparisons, with conference, peer, and adjacent districts, of salary and benefits packages.	Dist. Admin.
2. Prioritize competitive salaries and benefits as part of the budget development and adoption process.	BOE, Dist. Admin.
3. Continue to make use of a district salary committee, charged with the task of making annual salary and benefits recommendations to the superintendent and the board of education.	Faculty, Dist. Admin., BOE

Strategy 3: Nurture a positive work environment.

<u>Action Step</u>	<u>Responsible Party</u>
1. The board and administration will recognize staff members for notable achievements.	Dist. Admin., Bldg. Admin., BOE
2. Assorted team-building activities, thank-you meals/prizes, and special privileges will be used to nurture a positive environment and a sense of appreciation.	Dist. Admin., Bldg. Admin.
3. Programs to reward participation and accomplishment in fitness, weight-management, and stress-management will be implemented.	Dist. Admin., Nurse

Objective 2: All teachers and administrators will operate as a Professional Learning Community (PLC).

MSIP Indicator(s): TL-2, I-2, I-3, I-4, I-7, G-4

Evaluation: Student assessment results, assessment score progress, teacher efficacy scores

Funding: Local, State

Strategy 1: Develop and implement a multi-year PLC plan.

<u>Action Step</u>	<u>Responsible Party</u>
1. Each building will create a PLC leadership team, composed of administrators and faculty from their respective buildings.	Faculty, Bldg. Admin.
2. The PLC leadership teams will develop a multi-year PLC plan, focused on student learning, improvement of student performance, and effective professional development.	Faculty, Bldg. Admin.

Strategy 2: Provide time regularly for teachers and administrators to meet as a professional learning community.

<u>Action Step</u>	<u>Responsible Party</u>
1. Early-release Wednesdays will continue to be included in the district calendar.	Dist. Admin., BOE

2. PLC leadership teams will plan regular staff PLC meetings and additional activities as needed.	PLC Leadership Teams
3. In-district and out-of-district PLC training will be provided, when appropriate, for leadership team members and all district faculty.	PDC, Dist. Admin., Bldg. Admin.

Objective 3: Provide effective professional development opportunities that will ensure employees' continual improvement.

MSIP Indicator(s): TL-1, TL-2, I-11, G-8

Evaluation: Targeted performance indicator improvement, student performance, teacher efficacy

Funding: Local, State, Federal

Strategy 1: Develop and implement a multi-year district professional development plan, focusing on current certified and classified staff learning needs.

<u>Action Step</u>	<u>Responsible Party</u>
1. With input from faculty and administration, the Professional Development Committee will develop a multi-year district professional development plan, based on building-wide and district-wide needs.	PDC, Dist. Admin.
2. PDC and administration will develop a schedule/calendar for the implementation of PD activities centered on the needs found in the district professional development plan.	PDC, Dist. Admin., Bldg. Admin.
3. New staff members will take part in a PDC-monitored mentoring program, designed to assist in their professional growth and assimilation into the district.	PDC, Faculty
4. Priority for the use of PDC and district resources will be given to those needs identified in the district professional development plan.	PDC, Dist. Admin.
5. District administration and classified department heads will collaborate to determine classified-staff professional needs, and implement plans to address those needs.	Dist. Admin., Classified Dept. Heads

Strategy 2: Develop staff by providing staff members with "growth-based" observations and evaluations that promote best practices and continuous improvement.

<u>Action Step</u>	<u>Responsible Party</u>
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1. Building and district administration will acquire or create an observation and evaluation system that promotes best practices and continuous improvement.	Dist. Admin., Bldg. Admin.
2. Administrators will conduct regular observations of district faculty, with follow-up discussions, in order to gain a working knowledge of instructional/professional strengths and needs.	Bldg. Admin.
3. Appropriate professional development activities will be assigned to faculty members, based on the conclusions drawn from observations.	Bldg. Admin.

Goal 3: Facilities, Support, and Instructional Resources – Provide and maintain appropriate instructional resources, support services, and functional and safe facilities.

Objective 1: District facilities will adequately meet the needs of students, staff, and district programs.

MSIP Indicator(s): I-8, I-10, I-11, G-8

Evaluation: District Facilities Plan progress, facilities improvements

Funding: Local, State, Federal

Strategy 1: Develop and implement a multi-year long-range strategic facilities plan.

<u>Action Step</u>	<u>Responsible Party</u>
1. District administration will create a facilities committee, composed of a variety of district constituents.	Dist. Admin.
2. The facilities committee will develop a multi-year long-range strategic facilities plan, prioritizing improvements/changes needed to district facilities.	Facilities Committee
3. The board and district administration will implement the facilities plan as permitted by the local budget and other potential funding sources.	BOE, Dist. Admin.
4. As appropriate, alternative funding sources will be pursued to facilitate the implementation of the district facilities plan.	Dist. Admin., Bldg. Admin., Faculty

Strategy 2: Upgrade facilities, as needed, to provide for an environment conducive to learning.

