

# Junction Hill C-12

CSIP

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Make the library available throughout the school day. This includes have a Library Media Specialist and library open for all students 27

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|--|-----------|
| Implement Overdrive, an on-line library, for easy access.  | 28        |
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| <b>The district develops teacher leaders to ensure effective instruction</b>   | <b>35</b> |
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| Teachers will select from the professional teacher standards provided by the administration one to three areas to develop on an annual basis.  | 37        |
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## **Rationale/Planning/Process/Beliefs/Mission/DATA**

**Rationale:** A detailed document that describes goals and programs utilized by Junction Hill C-12 to improve educational outcomes. The CSIP is a planning document and an assessment tool used continuously by the district to maintain focus on continuous improvement.

**Planning:** Leadership team for the initial creation of this document included: Principal: Tim Perkins, Counselor: Deanne Sellers, Curriculum Director: Katie Cahoj, Assessment Director: Felicia Peterson, Special Education Director: Dianna Wiley, Mentor/Mentee Committee: Amanda Jens, and PD Committee: Stephanie Smith. All of these individuals shared input and guidance in the compilation of this document. A portion of the leadership team meetings for the 2018-2019 school year were dedicated to data collection, planning, and writing of this document.

**Process:** Step 1.- Determine which DATA would benefit the compliers of this document. Step 2.- Collect that DATA. Step 3.- Analyze the DATA and compare to our existing CSIP plan with an eye for changes, updates, and improvements. Step 4.- Decide which areas need improvement based on Step 3. Step 5.- Write a plan detailing a remediation for areas identified in Step 4. Step 6.- Review and revise as necessary.

**Beliefs:** “The vision of this district is to ensure that we create motivated learners by meeting students’ needs so students are prepared for high school, higher education, and the workforce.”

**Mission:** Joining Hands In Lifelong Learning.

**Data Analysis:** Our DATA came from surveys and questionnaires accumulated from these sources: Title 1 needs assessment, Mentor/Mentee end of year survey, Curriculum needs assessment, MAP or other assessments needs assessment, PLC teams recommendations for RTI.

The following Document, the 2019-2020 CSIP represents the findings and recommendations for improvements based on an analysis of the DATA sources listed above. It reflects programs that were in place as well as new initiatives for future years.

**Objective 1**  
**Measurable Objective:**  
**The district demonstrates improvement on Missouri Learning Standards in the performance of its students over time.**

**How Objective will be measured:**  
**District will grow or maintain the percentage of students who are proficient and advanced on yearly summative assessments (MAP or other assessments).**

| <b>Mosip 5 Performance and resource standards for k-8 districts</b> | <b>Strategy Number</b> | <b>Strategy</b>   | <b>Person Responsible</b>                            | <b>Start Date</b> | <b>Funding Source</b> | <b>Date Completed</b> |
|---|------------------------|---|--|-------------------|-----------------------|-----------------------|
| I-5.1-5.6   | 1.                     | District will evaluate and revise curriculum to ensure scope and sequence and internal and external alignment with Missouri Learning Standards.   | Curriculum Director, Administration, PLC Teams       | 8/18              | District              | Ongoing               |
| TL-2.1  | 2.                     | Provide professional development for faculty to continue development of instructional strategies.   | Administration, PDC, PLC Teams                       | 8/18              | District Title I      | Ongoing               |
| I-4.1-4.4<br>I-2.1-2.4  | 3.                     | Use a variety of assessment results including, MAP, STAR Reading, Star Early Lit, Dibels, and Moby Max, to identify strengths and weaknesses in curriculum and guide curriculum revision. | Title Coord., Curriculum Dir. Assessment Dir. Admin. | 8/18              | District              | Ongoing               |
| I-3.1<br>I-3.2  | 4.                     | Use District created reading plan to encourage students to read at grade level.   | Title Coordinator, Administration, Faculty           | 8/18              | District Title 1      | Ongoing               |
| I-3.1-3.5   | 5                      | The district will develop additional supplemental at-risk and extended learning opportunities for students who do not demonstrate academic proficiency.                                   | Title Coordinator, Administration, Faculty           | 8/18              | District Title 1      | Ongoing               |
| I-3.5<br>I-7.1  | 6.                     | The district will provide incentives and motivators for students to encourage them to   | Administration                                       | 8/18              | District              | ongoing               |

|  |  |   |  |  |  |  |
|--|--|---|--|--|--|--|
|  |  | perform their best on the MAP or other assessments. |  |  |  |  |
|--|--|---|--|--|--|--|

**Action Steps/Activities For Objective #1, Strategy #1**

**Objective #1:**

The district demonstrates improvement on Missouri Learning Standards in the performance of its students over time.

**Strategy #1:**

*District will evaluate and revise curriculum to ensure scope and sequence and internal and external alignment with Missouri Learning Standards,.*

| <b>Action Number</b> | <b>Action</b>   | <b>Person Responsible</b>                               | <b>Start Date</b> | <b>Funding Source</b> | <b>Date Completed</b>     |
|----------------------|---|---|-------------------|-----------------------|---------------------------|
| 1.                   | District will develop curriculum on an annual basis rotating from subject to subject revising, improving, and adding depth of knowledge and rigor.  | Curriculum Director                                     | 08/18             | District              | Yearly, review as needed. |
| 2.                   | Curriculum director will attend workshops and other conferences to bring the best practices in curriculum development back to Junction Hill.  | Curriculum Director, District                           | 08/18             | District              | Ongoing                   |
| 3.                   | The district will engage in the development of curriculum maps for all core subjects. These maps will be created using Google Drive or TeacherEase, and are available for all faculty to use. | Curriculum Director, Faculty                            | 08/18             | District              | Ongoing                   |
| 4.                   | The district will provide time during teacher work days for the teachers to work on improving curriculum.   | Curriculum Director, Faculty                            | 08/18             | District              | Ongoing                   |
| 5.                   | The district will provide time during the school day for the curriculum director to work in small groups or individually with teachers to improve and write curriculum                        | PLC Leadership Team, Administration Curriculum Director | 08/18             | District              | Ongoing                   |

## Action Steps/Activities For Objective #1, Strategy #2

### Objective #1:

The district demonstrates improvement on Missouri Learning Standards in the performance of its students over time.

