

EAST PRAIRIE R-2 SCHOOL DISTRICT COMPREHENSIVE SCHOOL IMPROVEMENT PLAN



DESCRIPTION OF THE PLANNING PROCESS

On March 15, 2007, the Comprehensive School Improvement Plan Committee (CSIPC) initially formed for the purpose of updating our existing Comprehensive School Improvement Plan (CSIP). The CSIP plan provides a blueprint for the district as it prepares for the next Missouri School Improvement Evaluation in the Year of 2008-09. The five-year plan will be updated yearly and will insure that the district provides a planned and organized approach to providing the necessary services to ensure the success of all students. Through the plan, the Board of Education has made a commitment to provide the time, the talents, and the resources needed to accomplish the goals.

In addition, the committee reviewed internal strengths and weaknesses and external opportunities and threats, which could have an impact on the direction and success of the district. It also reviewed performance data and curricular programs. Finally, the committee focused on thirteen measurable improvement objectives with strategies which should guide every decision made in the school district over the next five years. Each of the thirteen objectives focuses on the improvement of student achievement.

These thirteen objectives with strategies were then referred to Action Teams to develop detailed plans for implementing each of the strategies of the thirteen improvement objectives. The Action Teams convened over the next two months discussing plans to address the objectives. By the end of May 2007, these Action Teams had developed specific and measurable plans for accomplishing the objectives and strategies within the five-year scope of the Comprehensive School Improvement Plan for the East Prairie R-2 School District.

In May 2007, the committee received the findings of the Action Teams. The committee evaluated each action plan as related to a total CSIP plan. After the committee made the necessary changes to unite the separate "Action Plans" into a cohesive CSIP plan, the plan was referred to the office of the superintendent for consideration of implementation, monitoring, and evaluation. The final product, the CSIP plan for the East Prairie R-2 School District, was formally adopted in June 2007, by the Board of Education.

Comprehensive School Improvement Plan Committee

Board of Education Members

Ron Howell	Steve Ellis
Eric McGruder	Matt Johnson
Steve Jones	Ricky Penrod
Tim Wagner	

Administrators

Scott Downing, Superintendent
Steve Douglas, HS Principal
Eva Hinshaw, Jr. High Principal
Donna Smith, Martin Elementary Principal
Mellisa Heath, Doyle Elementary Principal
Lesli Marcum, Director of Special Education
Laura White, HS Counselor

CSIP Goals

- ✓ **Objective 1:** The average daily attendance will be 95% or higher.

Mellisa Heath, chair

- ✓ **Objective 2:** The percentage of graduates scoring at or above the national average on the ACT will be 27% or higher.

Lesli Marcum, chair

- ✓ **Objective 3:** The percentage of juniors and seniors enrolled in approved vocational courses will be 25% or higher.

Laura White, chair

- ✓ **Objective 4:** Sixty-percent of the students graduating will participate in post-secondary education at a community college, four-year college/university, or technical school within six months of graduating.

Laura White, chair

- ✓ **Objective 5:** Forty-five percent of the district's students will score in the proficient and advanced levels on the Missouri Assessment Plan test.

Donna Smith, chair

- ✓ **Objective 6:** The total number of students performing at the below basic and basic level on the MAP test will be reduced by 25% annually.

Eva Hinshaw, chair

- ✓ **Objective 7:** All K-12 students will read at or above grade level based on yearly grade level assessments.

Shirley Hall, chair

- ✓ **Objective 8:** The district will increase the rate of persistence to graduation to 90% or higher as measured by the MSIP Annual Performance Report.

Steve Douglas, chair

- ✓ **Objective 9:** The school district will annually utilize a district designed performance based evaluation instrument for all staff evaluations.

Scott Downing, chair

- ✓ **Objective 10:** The district will proactively maintain, upgrade, acquire, and build the educational facilities necessary to properly serve and enrich the school programs.

Scott Downing, chair

- ✓ **Objective 11:** The district will provide a supportive environment for all staff by evaluating and updating the salary and benefits.

Scott Downing, chair

- ✓ **Objective 12:** All staff will engage actively in appropriate professional development activities to enhance instruction and increase student achievement.