<u>Action Step</u>	<u>Responsible Party</u>
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1. District facilities improvements/changes will be made as prioritized by the district facilities plan and as allowed by the district budget.	Dist. Admin., BOE
2. Priority will be given to those projects that will improve student and staff safety and that will create an environment more conducive to learning.	Dist. Admin., BOE
3. Facilities improvements will continue to be a key component of the district budget.	Dist. Admin., BOE

Objective 2: District budgeting will respond to changing instructional and technological needs.

MSIP Indicator(s): I-3, I-11, G-2, G-4, G-8

Evaluation: District budget, technology census, technology curricular integration

Funding: Local, State, Federal

Strategy 1: The budget will align available resources with priorities and programs identified in the Comprehensive School Improvement Plan.

<u>Action Step</u>	<u>Responsible Party</u>
1. District needs will be prioritized, based on the goals found in the CSIP.	Dist. Admin., BOE
2. Programs/needs identified in the CSIP will hold budgetary priority over those not identified in the CSIP.	Dist. Admin., BOE

Strategy 2: Encourage the integration of technology and instruction.

<u>Action Step</u>	<u>Responsible Party</u>
1. The District Technology Committee, headed by the technology director, will develop and implement a multi-year technology plan, which is reviewed regularly.	Tech. Dir.
2. Continue to expand, improve, and update technology infrastructure, hardware, and software, as supported by the CSIP and the Technology Plan.	Tech. Dir., Dist. Admin., Bldg. Admin.
3. The use of technology will be integrated into curriculum, instruction, and assessment.	Bldg. Admin., Curr. Dir., Faculty

Objective 3: Maintain a safe and orderly environment in order to promote student learning.

MSIP Indicator(s): R-4, TL-2, I-3, I-6, I-7, I-8, G-6, G-8

Evaluation: Crisis Plan functionality, emergency drill response, condition of district facilities

Funding: Local, State, National

Strategy 1: Develop and implement a Crisis Plan.

<u>Action Step</u>	<u>Responsible Party</u>
1. District administration will form a safety/crisis committee, composed of certified and non-certified staff.	Dist. Admin., SRO
2. The district safety/crisis committee will develop a District Crisis Plan, including responses to possible emergency situations, in line with law enforcement and emergency-response formatting and vocabulary.	Crisis Cmtee., Dist. Admin., SRO
3. District and building administration will insure the implementation of drills and exercises to prepare for emergency situations.	Bldg. Admin., SRO, Dist. Admin.

Strategy 2: Ensure safe, functional, and clean facilities that are conducive to learning.

<u>Action Step</u>	<u>Responsible Party</u>
1. The district will maintain custodial and maintenance staffing capable of properly caring for district facilities.	Dist. Admin., BOE
2. District facilities will be regularly inspected for safety and hygiene concerns, with such concerns being prioritized for remedy.	Dist. Admin., Class. Dept. Heads
3. District staff will make administration aware of facility repairs or cleaning needed.	All Staff

Goal 4: Parent and Community Involvement – Promote, facilitate, and enhance parent, student, and community involvement in district educational programs.

Objective 1: Enhance routine communications practices to share information with all stakeholders.

MSIP Indicator(s): I-3, I-11, G-3, G-6, G-8, G-9, G-11

Evaluation: Reliability of parental communications, use of media tools

Funding: Local, State

Strategy 1: Continue open and continuous communication with parents about individual student progress at each grade level.

<u>Action Step</u>	<u>Responsible Party</u>
1. Teachers will provide progress reports to parents on a regular basis, as determined by administration.	Faculty, Bldg. Admin.
2. The district will continue to make an online gradebook program available for parent and student use.	Dist. Admin., BOE
3. Teachers will make use of phone, e-mail, and traditional mail options to inform parents of significant student concerns.	Faculty, Bldg. Admin.

Strategy 2: Make use of multiple media tools, as well as traditional methods, in order to more effectively communicate with district stakeholders.

<u>Action Step</u>	<u>Responsible Party</u>
1. The district will create a new district website and mobile application to be used to communicate with district stakeholders.	Dist. Admin., Tech. Dir.
2. The district will make use of various social media platforms to make stakeholders aware of student and district events and accomplishments.	Dist. Admin., Bldg. Admin., Tech. Dir., Faculty
3. Administration will investigate the possibility of a district newsletter, and implement such a newsletter if found to be viable.	Dist. Admin., Bldg. Admin.
4. District personnel will make use of newspaper, radio, and television outlets to share district messages.	Dist. Admin., Bldg. Admin., Faculty

Objective 2: Provide opportunities to involve parents and patrons in the educational process.

MSIP Indicator(s): I-3, G-2, G-3, G-4, G-6, G-9, G-11

Evaluation: Patron attendance and participation, sharing of district messages

Funding: Local, State

Strategy 1: Provide opportunities for patron involvement in district activities.