### Strategy #2:

*Provide professional development for faculty to continue development of instructional strategies.*

| Action Number | Action  | Person Responsible  | Start Date | Funding Source | Date Completed |
|---------------|---|---|------------|----------------|----------------|
| 1.            | Provide opportunities for teachers to communicate across grade levels to share instructional strategies (In-service hours/paid after school hours.)   | PLC Ldrshp Team, Administration, Curriculum Director, Faculty | 8/18       | District       | Ongoing        |
| 2.            | Provide opportunities for faculty and administration to attend regional and statewide conferences covering curriculum issues and instructional strategies including higher order thinking skills. | PLC Ldrshp Team, Administration, Curriculum Director, Faculty | 8/18       | District       | Ongoing        |
| 3.            | Differentiated Instruction is a target that has been identified as a need for Professional Development. PD opportunities in this area will be prioritized.  | Professional Development team, Administration                 | 8/18       | District       | Ongoing        |
| 4.            | Instruction on Assessment DATA use has been identified as a need for Professional Development PD opportunities in this area will be prioritized.  | Professional Development team, Administration                 | 8/18       | District       | Ongoing        |
| 5.            | Teaching students with Autism has been identified as a need for Professional Development PD opportunities in this area will be prioritized.   | Professional Development team, Administration                 | 8/18       | District       | Ongoing        |

**Action Steps/Activities For Objective #1, Strategy #3**

**Objective #1:**

The district demonstrates improvement on Missouri Learning Standards in the performance of its students over time.

**Strategy #3:**

*Use a variety of assessment results to identify strengths and weaknesses in curriculum and guide curriculum revision.*

| <b>Action Number</b> | <b>Action</b>   | <b>Person Responsible</b>   | <b>Start Date</b>           | <b>Funding Source</b> | <b>Date Completed</b>       |
|----------------------|---|---|-----------------------------|-----------------------|-----------------------------|
| 1.                   | All Students will be assessed with required MAP or other assessment test each year.   | Administration, Curriculum Director, Faculty, Test Coordinator, Assessment Director | 9/18                        | District              | Ongoing                     |
| 2.                   | Analyze MAP scores or other assessments over the last five years to determine trends and areas of weakness over time when applicable.   | Administration, Curriculum Director, Faculty, Test Coordinator, Assessment Director | As soon as data accumulates | District              | As soon as data accumulates |
| 3.                   | Provide work sessions (In-service, after school hours and weekly PLC meetings) for staff to use data from assessment sources, to evaluate and determine strengths and weaknesses in curriculum. | Administration, Curriculum Director, Faculty, PLC Ldrshp Team, Assessment Director  | 09/18                       | District              | Ongoing                     |



|    |   |  |       |          |         |
|----|---|--|-------|----------|---------|
| 4. | Assessment scores will be analyzed triannually (at a minimum) to identify areas of weak performance to revise curriculum and teaching strategies.                         | Curriculum Director, Faculty, Administration, Assessment Director                      | 09/18 | District | Ongoing |
| 5. | Provide professional development in instructional strategies in identified areas based on assessment data.  | PLC Ldrshp Team, Faculty, Administration, Assessment Director                          | 10/18 |          | Ongoing |
| 6. | Evaluate instructional resources based on data analysis.  | Curriculum Director, Faculty, Administration, Assessment Director, Assessment Director | 8/18  | District | Ongoing |
| 7. | Provide work sessions for faculty to write curriculum and create scope and sequence for core subjects, along with instructional activities to support scope and sequence. | Administration, Curriculum Director, Faculty, PLC Ldrshp team                          | 11/18 | District | Ongoing |
| 8  | Provide work sessions for faculty to create assessments and align with curriculum for core subjects, based upon need..  | Curriculum Director, Faculty, Administration, Assessment Director, Assessment Director | 8-19  | District | Ongoing |

### Action Steps/Activities For Objective #1, Strategy #4

**Measurable Objective:**

The district demonstrates improvement on Missouri Learning Standards in the performance of its students over time.

**Strategy #4:**

*Use District created reading plan to encourage students to read at grade level..*

| Action Number | Action   | Person Responsible   | Start Date | Funding Source | Date Completed |
|---------------|--|--|------------|----------------|----------------|
| 1.            | Use assessment data to determine students in need of reading assistance.   | Federal Programs coordinator,<br>reading specialist,<br>administration,<br>assessment director | 8/18       | District       | Ongoing        |
| 2.            | Create and follow individualized reading plans for students more than one grade level behind in reading.                                       | Federal Programs coordinator,<br>reading specialist,<br>administration,<br>assessment director | 8/18       | District       | Ongoing        |
| 3             | Use assessments to determine if students on reading plan are making progress and use this evaluation to improve the reading plan if necessary. | Federal Programs coordinator,<br>reading specialist,<br>administration,<br>assessment director | 8/18       | District       | Ongoing        |

## Action Steps/Activities For Objective #1, Strategy #5

### Measurable Objective:

The district demonstrates improvement on Missouri Learning Standards in the performance of its students over time.