Mellisa Heath, chair

- ✓ **Objective 13:** The Board of Education will engage actively in appropriate professional development activities to enhance the education of all students.

Scott Downing, chair

DISTRICT MISSION STATEMENT

"The East Prairie R-2 School District will educate students to become responsible, productive citizens for the 21st Century."

DISTRICT BELIEF STATEMENT

We believe:

All students can learn.

All people have inherent value.

All students are accountable for their actions.

Teachers are responsible for providing instruction and guidance.

All students want to learn and succeed.

Every person is responsible for himself/herself.

Teachers are responsible for motivating students toward achievement.

VISION STATEMENT

The East Prairie R-2 School District will provide an educational program that prepares students for the future by being visionary in our application of knowledge, technology, and educational methods. We will provide educational programs that will meet the needs of college bound students as well as those with interests in vocational and school to work programs of study. We will offer a breadth in school programs at all levels that will provide for students' individual needs, interests, desires, and abilities. We will provide quality instruction that will help each individual develop his/her intellectual, emotional, social, and physical potential to the highest level.

Analysis of Internal/External Factors

Internal Analysis – Sources of internal assessment data

- District Program Evaluation Plan
- Terra-Nova test results
- Map test data
- Clear Access data
- Attendance data
- Dropout data
- Professional Development Plan
- Technology Plan
- Local Assessment Plan
- Survey results
- Financial reports
- Consolidated Federal Grants Application
- K-12 Curriculum
- Title I Plan
- Report Card to the Public
- Career Ladder Plan

External Analysis – Sources of external assessment data

- Demographic data
- MSIP final report
- State and federal requirements
- Annual Performance Report
- Historical data
- Grade Level Expectancies
- Changes in legal requirements

STRATEGY FORM

Objective # 1

MEASURABLE OBJECTIVE: The district's average daily attendance will be 95% or higher.

HOW OBJECTIVE WILL BE MEASURED: Attendance records, class attendance, and computer generated reports.

Standard/ Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Funding Sources	Date Completed
9.1	1	Incentives will be developed to help students attend school regularly and will be awarded on a regular basis.	Teachers Principals	8/07	Local	On-going
10.1	2	The effectiveness of the attendance programs will be reviewed periodically with program revision as necessary.	Teachers Principals Superintendent	8/07		On-going
7.5,10.1	3	A plan will be developed to involve parents in the attendance of students.	Teachers Principals	8/07		On-going
9.6	4	A plan will be developed by the district to utilize outside agencies to improve student attendance.	Teachers Principals	8/07		On-going

ACTION STEPS/ACTIVITIES FORM

Objective #1
Strategy # 1

TITLE: Attendance

SPECIFIC OBJECTIVE: Incentives for attendance

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
6.5, 8.10	1	Increase student pride and school spirit.	All school stakeholders	8/07		On-going
8.5	2	Incentives will be given at all grade levels to reward all students with excellent attendance.	Teachers Principal Superintendent	8/07	Local	On-going
6.3, 6.4, 6.7	3	Teachers will make classes interesting by making instruction more performance-oriented to draw students to school each day.	Teachers	8/07	Local State Federal Title IIA	On-going

ACTION STEPS/ACTIVITIES FORM

Objective #1
Strategy #2

TITLE: Attendance

SPECIFIC OBJECTIVE: Review Attendance policies and procedures. Promote a safe learning environment.

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
8.1	1	The district will evaluate attendance policy and procedures and revise if necessary.	Teachers Principals Superintendent	8/07		Annually
6.5	2	The district will explain attendance policy and procedures to teachers and students at yearly orientations and opening assemblies.	Principals Teachers	8/07		Annually
7.5, 8.9	3	The district will explain all attendance policy and procedures to all new students and parents that enter throughout the course of the year.	Principals Counselors	8/07		On-going
9.6	4	The Board of Education will evaluate attendance at each monthly meeting.	Board of Education	8/07		Monthly
7.6	5	The district will provide drug prevention, violence prevention and character education to minimize attendance and discipline problems.	Counselor Resource Officer	8/07	Local	Annually
	6	The district will employ a school resource officer to assist with enforcing attendance policies and procedures.	Board of Education Resource Officer	8/07	Local	On-going

ACTION STEPS/ACTIVITIES FORM

Objective # 1
Strategy # 3

TITLE: Attendance

SPECIFIC OBJECTIVE: Each attendance center will promote parent involvement.