<u>Action Step</u>	<u>Responsible Party</u>
1. Assorted communication outlets will be used to make the district aware of upcoming district events.	Dist. Admin., Bldg. Admin., Faculty
2. When possible and appropriate, patron involvement/participation in school activities will be requested and encouraged.	Dist. Admin., Bldg. Admin., Faculty
3. District parents and patrons will be asked to be key members of assorted district committees (CSIP, Facilities, etc.).	Dist. Admin., BOE, Bldg. Admin.

Strategy 3: Explore the development of a district volunteer program.

<u>Action Step</u>	<u>Responsible Party</u>
1. Administration will poll area and peer schools concerning their use of volunteers.	Dist. Admin., Bldg. Admin.
2. If a volunteer program is found to be desirable and viable, administration will develop guidelines and expectations for such a program.	Dist. Admin., Bldg. Admin.

Strategy 4: Showcase district and student achievements to parents and the community.

<u>Action Step</u>	<u>Responsible Party</u>
1. District personnel will be made aware of the importance of showcasing the positive things that happen in our schools.	Dist. Admin., Bldg. Admin.
2. Multiple media outlets will be used to make district patrons aware of student and district achievements.	Dist. Admin., Bldg. Admin., Tech Dir., Faculty
3. Buildings will continue to use and expand programs designed to recognize students for their achievements.	Bldg. Admin.

Goal 5: Governance – Govern the district in an efficient, effective, and collaborative manner, providing leadership and representation to benefit the students, staff, and patrons of the district.

Objective 1: The Board and administration will participate in appropriate professional development to help support the execution of the CSIP.

MSIP Indicator(s): TL-1, TL-2, I-7, G-2, G-3, G-7

Evaluation: PD participation

Funding: Local, State, Federal

Strategy 1: Board members will participate in development opportunities provided by the Missouri School Boards' Association and other such organizations.

<u>Action Step</u>	<u>Responsible Party</u>
1. The superintendent and board secretary will make board members aware of development opportunities available.	Dist. Admin., Bd. Secy.
2. Board members will attend no less than one development activity per school year.	BOE
3. Board members will be encouraged to pursue advanced levels of board member certification.	Dist. Admin., BOE

Strategy 2: District and building administrators will participate in professional development opportunities provided by various associations, as well as informal opportunities for growth.

<u>Action Step</u>	<u>Responsible Party</u>
1. Administrators will be members of, and attend meetings of, their respective professional organizations.	Dist. Admin., Bldg. Admin.
2. Administrators will attend at least one professional conference per school year.	Dist. Admin., Bldg. Admin.
3. Administrators will determine, with the superintendent's assistance, at least one area of professional growth they wish to improve upon each school year, and will devise and implement a plan for that improvement.	Dist. Admin., Bldg. Admin.

Objective 2: Ensure effective and efficient management of the district’s human, facility, and financial resources.

MSIP Indicator(s): TL-1, TL-2, I-8, I-11, G-4, G-6, G-8

Evaluation: Program reports, board policy, district budgeting and financial practices

Funding: Local, State, Federal

Strategy 1: The board and administration will review the goals, objectives, and progress of each program/service, as indicated by board policy, and make data-driven decisions about program effectiveness.

<u>Action Step</u>	<u>Responsible Party</u>
1. Programs/services will provide regular updates to the board, per the perpetual report calendar, outlining the goals, objectives, progress, current status, and plans for improvement of the program/service.	Dist. Admin., Bldg. Admin., Class. Dept. Heads, Faculty
2. When available, data will be used to determine and track a program’s effectiveness, areas of concern, and needs.	Dist. Admin., Bldg. Admin., Class. Dept. Heads, Faculty
3. Programs/services will be created or eliminated, as determined by district needs.	Dist. Admin., BOE

Strategy 2: Ensure all local policies, procedures, and handbooks align with the latest statutory requirements and local beliefs and values that support the educational mission of the district.

<u>Action Step</u>	<u>Responsible Party</u>
1. The district will continue using a policy service which provides regularly updated policies and procedures.	Dist. Admin.
2. Administration will review procedures, handbooks, and all shared correspondence and literature, to insure alignment with law and policy.	Dist. Admin., Bldg. Admin.
3. Informal procedures will be created and modified, as needed, to align with and facilitate district and building needs.	Dist. Admin., Bldg. Admin.

Strategy 3: The board and superintendent will practice sound, conservative financial management practices in determining how district resources will be used.

<u>Action Step</u>	<u>Responsible Party</u>
1. Annual audits of district resources will be conducted.	Dist. Admin.

2. CSIP goals and student learning will serve as the driving forces in determining how district financial resources will be used.	Dist. Admin., BOE
3. Maintain a minimum reserve balance of 25%.	Dist. Admin., BOE