### *Strategy #5*

*The district will develop additional supplemental at-risk and extended learning opportunities for students who do not demonstrate academic proficiency.*

| Action Number | Action   | Person Responsible  | Start Date | Funding Source       | Date Completed |
|---------------|--|---|------------|----------------------|----------------|
| 1.            | The district will provide morning/afternoon tutoring.  | Title I,<br>Administration                                      | 9/18       | Title I,<br>District | Ongoing        |
| 2.            | The district will provide Tier 2 and Tier 3 Interventions for students in K-4 through the Title I pull-out program.  | Title I teacher &<br>Title I Aide                               | 9/18       | District,<br>Title I | Ongoing        |
| 3.            | The district will provide Tier 2 and Tier 3 Interventions for students in grades 5-8 through the RTI program.  | Faculty,<br>Administration                                      | 9/18       | District,            | Ongoing        |
| 4.            | The District will offer a 17 day, academics focussed summer session for students identified with high need in reading or math. (more than 1 grade level behind expected grade level) | Administration<br>Title 1 director<br>Assessment<br>Coordinator | 8/18       | District             | Ongoing        |
| 5.            | The District will offer Extended School Year (ESY) opportunity for students of extreme need as recommended by special education director.  | Administration<br>Special<br>Education<br>director              | 8/18       | District             | Ongoing        |

### Action Steps/Activities For Objective #1, Strategy #6

**Measurable Objective:**

The district demonstrates improvement on Missouri Learning Standards in the performance of its students over time.

***Strategy #6***

*The district will provide incentives and motivators for students to encourage them to perform their best on the MAP or other assessments.*

| Action Number | Action  | Person Responsible    | Start Date | Funding Source | Date Completed |
|---------------|---|-----------------------|------------|----------------|----------------|
| 1.            | Scoring guides will be used for MAP or other assessments to assess attitude, effort, and preparedness.  | Counselor,<br>Faculty | 08/18      | District       | yearly.        |
| 2.            | Periodic incentives and rewards. will be provided for students who meet the MAP or other assessments criteria established on the scoring guide. | Counselor,<br>Faculty | 08/18      | District       | yearly.        |
| 3.            | Motivational assemblies and recognition assemblies will be held in the spring for the MAP or other assessments assessment. (When applicable)    | Counselor,<br>Faculty | 08/18      | District       | yearly.        |

## Objective & Strategies #2

### Measurable Objective:

**The district will use technology to assist with instruction and assessment, as well as teach students to use technology.**

**How Objective will be measured: Every student and teacher will use TeacherEase as their primary gradebook. Every student and teacher will use Mobymax, Aleks, or A to Z for formative assessments a minimum of 10 times per quarter.**

| Mosip 5<br>Resource<br>and<br>Process<br>Standards | Strategy<br>Number | Strategy  | Person<br>Responsible   | Start<br>Date | Funding<br>Source | Date<br>Complete<br>d |
|--|--------------------|---|---|---------------|-------------------|-----------------------|
| R-1.3, I-11  | 1.                 | Computer Literacy will be taught as part of existing courses or as an exploratory class                       | Administration,<br>District, faculty  | 8/18          | District          | Ongoing               |
| I-11   | 2.                 | Equipment will be maintained or improved and efforts will be made to make technology more available to staff. | Technology<br>Coordinator,<br>Administration  | 8/18          | District          | Ongoing               |
| TL-2, I-2  | 3.                 | Integrate technology into assessment practices of the school.   | Faculty, technology<br>coordinator,<br>assessment<br>coordinator,<br>administration | 8/18          | PDC               | Ongoing               |
| I-11, I-8  | 4.                 | Monitor students to ensure the efficient and safe use of technology.  | Faculty   | 8/18          | District          | Ongoing               |
| TL-2, I-11   | 5.                 | EMINTS and other instruction will be offered as PD to improve the use of technology in the classroom.         | Administration  | 8/18          | District          | Ongoing               |

**Action Steps/Activities For Objective #2, Strategy #1**

**Objective #2:**

**The district will use technology to assist with instruction and assessment, as well as teach students to use technology.**

**Strategy #1:**

*Computer Literacy will be taught as part of existing courses or as an exploratory class.*

| <b>Action Number</b> | <b>Action</b>  | <b>Person Responsible</b> | <b>Start Date</b> | <b>Funding Source</b> | <b>Date Completed</b> |
|----------------------|--|---------------------------|-------------------|-----------------------|-----------------------|
| 1.                   | Teachers will instruct students how to use technology to meet learning objectives in their classrooms. | Technology Committee      | 8/18              | District              | Ongoing               |
| 2.                   | Computer teacher will teach computer skills for students in grades 6-8.                                | Faculty                   | 8/18              | District              | Ongoing               |

**Action Steps/Activities For Objective #2, Strategy #2**

**Objective #2:**

**The district will use technology to assist with instruction and assessment, as well as teach students to use technology.**

**Strategy #2:**

*Equipment will be maintained or improved and efforts will be made to make technology more available to staff.*

| <b>Action Number</b> | <b>Action</b>   | <b>Person Responsible</b> | <b>Start Date</b> | <b>Funding Source</b> | <b>Date Completed</b> |
|----------------------|---|---------------------------|-------------------|-----------------------|-----------------------|
| 1.                   | Obtain Faculty input to find out what equipment is needed.  | Technology Coordinator    | 8/18              | District              | Spring of each year.  |
| 2.                   | Establish equipment rotation (include student/teacher computers and other equipment)                | Technology Coordinator    | 8/18              | District              | Ongoing               |
| 3.                   | Upgrade, install new devices, and add programs where and when possible to improve technology access | Technology Coordinator    | 8/12              | District              | Ongoing               |
| 4.                   | Goal of Chrome books, Laptop, or Desktop on a 1 to 1 level in each classroom K-8.                   | Technology Coordinator    | 8/18              | District              | Ongoing               |

**Action Steps/Activities For Objective #2, Strategy #3**

**Objective #2:**

**The district will use technology to assist with instruction and assessment, as well as teach students to use technology.**

