

Southern Boone County R-1 School District



Comprehensive School Improvement Plan

Approved June 21, 2010

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.	
<p>Objective 1: Eighty (80%) of all subgroups of students in grades 3-12 will score proficient or advanced on required assessments each year, as measured by Missouri Assessment Program (MAP), which includes grade level and end of course exams.</p>	<p>Strategies:</p> <ul style="list-style-type: none"> ✓ Use frequent, teacher-created assessments to monitor progress toward performance goals on standardized assessments in all core subject areas at all grade levels. ✓ Analyze data from teacher-created common assessments in order to identify and share the most effective instructional practices. ✓ Develop a system of specific interventions to address specific learning deficits in core subjects, with interventions to take place during the school day several times per week. ✓ Increase the focus on nonfiction reading and writing, in which students will describe, persuade or analyze as part of activities in multiple courses, not just core instruction. ✓ Implement writing assessments at each grade level to collect data on student writing progress and increase proficiency of all students in reading and writing. A common, coordinated scoring rubric will be developed and used at each grade level. ✓ Implement an after-school “Homework Help” Program to get students needed help in every subject. ✓ Recognize students annually who meet the achievement goal of being in the top two levels of the Missouri Assessment Project (MAP) assessment. ✓ Utilize federal Title I and Title IIa funds to support communication arts specialists and small class sizes.
<p>Objective 2: Annually, at least 85% of graduates will enter higher education, the military, or the workforce within 6 months of their graduation date, as measured by the district’s 180-day follow-up survey.</p>	<p>Strategies:</p> <ul style="list-style-type: none"> ✓ Increase emphasis within guidance program on making information available to students on challenging career options, such as college visits, military recruiter visits, and guest speakers in classes. ✓ Expand partnership with Columbia Career Center to improve our local course offerings, such as by reviewing curriculum, classroom observations, and data sharing. ✓ Increase student availability of data tools, such as EXPLORE, PLAN, ACT, and ASVAB to help students identify challenging, productive career options.

	<ul style="list-style-type: none"> ✓ Use middle and high school advisory periods to include discussions and information on post-high school choices; create advisory planning team to ensure productive use of this time. ✓ Create and follow-up on individual learning plans and remediation plans, as needed.
<p>Objective 3: The district's attendance rate will be at least 96% annually, as shown on the Annual Performance Report compiled by the Department of Elementary and Secondary Education.</p>	<p>Strategies:</p> <ul style="list-style-type: none"> ✓ Offer assistance and remediation (academic support) outside of class, but during the school day, so class time is used efficiently. ✓ Increase student involvement in co- and extra-curricular activities and link participation to attendance requirements. ✓ Develop attendance policy, extra-curricular activity schedule, and school culture that keep students in class to the maximum extent possible. ✓ Improve existing attendance incentives, such as Eagle Pride and Eagle Club, perhaps setting higher standards for recognition, and develop additional ones and promote improved attendance. ✓ Increase the means (email, phone calls, letters...) with which parents are notified regarding missed school.
<p>Objective 4: Annually, the cohort graduation rate will be at least 95%, as shown on the Annual Performance Report compiled by the Department of Elementary and Secondary Education.</p>	<p>Strategies:</p> <ul style="list-style-type: none"> ✓ Use Positive Behavior Supports (PBS) and Eagle Pride programs to emphasize the importance of graduation. ✓ Continue work toward a district-wide response to intervention (RTI) program which uses specific data on individual student learning and the effectiveness of interventions. ✓ Continue and improve alternative and intervention programs, such as academic support, alternative school, study skills, Missouri Options.
<p>Objective 6: Fifty (50%) of all students will have a service component or senior project documented as part of their high school transcript.</p>	<p>Strategies:</p> <ul style="list-style-type: none"> ✓ Work with community service clubs and school organizations to create more bona fide service opportunities, including during spring break (A+ hrs can not be counted as bona fide community service). ✓ Create a student Community Service record that can be