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
8.9	1	Promote awareness of the effects of absenteeism on academic performance through local newspaper and local radio broadcasting station.	Counselors Principals Teachers	8/07	Local	On-going
8.9	2	Send out letters to parents informing them of poor student attendance and consequences at 5 and 10 days.	Principals Secretary	8/07	Local	On-going
7.5	3	Principal's office will call to verify student absences when deemed appropriate.	Secretary Principals	8/07		On-going
8.9	4	The district will utilize the high school newspaper and building announcements at each educational site to encourage good attendance.	Principals	8/07	Local	Monthly
7.5, 8.9	5	The district will keep parents current on upcoming activities and appropriate news.	Principals	8/07	Local	On-going
7.5	6	The district will utilize progress reports each quarter to keep parents informed of poor attendance.	Principals Teachers Counselors	8/07		On-going

STRATEGY FORM

Objective # 1
Strategy # 3

MEASURABLE OBJECTIVE: Attendance

HOW OBJECTIVE WILL BE MEASURED: Each attendance center will promote parent involvement.

Standard/ Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Funding Sources	Date Completed
7.5, 8.1	7	The district will utilize surveys to gather opinions on school issues.	Principals Counselors	8/07	Local	On-going
7.5	8	The district will ensure, through appropriate communication that parents understand the connection between good attendance and academic achievement.	Principals Counselors Teachers	8/07		On-going

ACTION STEPS/ACTIVITIES FORM

Objective #1
Strategy # 4

TITLE: Attendance

SPECIFIC OBJECTIVE: Utilization of outside agencies.

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
7.5, 7.6	1	The district will develop a plan to utilize the Department of Family Services and our local resource officer in conjunction with the county juvenile authorities to improve student attendance.	Principal Counselor Resource Officer	8/07		On-going
8.7	2	The district will report educational neglect for eligible students when all other methods have failed.	Principal	8/07		On-going

STRATEGY FORM

Objective # 2

MEASURABLE OBJECTIVE: The percentage of graduates scoring at or above the national average on the ACT will be 27% or higher.

HOW OBJECTIVE WILL BE MEASURED: Comparison of current and previous year results with national average.

Standard/ Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Funding Sources	Date Completed
9.3	1	Offer ACT PREP classes to juniors and seniors taking test.	Principals Teachers	8/07	Local	Yearly
9.3	2	Teach test-taking skills to all classes.	Principals Teachers	8/07	Local	On-going
9.3	3	Include speed-reading in all ACT PREP classes.	Principals Teachers	8/07	Local	On-going

ACTION STEPS/ACTIVITIES FORM

Objective #2
Strategy # 1

TITLE: Test Taking Strategies

SPECIFIC OBJECTIVE: Offer ACT PREP classes to juniors and seniors taking test.

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
9.3	1	ACT PREP will be taught by trained teachers each semester to college bound juniors and seniors.	Teachers	8/07	Local	Annually
9.3/6.8	2	ACT software is available for use in the LMC and is open to all interested students.	Principal LMC Specialist	8/07	Local	On-going
9.3	3	Encourage students to participate in local university ACT PREP sessions.	Teachers Counselor	8/07		On-going

ACTION STEPS/ACTIVITIES FORM

Objective #2
Strategy #2

TITLE: Test-taking skills

SPECIFIC OBJECTIVE: Teach test-taking skills in all classes

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
9.3	1	Teachers in all classes will include test-taking skills in the curriculum.	Principals Teachers	8/07	Local	On-going
9.3	2	Test-taking skills will be reviewed prior to standardized testing.	Teachers	8/07	Local	On-going
9.3/6.8	3	Test-taking software is available for students to use in the LMC, classrooms, and/or computer lab.	LMC Specialist Teachers	8/07	Local Title VI	On-going

ACTION STEPS/ACTIVITIES FORM

Objective # 2
Strategy # 3

TITLE: Curriculum Development

SPECIFIC OBJECTIVE: Include speed-reading in all ACT PREP classes.