**Strategy #3:**

*Integrate technology into assessment practices of the school.*

| <b>Action Number</b> | <b>Action</b>  | <b>Person Responsible</b>                     | <b>Start Date</b> | <b>Funding Source</b> | <b>Date Completed</b> |
|----------------------|--|---|-------------------|-----------------------|-----------------------|
| 1.                   | Provide PD or reimbursed on-site training opportunities and/or conferences for faculty to continue advancements in technology integration for both instruction and assessment. | Administration, PD committee,                 | 8/18              | District              | Ongoing               |
| 2.                   | Provide time for Assessment director to work with and instruct faculty to better use technology and assessments such as Mobymax, Star, etc....                                 | Assessment director, Administration, Faculty. | 8/18              | District              | Ongoing               |
| 3.                   | Classroom teachers will use assessment options that have been provided by the district. (including, Mobymax, STAR READING, STAR EARLY LIT)                                     | Faculty                                       | 8/18              | District              | Ongoing               |
| 4.                   | Implementation of online math instruction and assessment in 6-8 with fidelity  | 6-8 Math Teachers                             | 8/18              | District              | Ongoing               |



**Action Steps/Activities For Objective #2, Strategy #4**

**Objective #2:**

**The district will use technology to assist with instruction and assessment, as well as teach students to use technology.**

**Strategy #4:**

*Monitor students to ensure the efficient and safe use of technology.*

| <b>Action Number</b> | <b>Action</b>  | <b>Person Responsible</b> | <b>Start Date</b> | <b>Funding Source</b> | <b>Date Completed</b> |
|----------------------|--|---------------------------|-------------------|-----------------------|-----------------------|
| 1.                   | Teachers will model effective use of technology for learning activities.   | Faculty                   | 8/18              | district              | Ongoing               |
| 2.                   | Use Go Guardian to maintain proper use of computer technology by students. | Faculty, administrator    | 8/18              | district              | Ongoing               |

Action Steps/Activities For Objective #2, Strategy #5

**Objective #2:**

**The district will use technology to assist with instruction and assessment, as well as teach students to use technology.**

***Strategy #5:***

*EMINTS and other instruction will be offered as PD to improve the use of technology in the classroom.*

| <b>Action Number</b> | <b>Action</b>  | <b>Person Responsible</b> | <b>Start Date</b> | <b>Funding Source</b> | <b>Date Completed</b> |
|----------------------|--|---------------------------|-------------------|-----------------------|-----------------------|
| 1.                   | Provide Professional Development in STEM areas including but not limited to EMINTS instruction | Administration            | 8/18              | District              | Ongoing               |

### Objective & Strategies #3

**Measurable Objective:  
All Stakeholders will feel secure, heard, and valued.**

**How Objective will be measured:  
90% of parents/teachers/students surveyed will indicate a they feel secure, heard, and valued on yearly needs assessments**

| <b>Standard/<br/>Indicator</b> | <b>Strategy<br/>Number</b> | <b>Strategy</b>  | <b>Person<br/>Responsible</b>                                    | <b>Start<br/>Date</b> | <b>Funding<br/>Source</b> | <b>Date<br/>Completed</b> |
|--------------------------------|----------------------------|--|--|-----------------------|---------------------------|---------------------------|
| I-8                            | 1.                         | A safe school environment will be provided for all students.   | Counselor,<br>School Board,<br>Administration,<br>Faculty, staff | 8/18                  | District                  | Ongoing                   |
| G-11                           | 2.                         | The district will provide opportunities for parents to be involved in activities with their students.                      | Administration,<br>Faculty                                       | 8/18                  | District                  | Ongoing                   |
| G-8, I-8                       | 3.                         | The district will provide an inviting environment for students, faculty, and patrons.                                      | Custodial Staff,<br>Administration                               | 8/18                  | District                  | Ongoing                   |
| TL-2, I-1                      | 4.                         | Faculty morale will be improved through implementation of Professional Learning Community philosophies, habits, and norms. | School Board,<br>Administration                                  | 8/18                  | District                  | Ongoing                   |

**Action Steps/Activities For Objective #3, Strategy #1**

**Objective #3:**

All Stakeholders will feel secure, heard, and valued.

**Strategy #1:**

*A safe school environment will be provided for all students.*

| <b>Action Number</b> | <b>Action</b>  | <b>Person Responsible</b>                       | <b>Start Date</b> | <b>Funding Source</b> | <b>Date Completed</b> |
|----------------------|--|---|-------------------|-----------------------|-----------------------|
| 1.                   | Monthly & Quarterly safety inspections will occur on campus grounds and buildings and any unsafe items will be corrected.  | Administration, Maintenance Staff               | 08/18             | District              | Ongoing               |
| 2.                   | The district will continue its use of cameras in all buses, upper and lower elementary hallways, front entrance, and in strategic positions outside the building.                      | Administration, School Board, Maintenance Staff | 08/18             | District              | Ongoing               |
| 3.                   | The district will continue to provide school safety kits for each classroom.   | Nurse & Faculty                                 | 08/18             | District, PTO         | Ongoing               |
| 4.                   | District will provide at least 1 program/event annually that addresses at least 1 component of school safety.  | Administration, Counselor                       | 08/18             | District, PTO         | Annually              |
| 5.                   | School/District safety coordinator or other administrator will attend trainings and workshops on school safety and will share information with faculty, staff and parents upon return. | Administration, Building Principal              | 08/18             | District              | Ongoing               |
| 6.                   | District will use 2 way radios to provide “quiet and immediate” communication throughout the building as issues arise.   | District  | 8/18              | District              | Ongoing               |

**Action Steps/Activities For Objective #3, Strategy #2**

**Objective #3:**

All Stakeholders will feel secure, heard, and valued.