	<ul style="list-style-type: none"> ✓ tracked through the Student Information System (SIS). ✓ Develop an elective class about community service. ✓ Use middle and high school advisory periods to include discussions and information on community service; create advisory planning team to ensure productive use of this time.
<p>Objective 7: Less than ten percent (10%) of the district’s graduates who enroll in college will need remedial math or reading support at the post-secondary level, as reported on the Department of Higher Education’s Graduates Report.</p>	<p>Strategies:</p> <ul style="list-style-type: none"> ✓ Ensure alignment and rigor of curriculum district-wide, incorporating power standards into formal curricula. ✓ Review graduation honors recognitions that encourage students to excel and take more advanced courses. ✓ Develop a district-wide response to intervention (RTI) program which uses specific, ongoing data on individual student learning, provides a variety of academic supports, and evaluates the effectiveness of interventions. ✓ Emphasize importance of upper level courses, such as math analysis, as part of college preparation. ✓ Make high school final exams worth a percentage of total semester grade (i.e. 10-20%) to better reflect post-secondary grading practices. ✓ Ensure that the most highly skilled staff, (i.e. teachers), work with the students who need support and provide additional support, such as A+ mentors and volunteers.
<p>Objective 8: The number of students who meet technology literacy standards by the end of the 8th grade will increase by 10%, annually, over 2010 levels, as measured by the Technology Literacy Assessment based on the METS (Math, Engineering, Technology, and Science) Standards.</p> <p><i>Note: The District Technology Plan has details of the goals and objectives in the area of instructional technology</i></p>	<p>Strategies:</p> <ul style="list-style-type: none"> ✓ Expect all staff to attend Technology Leadership Academy (TLA) or Advanced TLA or eMINTS. ✓ Embed the six National Educational Technology Standards (NETS) performance indicators into current core curricular classes or a high interest exploratory or elective class. ✓ Install and utilize SMART board technology within all classrooms. ✓ Increase the availability of technology for students. ✓ Implement “eMINTS for All” into fifth grade classrooms, including professional development for teachers.
<p>Objective 9: Fifty percent (50%) of students will have an individual portfolio that reflects their performance and progress, as documented in files that transfer to the</p>	<p>Strategies:</p> <ul style="list-style-type: none"> ✓ Create an Advisory Planning team to create curriculum

successive grade and/or building.	that will ensure Advisory time is used to prepare students for this objective. ✓ Develop and utilize a portfolio system for students throughout the district.
-----------------------------------	--

Goal 2 – Highly Qualified Staff: Recruit, attract, develop, and retain highly qualified staff to carry out the district mission, goals, and objectives	
<p>Objective 1: The district will fund an employee salary schedule and benefit options that rank in the top half of a comparative group of school districts, as measured by posted salary and benefit schedules.</p>	<p>Strategies:</p> <ul style="list-style-type: none"> ✓ Develop a group of comparable schools to be used annually for market comparison. ✓ Utilize the District Salary Committee to review salary comparisons and budget information. ✓ Develop a salary schedule that identifies and rewards highly qualified teachers. ✓ Establish target salaries and dates and communicate with faculty and community.
<p>Objective 2: All (100%) of the professional staff will be highly qualified as defined by the No Child Left Behind (NCLB) Act and reported on the Core Data System of the Department of Elementary and Secondary Education.</p>	<p>Strategies:</p> <ul style="list-style-type: none"> ✓ Hire only teachers with proper credentials. ✓ Offer financial and other incentives for teachers to obtain advanced degrees and certificates. ✓ Implement a formal substitute training program. ✓ Offer PDC training to meet this objective.
<p>Objective 3: The Faculty Collegiality and Professionalism Scale for each school will rank above the 70th percentile when compared to the statewide sample, as measured by the Missouri School Improvement Program (MSIP) Advance Questionnaire.</p>	<p>Strategies:</p> <ul style="list-style-type: none"> ✓ Review the MSIP advance questionnaire to target areas that will demonstrate collegiality and professionalism. ✓ Analyze and review MSIP advance questionnaire data with staff and District Accountability Team.
<p>Objective 4: Annually, at least 85% of the professional staff will participate in at least 30 hours of professional development activities focused on improving instruction and support for students who are not meeting educational benchmarks, as measured by annual professional development logs completed by teachers.</p>	<p>Strategies:</p> <ul style="list-style-type: none"> ✓ Develop and implement a Professional Development Plan that is reviewed annually and driven by the district Professional Development Committee (PDC). ✓ Professional Development Plan is focused and based on student data. ✓ Utilize staff experts for training within the district. ✓ Develop teacher leaders from within the district to support school improvement efforts.
<p>Objective 5: All (100%) of newly hired professional staff will participate in at least 30 hours of professional development related to their position, including a mentoring program, during the first two years of employment, as documented within their personnel files.</p>	<p>Strategies:</p> <ul style="list-style-type: none"> ✓ Implement an expanded teacher mentoring program that includes staff development for new teachers in effective instructional and assessment methods. ✓ Develop and articulate on-going mentoring expectations for