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
9.2	1	Reading fluency will be emphasized in grades K-8 to enhance speed-reading readiness skills.	Principals Teachers Reading Coach	8/07	Local	On-going
9.3/6.7/2	2	ACT PREP instructors will participate in professional development in teaching speed-reading skills	PDC Principal Teachers	8/07	Local PDC	
9.3	3	Speed-reading skills will be taught as part of the ACT PREP. Skills will be reviewed prior to the test.	Teachers	8/07	Local	Annually
9.3	4	Before and after school tutoring to enhance speed-reading will be available for students upon request.	Principals Teachers	8/07	Local Career Ladder	On-going

STRATEGY FORM

Objective # 3

MEASURABLE OBJECTIVE: The percentage of juniors and seniors enrolled in approved vocational courses will be 25% or higher.

HOW OBJECTIVE WILL BE MEASURED: Enrollment for vocational courses for each school year.

Standard/ Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Funding Sources	Date Completed
7.3.3 6.9.4 6.9.3	1	The district will increase vocational awareness for all students.	Counselor	8/07	Local	On-going
7.3.3	2	The district will provide appropriate vocational courses to ensure the interest and success of students.	Board of Education	8/07	Local	On-going
7.3	3	The district will increase enrollment at New Madrid County Technical Skills Center.	Principal Counselor	8/07		On-going

ACTION STEPS/ACTIVITIES FORM

Objective #3
Strategy # 1

TITLE: Vocational Awareness

SPECIFIC OBJECTIVE: The district will increase vocational awareness for all students.

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
6.9.4	1	The district will increase career awareness, exploration, and planning for all students.	Counselor Teachers	8/07	Local	On-going
6.8.1	2	The district will provide computer access to students to explore career information.	LMC Specialist Counselor	8/07	Local Title VI	On-going
6.9.4	3	The district will provide career information through the guidance counselor by using curriculum, occupational directories, and other information.	Counselor	8/07	Local	On-going
7.3.3	4	The district will provide students the opportunity to attend New Madrid County Technical Skills Center.	Superintendent Principal Counselor	8/07	Local	On-going

ACTION STEPS/ACTIVITIES FORM

Objective #3
Strategy #2

TITLE: Course Offerings

SPECIFIC OBJECTIVE: The district will provide appropriate vocational courses to ensure the interest and success of students.

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
7.3	1	The district will provide a wide variety of vocational classes that meet or exceed state guidelines.	Principal Counselor	8/07	Local	On-going
7.3	2	The district will continue to utilize the New Madrid County Technical Skills Center.	Principal Counselor	8/07	Local	On-going
6.9.5	3	The district will utilize a vocational education advisory committee to enhance vocational opportunities for our students.	Counselor	8/07	Local	On-going
6.9.5	4	The district will survey students to identify areas of interest.	Counselor	8/07	Local	Annually

ACTION STEPS/ACTIVITIES FORM

Objective # 3
Strategy # 3

TITLE: Enrollment Increase

SPECIFIC OBJECTIVE: The district will increase enrollment at New Madrid County Technical Skills Center

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
7.3.1 6.9.4	1	Students will be given the opportunity to access vocational career fairs, training, and job shadowing.	Principal Counselor	8/07	Local	On-going
7.3.1 6.4.4	2	Students will tour TSC during their 10 th grade school year.	Principal Counselor	8/07	Local	Annually
7.3.1 6.9.4	3	All interested sophomores will spend a morning attending the Technical Skills Center.	Counselor	8/07	Local	Annually
7.3.1 6.9.3	4	Students will utilize 4 year plans and career path choices to utilize the Technical Skills Center.	Counselor	8/07	Local	On-going
	5	All sophomores and juniors will see an informative video and participate in a question/answer session with the TSC director.	Principal Counselor TSC Director	8/07	Local	Annually

STRATEGY FORM

Objective # 4

MEASURABLE OBJECTIVE: Sixty-percent of the students graduating will participate in post-secondary education at a community college, four-year university, or technical school within six months of graduating.