**Strategy #2:**

*The district will provide opportunities for parents to be involved in activities with their students.*

| <b>Action Number</b> | <b>Action</b>  | <b>Person Responsible</b>                        | <b>Start Date</b> | <b>Funding Source</b> | <b>Date Completed</b> |
|----------------------|--|--|-------------------|-----------------------|-----------------------|
| 1.                   | Community involvement will be promoted by the use of school-wide volunteers.   | Community, Administration, Title I               | 8/18              | District              | Ongoing               |
| 2.                   | School representative will serve on PTO and Booster organizations to promote community involvement with the school.  | Administration, Faculty, Staff                   | 8/18              | District              | Ongoing               |
| 4.                   | Fall and Spring Title I nights for parents will be held to showcase student projects.  | Title I Coordinator, Faculty/Staff               | 8/18              | Title I, District     | Ongoing               |
| 5.                   | Use website/app to promote school activities, projects, and upcoming events  | Technology Coordinator, Teachers, Administration | 8/18              | District              | Ongoing               |
| 6                    | Junction Hill will offer Parents as Teachers program to prepare students for academic success and assist parents in the development of a solid academic foundation for their young ones. | Administration<br>Parents As Teachers teacher    | 8/18              | District              | Ongoing               |

**Action Steps/Activities For Objective #3, Strategy #3**

**Objective #3:**

All Stakeholders will feel secure, heard, and valued.

**Strategy #3:**

*The district will provide an inviting environment for students, faculty, and patrons.*

| <b>Action Number</b> | <b>Action</b>   | <b>Person Responsible</b>                   | <b>Start Date</b> | <b>Funding Source</b>             | <b>Date Completed</b> |
|----------------------|---|---|-------------------|-----------------------------------|-----------------------|
| 1.                   | Improve parking lot by paving and adding parking spaces, upgrading drainage avenues, and creating more driving surface. | Administration,<br>School Board,<br>Patrons |                   | District                          | 2025                  |
| 2.                   | Erect a lighted school sign with bulletin display.  | Administration,<br>School Board,<br>Patrons |                   | District,<br>PTO                  | 2023                  |
| 3.                   | Upgrade gym floor from existing VCT tile to an improved surface such as wood or rubber.                                 | Administration,<br>School Board,<br>Patrons |                   | District,<br>PTO,<br>Booster Club | 2023                  |
| 4.                   | Construct a running track and/or improve cross country course.  | Administration,<br>School Board,<br>Patrons |                   | District,<br>PTO,<br>Boosters     | 2025                  |
| 5                    | Upgrade baseball scoreboards  | Administration,<br>School Board,<br>Patrons |                   | District,<br>PTO,<br>Boosters     | 2023                  |

**Action Steps/Activities For Objective #3, Strategy #4**

**Objective #3:**

All Stakeholders will feel secure, heard, and valued.

**Strategy #4:**

*Faculty morale will be improved through implementation of Professional Learning Community philosophies, habits, and norms.*

| <b>Action Number</b> | <b>Action</b>   | <b>Person Responsible</b>    | <b>Start Date</b> | <b>Funding Source</b> | <b>Date Completed</b> |
|----------------------|---|------------------------------|-------------------|-----------------------|-----------------------|
| 1.                   | PLC leadership team will receive DCI (District Continuous Improvement) through RPDC.  | Counselor,<br>Administration | 8/18              | District              | Ongoing               |
| 2.                   | The School will pursue the DCI process with two facilitators and a liason from RPDC to help the school to implement DCI philosophies district wide. | Faculty,<br>Administration   | 8/18              | District,             | Ongoing               |
| 3.                   | Meetings in grades K-4 and grades 5-8 will follow the PLC model with an emphasis on communication and shared leadership.                            | Administration,<br>Faculty   | 8/18              | District,             | Ongoing               |

## Objective & Strategies #4

### Measurable Objective:

**Improve access to academic resources for teachers and students.**

**How Objective will be measured: The annual Library review will show average rating of 4 or above (out of 5) on Needs Assessment OR identify areas for improvement based on scores.**

| Standard/<br>Indicator | Strategy<br>Number | Strategy   | Person<br>Responsible  | Start<br>Date | Funding<br>Source | Date<br>Completed |
|------------------------|--------------------|--|--|---------------|-------------------|-------------------|
| I-10.1<br>I-10.4       | 1.                 | The Library Media Center (LMC) will conduct a yearly needs assessment. The district will provide resources improve LMC based on needs assessment including materials, technology, and physical improvements. | Librarian,<br>Administration                                     | 8/18          | District          | Ongoing           |
| I-10.2                 | 2.                 | Librarian will collaborate with classroom teachers to integrate resources into instruction. This will be done in weekly PLC meetings.  | Librarian,<br>Administration<br>Custodial Staff,<br>School Board | 8/18          | District          | Ongoing           |
| I-10.3                 | 3.                 | Make the library available throughout the school day. This includes have a Library Media Specialist and library open for all students  | Librarian<br>Administration                                      | 8/18          | District          | Ongoing           |
| I-10.3                 | 4.                 | Implement an on-line library, such as MYON or Overdrive for easy student access.   | Librarian  | 8/18          | District          | Ongoing           |



**Action Steps/Activities For Objective #4, Strategy #1**

**Objective #4:**

Improve access to academic resources for teachers and students.

**Strategy #1:**

*The Library Media Center (LMC) will conduct a yearly needs assessment. The district will provide resources improve LMC based on needs assessment including materials, technology, and physical improvements.*

| Action Number | Action  | Person Responsible   | Start Date | Funding Source                                 | Date Completed |
|---------------|---|--|------------|--|----------------|
| 1.            | The librarian and administration will create a needs assessment survey for the teachers to take annually. The survey format will be a 5 point Likert scale.   | Librarian, School Board, Administration                    | 8/18       | District                                       | Ongoing        |
| 2.            | Survey results will be averaged to determine areas of improvement.  | Librarian, Administration, School Board, PTO, Rotary, etc. | 8/18       | District, PTO                                  | Ongoing        |
| 3.            | The district will continue to research and apply for grants and other funding sources that are available for library improvements.<br>Provide annual opportunities for organizations to donate needed funding.<br>Sponsor fundraisers as needed for library materials and improvements. | Librarian, Faculty, Administration, School Board, PTO.     | 8/18       | District, PTO<br>(As indicated in Action step) | Ongoing        |

**Action Steps/Activities For Objective #4, Strategy #2**

**Objective #4:**

Improve access to academic resources for teachers and students.