	the teachers' first and second years within the district.
<p>Objective 6: All schools in the district will implement the Professional Learning Communities Model for school improvement at an advanced level, as measured by the PLC Assessment Continuum.</p>	<p>Strategies:</p> <ul style="list-style-type: none"> ✓ Utilize weekly collaboration time (early-out/late-start) for the development of the PLC model throughout the district. ✓ Use the RPDC and PLC project to support these efforts. Components include: <ul style="list-style-type: none"> ▪ Development of mission and vision ▪ Development of power standards in each subject area ▪ Development of formative assessments to benchmark progress ▪ Curriculum alignment ✓ Develop Building School Improvement Plans which support the CSIP and detail the focused efforts of each building. These plans will be reviewed twice/year and reported annually to the District Accountability Team and Board of Education.
<p>Objective 7: All (100%) of teachers and administrators will demonstrate an annual increase in their capacity to effectively integrate technology into teaching and learning, as measured by the district's annual technology competency survey, based upon the NETS (National Educational Technology Standards).</p>	<p>Strategies:</p> <ul style="list-style-type: none"> ✓ Develop a technology leadership team to support training and advancement of instructional technology. ✓ Develop teacher technology competency skills based on the NETS standards. ✓ Survey staff on an annual basis to monitor the progress of instructional technology. ✓ Continue to implement the IMPACT Plan for instructional technology training which includes a pyramid of training opportunities for staff: <ul style="list-style-type: none"> TLA and Advanced TLA eMINTS 4 All eMINTS PD4ETS – (Teacher trainer)

Goal 3 - Facilities, Support, and Instructional Resources: Provide and maintain appropriate instructional resources, support services, and functional and safe facilities.	
<p>Objective 1: For all schools, the district will be at the desirable standard for staffing in specialized areas, such as library media specialists and teachers of physical education, art, and music, as measured by the Missouri School Improvement Program (MSIP) standards.</p>	<p>Strategies:</p> <ul style="list-style-type: none"> ✓ Analyze staffing on an annual basis to determine areas that do not yet meet MSIP desirable standards. ✓ Develop staffing recommendations to meet desirable standards. ✓ Organize a volunteer program to assist in the areas that are not at desirable standards. ✓ Review, annually the staffing needs of the district based on current research and “best practice.”
<p>Objective 2: The district will increase the number of students taking advanced classes (dual credit or advanced placement) from 147 in 2009-10 to 200 in 2015 (there are currently no advanced placement courses in our district).</p>	<p>Strategies:</p> <ul style="list-style-type: none"> ✓ Develop eLearning Laboratory to expand access to Advanced Placement courses, such as through MOVIP (Missouri Virtual Instruction Program). ✓ Hire staff who have certification to teach dual enrollment and AP courses. ✓ Offer financial and other incentives for teachers to gain certification and teach advanced, dual credit and AP courses. ✓ Analyze, within each department, the advanced courses offered, identify additional offerings, and establish methods to promote student participation. ✓ Develop criteria for dual-credit, AP and other courses that will be considered weighted to ensure rigor. ✓ Develop and revise, as needed, a four-year plan for each student. ✓ Create an Advisory Planning team to create curriculum that will ensure Advisory time is used to prepare students for this objective. ✓ Develop graduation honors that encourage increased enrollment in higher level course offerings.
<p>Objective 3: The number of students participating in early childhood education will increase from 30 in 2009-10 to 60 in 2015.</p>	<p>Strategies:</p> <ul style="list-style-type: none"> ✓ Allocate resources or identify grants to support the expansion of the pre-school program. ✓ Analyze data to demonstrate the increased value that the pre-school program has for student learning goals within the district.