HOW OBJECTIVE WILL BE MEASURED: Follow up survey, Annual Performance Report

Standard/ Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Funding Sources	Date Completed
6.1.4 6.7.6 7.3.1	1	The district will provide dual credit courses for college-bound juniors and seniors.	Board of Education Principal Teachers	8/07	Local	On-going
6.5.1 7.3.1 7.3.2 7.3.3	2	The district will continue to provide and evaluate course offerings in areas of vocational, world of work, and post-secondary education.	Principal Counselor	8/07	Local	On-going
6.9.3 6.4.1 6.4.4 6.5.5 7.1.4 7.3.2 7.3.3	3	The district will provide information and motivation directed toward career opportunities including military service after high school.	Board of Education Principal Counselor	8/07	Local	On-going

ACTION STEPS/ACTIVITIES FORM

**Objective #4
Strategy # 1**

TITLE: Dual Credit Courses

SPECIFIC OBJECTIVE: The district will provide dual credit courses for college-bound juniors and seniors.

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
7.3.1	1	The district will continue to expand dual credit offerings by investigating additional college and university partnerships.	Principal Counselor	8/07	Local	On-going
6.7.6	2	The district will provide professional development opportunities to teachers interested in offering dual credit courses.	Superintendent	8/07	Local PDC	
6.1.4	3	Current curricular courses will be reviewed and updated to meet the needs of college-bound students.	Principal Counselor	8/07	Local	On-going

ACTION STEPS/ACTIVITIES FORM

Objective #4
Strategy #2

TITLE: Course Offerings

SPECIFIC OBJECTIVE: The district will continue to provide and evaluate course offerings in the areas of vocational, world of work, and post-secondary education.

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
7.3.1	1	The district will continue to provide access to vocational curriculum offerings with the area vocational technical school.	Superintendent	8/07	Local	On-going
6.5.1 7.3.2	2	Co-curricular clubs, such as Future Teachers of America, Future Farmers of America, Future Business Leaders of America, Future Career and Community Leaders of America, will continue to be provided to enhance current vocational education curriculum.	Principal	8/07	Local	On-going
7.3.3	3	The district will continue to maintain articulation agreements with area community colleges for dual enrollment vocational classes.	Principal	8/07		On-going

ACTION STEPS/ACTIVITIES FORM

Objective # 4
Strategy # 3

TITLE: Career Awareness

SPECIFIC OBJECTIVE: The district will increase enrollment at New Madrid County Technical Skills Center

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
6.9.3	1	The district will provide career exploration activities throughout the K-12 curriculum.	Counselors	8/07	Local	On-going
6.9.3	2	The district will coordinate efforts with recruiters from branches of military service which will allow for information and awareness of job placement offerings in the military.	Counselor	8/07	Local	On-going
7.1.4	3	The district will continue to provide transition services to special education students and will begin offering transition curriculum to special education students upon entering high school.	Special Education Director Principal Counselor Teachers	8/07	Local Special Education	On-going
6.9.3	4	The district will continue to administer the ASVAB to all sophomores and juniors annually to help in identifying strengths and weaknesses and career interests.	Counselor	8/07	Local	Annually

ACTION STEPS/ACTIVITIES FORM

Objective # 4
Strategy # 4

TITLE: Technology Resources

SPECIFIC OBJECTIVE: The district will provide technology resources to support improved knowledge of vocational opportunities following graduation.

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
6.3.1	1	The district will provide training to staff on the use of technology through financial support at out-of-district workshops or training sessions.	Technology Coordinator Principal	8/07	Local Title VI PDC	On-going
6.4.1	2	Technology services through the use of the Internet will provide career search opportunities.	Counselor LMC Specialist	8/07	Local	On-going
6.4.1	3	The agriculture education program will continue to offer exploratory career opportunities assisted with technological instructional equipment.	Principal Teachers	8/07	Local Ag FV-4	On-going
6.5.1	4	Organizations such as FBLA, FFA, FTA, FCCLA, and school plays, and yearbook preparation will demonstrate career opportunities available after graduation.	Principal Teachers	8/07	Local	On-going
7.1.4	5	Coursework in areas such as business education, special education transition, and technology education will be available, and enrollment recommended to high school students.	Principal	8/07	Local	On-going

STRATEGY FORM

Objective # 5

MEASURABLE OBJECTIVE: 45% of the district's students will score in the proficient & advanced levels on the Math, Communication Arts, & Science sections of the Missouri state assessment, MAP.