**Strategy #2:**

*Librarian will collaborate with classroom teachers to integrate resources into instruction.  
This will be done in weekly PLC meetings.*

| <b>Action Number</b> | <b>Action</b>   | <b>Person Responsible</b>    | <b>Start Date</b> | <b>Funding Source</b> | <b>Date Completed</b> |
|----------------------|---|------------------------------|-------------------|-----------------------|-----------------------|
| 1.                   | During PLC meetings, the Librarian will work with teachers to integrate resources into the classroom  | Administration               | 8/18              | District,             | Ongoing               |
| 2.                   | Organize and then train faculty/ support staff during PD days before each school year, to be able to locate needed resources and use automation system. | Administration,<br>Librarian | 8/18              | District,             | Ongoing               |

**Action Steps/Activities For Objective #4, Strategy #3**

**Objective #4:**

Improve access to academic resources for teachers and students.

**Strategy #3:**

*Make the library available throughout the school day. This includes have a Library Media Specialist and library open for all students*

| <b>Action Number</b> | <b>Action</b>   | <b>Person Responsible</b>                        | <b>Start Date</b> | <b>Funding Source</b> | <b>Date Completed</b> |
|----------------------|---|--|-------------------|-----------------------|-----------------------|
| 1.                   | Allow library operating hours to be throughout the school day without any closures. | Administration,<br>Custodial Staff,<br>Librarian | 12/18             | District              | Ongoing               |

**Action Steps/Activities For Objective #4, Strategy #4**

**Objective #4:**

Improve access to academic resources for teachers and students.

**Strategy #4:**

*Implement an on-line library, for easy student access.*

| <b>Action Number</b> | <b>Action</b>  | <b>Person Responsible</b>    | <b>Start Date</b> | <b>Funding Source</b> | <b>Date Completed</b> |
|----------------------|--|------------------------------|-------------------|-----------------------|-----------------------|
| 1.                   | Implement student laptops for use in library                 | Administration,<br>Librarian | 08/18             | District              | Ongoing               |
| 2.                   | Use as an online Library source.(MYON)                       | Librarian                    | 12/18             | District              | Ongoing               |
| 3.                   | Pursue PD for online library and other online media sources. | Librarian,<br>PD committee   | 11/18             | District,             | Ongoing               |

## Objective & Strategies #5

### Measurable Objective:

**The needs of students will be met so that they are ready to learn at each level of their education.**

### How Objective will be measured:

**80% of students at the end of their 8<sup>th</sup> grade year and their parents will indicate that they have been adequately prepared for the requirements and needs for high school on a High School Readiness survey.**

| Standard/<br>Indicator | Strategy<br>Number | Strategy   | Person<br>Responsible        | Start<br>Date | Funding<br>Source | Date<br>Completed |
|------------------------|--------------------|--|------------------------------|---------------|-------------------|-------------------|
| I-6.1<br>I-6.2         | 1.                 | District will provide counselling services that are integrated into the curriculum.  | Counselor,<br>Administration | 8/18          | District          | Annually          |
| I-6.3                  | 2.                 | Provide students with opportunities to plan for highschool.  | Counselor,<br>Administration | 8/18          | District          | Annually          |
| I-6.4                  | 3.                 | Students will have access to responsive services that can assist them in overcoming any issues that affect their academic, personal, or social needs.                                | Counselor,<br>Administration | 8/18          | District          | Annually          |
| I-6.5                  | 4                  | Guidance program will be evaluated yearly by the counselor, and administration by examining survey results from students and families, and the individual needs of the student body. | Counselor,<br>Administration | 8/18          | District          | Annually          |
| I-3.2<br>I-1.4         | 5                  | District will provide a PRE K class for students who qualify that helps prepare them for school socially AND academically.   | Administration               | 8/18          | District          | Annually          |

**Action Steps/Activities For Objective #5, Strategy #1**

**Objective #5:**

The needs of students will be met so that they are ready to learn at each level of their education.

**Strategy #1:**

*District will provide counselling services that are integrated into the curriculum.*

| <b>Action Number</b> | <b>Action</b>  | <b>Person Responsible</b> | <b>Start Date</b> | <b>Funding Source</b> | <b>Date Completed</b> |
|----------------------|--|---------------------------|-------------------|-----------------------|-----------------------|
| 1.                   | Counselor will conduct in class lessons on selected topics 2 times per quarter.                          | Counselor, Administration | 8/18              | District              | On going              |
| 2.                   | Opportunities for guest speakers or assemblies in areas of need will be examined and provided as needed. | Counselor, Administration | 8/18              | District              | On going              |

## Action Steps/Activities For Objective #5, Strategy #2

### Objective #5:

The needs of students will be met so that they are ready to learn at each level of their education.

### *Strategy #2:*

*Provide students with opportunities to plan for high school.*

| Action Number | Action   | Person Responsible        | Start Date | Funding Source | Date Completed |
|---------------|--|---------------------------|------------|----------------|----------------|
| 1.            | Opportunities for students to speak with area high schools will be provided. (Grades 7 and 8)  | Administration, Counselor | 8/18       | District,      | Ongoing        |
| 2.            | Counselor will conduct meetings with students to help them assess their high school readiness and answer questions about the high school transition. (Grades 7 and 8)  | Administration, Counselor | 8/18       | District,      | Ongoing        |
| 3.            | Conduct campus visits to area schools for graduating 8 <sup>th</sup> graders explaining expectations, requirements, options etc. As well as provide orientation for students.  | Administration, Counselor | 8/18       | District,      | Ongoing        |
| 4.            | Inform graduating 8th graders and their parents about orientation meetings at area high schools.   | Administration, Counselor | 8/18       | District,      | Ongoing        |
| 5.            | Assist graduating 8th students in preparing a portfolio containing information about participation in sports, clubs, and activities as well as academic honors while attending Junction Hill. The portfolio will also contain an interest inventory to gather information regarding career path options. | Administration, Counselor | 8/18       | District,      | Ongoing        |
| 6.            | All graduating 8 <sup>th</sup> graders and their parents will meet with the counselor for an individual High School Transition Conference to better acquaint them with their high school choices and the academic expectations of each.  | Administration, Counselor | 8/18       | District,      | Ongoing        |

**Action Steps/Activities For Objective #5, Strategy #3**

**Objective #5:**

The needs of students will be met so that they are ready to learn at each level of their education.