--	--

<p>Objective 4: The district will implement its Facility Plan.</p>	<p>Strategies:</p> <ul style="list-style-type: none"> ✓ Develop and maintain long and short-term facility planning processes. ✓ Enlist community parents and parents in attaining the resources necessary to update facilities. ✓ Provide up-to-date, well-equipped science laboratories in both the Middle School and High School. <p>Note: Specific facility goals and objectives are detailed in the District Facility Plan.</p>
<p>Objective 5: The district will implement the technology plan that was approved by the board of education and submitted to the Department of Elementary and Secondary Education in the spring of 2009.</p>	<p>Strategies:</p> <ul style="list-style-type: none"> ✓ Review and make adjustments to the district technology plan with the District Technology Committee, annually. Report, annually to the board the progress in the area of technology. ✓ Allocate resources necessary to support the goals and objectives of the technology plan. ✓ Utilize federal Title IID funds to provide technology and professional development related to technology.

Goal 4 – Parent and Community Involvement: Promote, facilitate, and enhance parent, student, and community involvement in the district educational programs.	
Objective 1: There will be an increase of 10% in the number of school patrons who respond favorably to the school district’s ability to communicate, as measured by the MSIP (Missouri School Improvement Program) Advance Questionnaire, compared to 2010 data.	Strategies: <ul style="list-style-type: none"> ✓ Analyze the MSIP Advance Questionnaire with the District Accountability Team, as well each building leadership team, to establish additional activities or strategies that will increase school parent/patron support. Baseline data will be collected in the fall of 2010 and reviewed annually. ✓ Require all teachers to have a website linked to the district site and provide support and training to enable them to do so. ✓ Establish a social media page for the district. ✓ Implement monthly electronic newsletters from each building, as well as the district.
Objective 2: Seventy-five (75%) of school families and staff will participate in or attend a school academic event annually, as measured by attendance logs.	Strategies: <ul style="list-style-type: none"> ✓ Establish an academic recognition program for students achieving at the top two levels on the state assessment. ✓ Identify, through building school improvement plans, specific parent involvement activities that support the needs of the students and increase participation.
Objective 3: The percentage of families participating in PAT (Parents as Teachers) program will increase from 65% in 2008-09 to 70%, as measured by data compiled by the Department of Elementary and Secondary Education.	Strategies: <ul style="list-style-type: none"> ✓ Review data on an annual basis to monitor the progress toward this objective. ✓ Identify resources to support this objective.
Objective 4: The district will utilize at least 100 volunteers annually, as measured by a participation log maintained at each school.	Strategies: <ul style="list-style-type: none"> ✓ Develop a district volunteer program which includes recruitment, training, and utilization of persons to support the needs of the district. ✓ Enlist student volunteers as part of their service requirements. ✓ Enlist students from local colleges and universities for student support.
Objective 5: Parents will increase parent involvement as shown by a 10% increase in the number of favorable responses to question 19 of the MSIP Advance Questionnaire, comparing data collected in 2010 to data collected in 2015.	Strategies: <ul style="list-style-type: none"> ✓ Analyze the MSIP Advance Questionnaire with the District Accountability Team, as well each building leadership team, to establish additional activities or strategies that will increase school parent/patron support. Baseline data will be collected in the fall of 2010 and reviewed annually.