HOW OBJECTIVE WILL BE MEASURED: Annual achievement test results will be analyzed.

Standard/ Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Funding Sources	Date Completed
6.1, 6.2, 6.3, 7.2 7.5, 9.1	1	Assessment results will be reviewed and evaluated annually.	Administrators Curr. Director Teachers	8/07	Local PDC	Annually
6.1, 6.3 6.7, 7.1 7.2, 7.5	2	The district will align and maintain curriculum guides and instructional practices with the Grade Level Expectancies and Missouri Assessment Program.	Principals Curr. Director Teachers Parents	8/07	Local PDC Title IIA	On-going
6.1, 6.3 6.5, 6.8 6.9, 7.1 7.2, 7.4 7.5, 9.2	3	The district will implement effective instructional programs designed to meet the assessed needs of its students.	Administrators Teachers	8/07	Local PDC	On-going
6.1, 6.3 6.4, 6.7	4	The district will provide professional development (PD) and training in areas designated as priorities for each school year as determined by data analysis.	PDC Administrators	8/07	Local PDC Title I & II	On-going
6.2, 6.5 7.5, 8.2 9.1	5	The district will provide incentives for student achievement.	Administrators	8/07	Local	On-going

ACTION STEPS/ACTIVITIES FORM

Objective #5
Strategy # 1

TITLE: Analyzing Data

SPECIFIC OBJECTIVE: MAP results will be reviewed and evaluated annually

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
6.1, 6.2 9.1	1	Crystal Reports will be used to determine the district's strengths and weaknesses.	Administrators Curr. Director Teachers	8/07	Local	Annually
6.1, 6.2 7.1	2	Data analysis meetings of a variety of assessments by grade level and/or subject area will be held to determine adjustments in instruction and alignments of the curriculum to Grade/Course Level Expectancies (GLE & CLE).	Principals Teachers Curr. Director	8/07	Local PDC	On-going
6.1, 6.2 6.3,	3	Each grade level/subject area will develop a curriculum map and assessment schedule to establish a timeline for teaching and assessing the GLE & CLE.	Curr. Director Teachers	8/07	Local PDC	On-going
6.7	4	The district will provide staff development related to the evaluation of the assessment program.	PDC Superintendent	8/07	PDC Local Title IIA	On-going
7.1, 7.5	5	The district will utilize a variety of methods to communicate student progress to parents.	Administrators Teachers	8/07	Local	On-going

ACTION STEPS/ACTIVITIES FORM

Objective #5
Strategy #2

TITLE: Curriculum Alignment

SPECIFIC OBJECTIVE: The district will align and maintain curriculum guides and instructional practices with the Grade/Course Level Expectancies (GLE & CLE) and Missouri Assessment Program (MAP)

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
6.1, 7.5	1	The district will review and revise all curriculum areas to assure horizontal and vertical alignment between the skills taught and tested at each level according to the GLE & CLE.	Administrators Curr. Director Teachers Parents	8/07	Local PDC	On-going
6.1	2	Each grade level will develop a curriculum map to establish a timeline for teaching the GLE & CLE.	Principals Curr. Director Teachers	8/07	Local PDC	On-going
6.1, 6.3 7.1, 7.2	3	The curriculum revisions will include activities and assessments that promote the four levels of depth of knowledge within each content area.	Principals Curr. Director Teachers	8/07	Local PDC	On-going

ACTION STEPS/ACTIVITIES FORM

Objective # 5

Strategy # 3

TITLE: Extended Learning Services

SPECIFIC OBJECTIVE: The district will implement effective instructional programs designed to meet the assessed needs of its students.

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
7.4	1	The district will offer a structured preschool program based on data analysis for children ages 3-5.	Administrators Teachers PAT Head Start	8/07	Local Title I	On-going
6.3, 6.5	2	Each building will develop an intervention plan for students performing below grade level and/or not mastering the Grade/Course Level Expectancies (GLE & CLE)	Principals Teachers Counselors Spec. Ed. Dir. Reading Coach	8/07	Local Title I Reading First PDC	On-going
6.3, 6.5	3	The district will mandate summer school for K-8 students who are reading at least one year below grade level.	Administrators Teachers BOE Reading Coach	8/07	Local	Annually
6.3, 6.5 7.1, 7.2 9.2	4	The district will implement research based reading programs in K-8.	Administrators Curr. Director Teachers	8/07	Local	On-going
7.5	5	Parents will be provided GLE and CLE performance based activities at open house and or parent meetings.	Curr. Director Teachers	8/07	Local	On-going

ACTION STEPS/ACTIVITIES FORM

Objective # 5
Strategy # 3

TITLE: Extended Learning Services

SPECIFIC OBJECTIVE: The district will implement effective instructional programs designed to meet the assessed needs of its students.