**Strategy #3:**

*Students will have access to responsive services that can assist them in overcoming any issues that affect their academic, personal, or social needs.*

| <b>Action Number</b> | <b>Action</b>  | <b>Person Responsible</b> | <b>Start Date</b> | <b>Funding Source</b> | <b>Date Completed</b> |
|----------------------|--|---------------------------|-------------------|-----------------------|-----------------------|
| 1.                   | Counselor will be available to support student needs.  | Counselor                 | 8/18              | District              | Ongoing               |
| 2.                   | Counselor will maintain close ties with other area counselors to develop a network that can be used a resource for PD and in times of high need. | Counselor                 | 8/18              | District              | Ongoing               |



**Action Steps/Activities For Objective #5, Strategy #4**

**Objective #5:**

The needs of students will be met so that they are ready to learn at each level of their education.

**Strategy #4:**

*Guidance program will be evaluated yearly by the counselor, and administration by examining survey results from students and families, and the individual needs of the student body.*

| <b>Action Number</b> | <b>Action</b>  | <b>Person Responsible</b> | <b>Start Date</b> | <b>Funding Source</b> | <b>Date Completed</b> |
|----------------------|--|---------------------------|-------------------|-----------------------|-----------------------|
| 1.                   | Guidance program will be evaluated by administration yearly.   | Counselor                 | 8/18              | District              | Ongoing               |
| 2.                   | Counselor will develop a needs assessment survey for students concerning counseling needs that will help him/her to develop the counseling services. | Counselor                 | 8/18              | District              | Ongoing               |
| 3.                   | The counselor will communicate each 2 to 3 times a year with area highschools to better prepare students to be ready for high school.                | Counselor                 | 8/18              | District,             | Ongoing               |

**Action Steps/Activities For Objective #5, Strategy #5**

**Objective #5:**

The needs of students will be met so that they are ready to learn at each level of their education.

**Strategy #5:**

*District will provide a PRE K class for students who qualify that helps prepare them for school socially AND academically..*

| <b>Action Number</b> | <b>Action</b>   | <b>Person Responsible</b>                | <b>Start Date</b> | <b>Funding Source</b> | <b>Date Completed</b> |
|----------------------|---|--|-------------------|-----------------------|-----------------------|
| 1.                   | District will employ a highly qualified teacher to teach PRE K morning session and afternoon session.   | Administration                           | 8/18              | District              | Ongoing               |
| 2.                   | Screening for PRE K will take place annually.   | Administration                           | 8/18              | District              | Ongoing               |
| 3.                   | School will provide opportunities for childcare for our PRE K students during the ½ day they are not in class so that more families can participate in PRE K program. | Administration                           | 8/18              | District,             | Ongoing               |
| 4.                   | PRE K curriculum will include Missouri Early Learning Goals.  | Classroom teacher<br>Curriculum Director | 8/18              | District              | Ongoing               |

## Objective & Strategies #6

### Measurable Objective:

**The district develops teacher leaders to ensure effective instruction**

### How Objective will be measured:

**Each year, every teacher will develop a personal professional development plan and select 1 to 3 areas of growth to be evaluated on. 100% of teachers will show proficiency or growth in these evaluations by the end of each year.**

| Standard/<br>Indicator | Strategy<br>Number | Strategy  | Person<br>Responsible   | Start<br>Date | Funding<br>Source | Date<br>Completed |
|------------------------|--------------------|---|---|---------------|-------------------|-------------------|
| TL-1.1                 | 1.                 | District will use a teacher evaluation tool that is aligned to best practices for teachers that will enable administrators to evaluate and develop teaching excellence.           | Administration  | 8/18          | District          | Annually          |
| TL-1.2                 | 2.                 | Teachers will select from the professional teacher standards provided by the administration one to three areas to develop on an annual basis.                                     | Administration  | 8/18          | District          | Annually          |
| TL-1.3 and<br>1.4      | 3.                 | Through our PLC teams and our mentoring programs, teachers will develop professional leadership qualities and improve in their selected professional teacher standard. (annually) | Administration,<br>PLC Leadership<br>team, Mentor<br>Program<br>committee | 8/18          | District          | Annually          |

**Action Steps/Activities For Objective #6, Strategy #1**

**Objective #6:**

The district develops teacher leaders to ensure effective instruction

**Strategy #1:**

*District will use a teacher evaluation tool that is aligned to best practices for teachers that will enable administrators to evaluate and develop teaching excellence.*

| <b>Action Number</b> | <b>Action</b>   | <b>Person Responsible</b> | <b>Start Date</b> | <b>Funding Source</b> | <b>Date Completed</b> |
|----------------------|---|---------------------------|-------------------|-----------------------|-----------------------|
| 1.                   | Administration will evaluate teachers based on the Missouri Educator Evaluation System  | Administration            | 8/18              | District              | Ongoing               |
| 2.                   | Administration will use Teach Point or some such program to help organize, conduct, and disseminate 2 to 3 evaluations per school year and 8 or more informal observations. | Administration            | 8/18              | District              | Ongoing               |