Goal 5 – Governance: Govern the district in an efficient and effective manner providing leadership and representation to benefit the students, staff, and patrons of the district.	
Objective 1: The board of education will approve and monitor the Comprehensive School Improvement Plan (CSIP) which will guide the overall improvement of educational programs and services.	Strategies: <ul style="list-style-type: none"> ✓ Review the CSIP, annually, with the District Accountability Team and make recommended updates to the Board of Education. ✓ Review and update the District CSIP, annually, with the Board of Education.
Objective 2: The board of education will review the goals and objectives of each program/service at least biennially and make data-driven decisions about program effectiveness, as documented by board meeting summaries.	Strategies: <ul style="list-style-type: none"> ✓ Evaluate district programs/services outlined in the district perpetual calendar. Specific program evaluations will be based on MSIP (Missouri School Improvement Program) standards. ✓ Develop a method for evaluating and responding to recommendations generated during program evaluations.
Objective 3: The board employs and evaluates the superintendent.	Strategies: <ul style="list-style-type: none"> ✓ Evaluate the superintendent annually, utilizing the Missouri School Board Association’s performance-based superintendent evaluation instrument.
Objective 4: The board will annually approve, authorize, and oversee the execution of the district budget as shown by board agenda and minutes.	Strategies: <ul style="list-style-type: none"> ✓ Approve a budget that connects to goals/objectives of the CSIP (Comprehensive School Improvement Plan). ✓ Report and update the district budget at each monthly board meeting. ✓ Identify fiscal impact in each action item approved by the board.
Objective 5: The board will adopt, apply, review, and revise written policy as shown in the board agenda and minutes.	Strategies: <ul style="list-style-type: none"> ✓ Update board policies at least twice a year. ✓ Utilize the services of the Missouri School Boards Association to guide policy development.
Objective 6: Annually, the board will adopt, monitor, and improve a district-wide program of professional development for its employees.	Strategies: <ul style="list-style-type: none"> ✓ Review, update, and approve, on an annual basis, the district Professional Development Plan as recommended by the

Goal 6 – Safety: Provide collaboration between school district and community resources to provide student-centered, positive and safe school environment.	
<p>Objective 1: Students, staff, and faculty will form significant positive relationships as measured by district created and/or MSIP surveys. The leadership and District Accountability Teams will review and analyze this data and to measure progress and establish improvement targets.</p>	<p>Strategies:</p> <ul style="list-style-type: none"> ✓ Implement Positive Behavior Supports at the highest level in each building. ✓ Develop Tier II interventions that develop positive relationships with students. ✓ Utilize School-wide Positive Behavior Support (SW-PBS) School-wide Evaluation Tool (SET) review and other relevant data to implement strategies and action steps that increase the positive relationships developed. ✓ Review MSIP Advance Questionnaire data to monitor the positive climate in the individual schools, as well as the district. ✓ Establish a partnership with the Boone County Sheriff's Department for SRO services.
<p>Objective 2: District facilities will be safe, clean, and utilized as they were designed to be, as measured, annually by a district created inspection tool.</p>	<p>Strategies:</p> <ul style="list-style-type: none"> ✓ Revise and implement a comprehensive crisis plan that communicates with all stakeholders and is disseminated, including posting in the Emergency Response Information Portal system (ERIP). ✓ Develop a system of inspections and expectations related to safety and cleanliness that is reviewed by staff and evaluated on a regular basis.
<p>Objective 3: Students will increase by 10% their understanding of pro-active social skills in which they are safe, respectful, and responsible beyond the wall of the school, as measured by PBS (Positive Behavior Support) data reviewed.</p>	<p>Strategies:</p> <ul style="list-style-type: none"> ✓ Develop and implement PBS lesson plans which teach pro-social behaviors on buses and beyond the walls of the school. ✓ Analyze School-wide Evaluation Tool (SET) data to develop and enhance instruction relating to expected social behaviors. ✓ Analyze MSIP Advance Questionnaire data to monitor the impact of the instruction relating to this objective. ✓ Hold parent safety seminars on current issues of student safety. ✓ Develop and teach curriculum related to current issues of student safety, such as social networking and cyber-bullying.