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
6.1, 6.8 6.9	6	Leadership teams will be developed at each building to assess data, review common assessments, measure student achievement, develop intervention strategies, incentives, etc.	Principals Curr. Director Lead Teachers LMC Counselors	8/07	Local PDC	On-going

ACTION STEPS/ACTIVITIES FORM

Objective # 5
Strategy # 4

TITLE: Professional Development

SPECIFIC OBJECTIVE: The district will provide professional development (PD) and training in areas designated as priorities for each school year as determined by data analysis.

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
6.7	1	The PDC & administrators will meet regularly to determine the professional development and training needs of the district.	PDC Administrators	8/07	PDC	On-going
6.1, 6.4 6.7	2	The district will provide high quality PD on scientifically researched-based instructional and learning strategies.	PDC Administrators	8/07	PDC	On-going
6.3, 6.7	3	The district will provide release time for scoring, collaboration, and PD.	BOE Administrators	8/07	PDC	On-going

ACTION STEPS/ACTIVITIES FORM

Objective # 5
Strategy # 5

TITLE: Incentives

SPECIFIC OBJECTIVE: The district will provide incentives for student achievement

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
6.2, 9.1	1	District will provide adequate funding for incentives for students who meet building achievement goals on state and other assessments.	BOE	8/07	Local	On-going
6.2, 6.5 9.1	2	Each building will develop awards/ incentives for individual student improvement on various assessments.	Principals Teachers	8/07	Local	On-going
7.5, 8.2	3	The district and each building will report student achievement through news releases, parent letters, newsletters, conferences, assemblies, etc.	Administrators Teachers	8/07	Local	On-going

STRATEGY FORM

Objective # 6

MEASURABLE OBJECTIVE: The total number of students performing at the below basic and basic level on the MAP test will be reduced by 25%.

HOW OBJECTIVE WILL BE MEASURED: The annual performance report will be used to determine if the goal has been met.

Standard/ Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Funding Sources	Date Completed
6.1, 6.2, 6.7, 7.1 7.5, 9.1	1	Assessment results will be reviewed and evaluated annually.	Administrators Curr. Director Teachers	08/07	Local	Annually
6.1, 6.3 6.7, 7.1 7.5	2	The districts curriculum will be aligned with the Missouri Grade Level Expectancies	Cur. Director Teachers Parents	08/07	Local PDC Title IIA	On-going
6.3,6.5 7.4	3	The district will provide students with opportunities for extended learning services using a variety of alternative delivery systems.	Administrators Teachers Counselor	08/07	Local Title I Read/First	On-going
6.7	4	The district will provide teachers, administrators, and staff the opportunity for professional development and appropriate training in areas designated as priorities for each school year.	PDC Administrators Superintendent	08/07	PDC	On-going
6.2, 6.5 9.1	5	The district will provide incentives for student achievement.	Administrators	08/07	Local	On-going

ACTION STEPS/ACTIVITIES FORM

Objective #6
Strategy # 1

TITLE: Analyzing achievement test data

SPECIFIC OBJECTIVE: Assessment results will be reviewed and evaluated annually

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
6.1, 6.2	1	Crystal Reports will be used to determine the district's strengths and weaknesses.	Administrators Curriculum Dir. Teachers	8/07	Local	Annually
6.2,9.1	2	The district will evaluate a variety of assessment data to adjust curriculum and instruction.	Principals Teachers Curr. Director	8/07	Local	Ongoing
6.7	3	The district will provide staff development activities related to the assessment program.	PDC Superintendent	8/07	Local PDC	Ongoing
7.1, 7.5	4	The district will utilize a variety of methods to communicate to parents information on student assessment data.	Administrators Teachers Counselors	8/07	Local	Ongoing

ACTION STEPS/ACTIVITIES FORM

Objective #6
Strategy #2

TITLE: Curriculum Alignment

SPECIFIC OBJECTIVE: The district curriculum will be aligned with the Grade Level Expectancies (GLE's).