**Action Steps/Activities For Objective #6, Strategy #2**

**Objective #6:**

The district develops teacher leaders to ensure effective instruction

**Strategy #2:**

*Teachers will select from the professional teacher standards provided by the administration one to three areas to develop on an annual basis.*

| <b>Action Number</b> | <b>Action</b>  | <b>Person Responsible</b>   | <b>Start Date</b> | <b>Funding Source</b> | <b>Date Completed</b> |
|----------------------|--|-----------------------------|-------------------|-----------------------|-----------------------|
| 1.                   | Annually, with administrative guidance, teachers will select from a list of Missouri Educator Standards that will be their focus for that school year. 1 to 3 standards will be selected. These standards will be integrated into their performance during that academic year. | Administration,<br>Teachers | 8/18              | District              | Ongoing               |
| 2.                   | During observations and walkthroughs the administration will observe and evaluate the teachers progress on these selected standards  | Administration<br>Teachers  | 8/18              | District              | Ongoing               |

**Action Steps/Activities For Objective #6, Strategy #3**

**Objective #6:**

The district develops teacher leaders to ensure effective instruction

**Strategy #3:**

*Through our PLC teams and our mentoring programs, teachers will develop professional leadership qualities and improve in their selected professional teacher standard. (annually)*

| <b>Action Number</b> | <b>Action</b>  | <b>Person Responsible</b>   | <b>Start Date</b> | <b>Funding Source</b> | <b>Date Completed</b> |
|----------------------|--|-----------------------------|-------------------|-----------------------|-----------------------|
| 1.                   | Teachers will have the support of their PLC teams, professional development, curriculum and assessment directors, administration, and mentors as they work to develop selected learning standards each year. | Administration,<br>Teachers | 8/18              | District              | Ongoing               |
| 2.                   | Time will be provided in PLC meetings, teacher work days, and common planning periods for teachers to reach these goals.   | Administration,<br>Teachers | 8/18              | District              | Ongoing               |

## Objective & Strategies #7

**Measurable Objective:**  
**District will provide improved health services for the school.**  
**How Objective will be measured:**

| <b>Standard/<br/>Indicator</b> | <b>Strategy<br/>Number</b> | <b>Strategy</b>  | <b>Person<br/>Responsible</b> | <b>Start<br/>Date</b> | <b>Funding<br/>Source</b> | <b>Date<br/>Completed</b> |
|--------------------------------|----------------------------|--|-------------------------------|-----------------------|---------------------------|---------------------------|
| I-8.1                          | 1.                         | The district will offer training for faculty in a variety of health service training areas.                                  | Nurse,<br>Administration      | 8/18                  | District                  | ongoing                   |
| I-8.1                          | 2.                         | The district will distribute health information for faculty on a variety of health service areas.                            | Nurse                         | 8/18                  | District                  |                           |
| I-8.1                          | 3.                         | Provide information to faculty/staff as needed regarding students with individual medical conditions or special health needs | Nurse                         | 8/18                  | District                  | Ongoing                   |

**Action Steps/Activities For Objective #6, Strategy #1**

**Objective #6:**

District will provide improved health services for the school.

**Strategy #1:**

*The district will offer training for faculty and the community in a variety of health service training areas.*

| <b>Action Number</b> | <b>Action</b>   | <b>Person Responsible</b> | <b>Start Date</b> | <b>Funding Source</b> | <b>Date Completed</b> |
|----------------------|---|---------------------------|-------------------|-----------------------|-----------------------|
| 1.                   | District will provide CPR training of personnel to ensure that at least two staff members are CPR trained. Continued training will be provided to reach and maintain stated objective.  | Nurse,<br>Administration  | 8/18              | District              | Annually              |
| 2.                   | District will provide CPR and AED training of personnel to ensure that staff members involved in school sponsored sporting activities are trained to respond to Sudden Cardiac Death. Continued training will be provided to reach and maintain stated objective. | Nurse,<br>Administration  | 8/18              | District              | Annually              |
| 3.                   | Universal Precautions in-service training will be provided for school personnel.  | Nurse,<br>Administration  | 8/18              | District              | Annually              |
| 4.                   | Names of those certified in CPR/AED will be provided to all faculty/staff.  | Nurse,<br>Administration  | 8/18              | District              | Ongoing               |



**Action Steps/Activities For Objective #6, Strategy #2**

**Objective #6:**

District will provide improved health services for the school.

**Strategy #2:**

***The district will distribute health information for faculty and patrons in a variety of health service areas.***

| <b>Action Number</b> | <b>Action</b>  | <b>Person Responsible</b> | <b>Start Date</b> | <b>Funding Source</b> | <b>Date Completed</b> |
|----------------------|--|---------------------------|-------------------|-----------------------|-----------------------|
| 1.                   | District will provide health information to staff members through in-services, handouts, videos, internet websites, and bulletin board displays. | Nurse,<br>Administration  | 8/18              | District              | Ongoing               |
| 2.                   | District will provide health information to patrons through handouts, brochures, internet websites and bulletin board displays.                  | Nurse,<br>Administration  | 8/18              | District              | Ongoing               |
| 3.                   | District will provide health information to students through handouts, internet websites, bulletin board displays and classroom instruction.     | Nurse,<br>Administration  | 8/18              | District              | Ongoing               |

**Action Steps/Activities For Objective #7, Strategy #2**

**Objective #6:**

District will provide improved health services for the school.

*Strategy #3:*

***The district will distribute health information for faculty and patrons in a variety of health service areas.***

| <b>Action Number</b> | <b>Action</b>  | <b>Person Responsible</b> | <b>Start Date</b> | <b>Funding Source</b> | <b>Date Completed</b> |
|----------------------|--|---------------------------|-------------------|-----------------------|-----------------------|
| 1.                   | Faculty/staff will receive a list of their students who are taking medications, who have specific medical conditions (diabetic, etc.), and who have food or other allergy needs on a need to know basis. | Nurse                     | 8/18              | District              | Ongoing               |
| 2.                   | Student lists will be updated as new students enroll or as medical conditions change.  | Nurse                     | 8/18              | District              | Ongoing               |