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
6.1	1	The district will review and revise all curriculum areas to assure horizontal and vertical alignment between the skills taught and tested at each level according to the GLE.	Administrators Curriculum Dir. Teachers	8/07	Local PDC	On-going
6.1	2	Each grade level will develop a curriculum map to establish a timeline for teaching the GLE.	Administrators Curriculum Dir. Teachers	8/07	Local	On-going
6.1, 6.3 7.1, 7.2	3	The curriculum will be revised to include activities and assessments that promote higher order thinking, problem solving, written communication, and reading comprehension within each content area.	Principals Curriculum Dir.	8/07	Local	On-going
6.1,6.3 6.7	4	The district will provide in-service activities relating to curriculum development to all staff members.	BOE	8/07	Local PDC	On-going

ACTION STEPS/ACTIVITIES FORM

Objective # 6

Strategy # 3

TITLE: Student Achievement

SPECIFIC OBJECTIVE: The district will provide students with opportunities for extended learning services using a variety of alternative delivery systems (PK-12).

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
7.4	1	The district will offer a structured preschool program based on data analysis for children ages 3-5.	Teachers PAT Head Start Administration	8/07	Title I	On-going
6.3	2	The district will offer before/during/after school tutoring for students scoring in the bottom two levels of state assessment and/or not mastering the Grade Level Expectancies (GLE).	Principals Teachers Counselors	8/07	Career Ladder Title I	On-going
6.3	3	The district will mandate summer school for K-8 students who are reading at least one year below grade level.	Administrators Teachers BOE Reading Coach	8/07	Local	Annually
6.5	4	The district will offer a reading class to students in grades 7-12 who are reading at least one year below grade level.	Administrators Counselors Teachers	8/07	Local	On-going
7.5	5	Parents will be provided GLE and performance based activities at open house and/or parent meetings.	Curriculum Dir. Teachers	8/07	Local	On-going

ACTION STEPS/ACTIVITIES FORM

Objective # 6
Strategy # 4

TITLE: Professional Development

SPECIFIC OBJECTIVE: The district will provide teachers, administrators, and staff the opportunity for professional development (PD) and appropriate training in areas designated as priorities each school year.

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
6.7	1	The PDC & administrators will meet regularly to determine the professional development and training needs of the district.	PDC Administrators Superintendent	8/07	PDC	On-going
6.1, 6.4 6.7	2	The district will provide high quality PD to administrators and teachers on scientifically researched-based instructional and learning strategies.	PDC Administrators Superintendent	8/07	PDC Local	On-going
6.3, 6.7	3	The district will provide opportunities for teachers to collaborate with other educators on effective teaching strategies.	BOE Administrators Teachers	8/07	Local PDC	On-going

ACTION STEPS/ACTIVITIES FORM

Objective # 6
Strategy # 5

TITLE: Student Incentives

SPECIFIC OBJECTIVE: The district will provide incentives for student achievement

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
6.2, 9.1	1	The district will provide adequate funding for incentives for students who meet building achievement goals on state assessments.	BOE Superintendent	8/07	Local	On-going
6.2, 6.5 9.1	2	Each building will develop awards/ incentives for individual student improvement on various assessments.	Principals Teachers	8/07	Local	On-going

STRATEGY FORM

Objective # 7

MEASURABLE OBJECTIVE: All K-12 students will read at or above grade level based on yearly grade level assessments.

HOW OBJECTIVE WILL BE MEASURED: 1) DIBELS Scores, 2) Terra Nova Scores, 3) DRA, 4) MAP Scores

Standard/ Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Funding Sources	Date Completed
6.2.1 6.2.2	1	The district will assess student reading levels on an annual basis.	Principals Reading Coach Teachers	8/07	Rd. First Grant	On-going
6.2.1 6.2.2 6.3.1	2	The district will analyze communication arts test data and adjust curriculum and instruction to meet student needs.	Reading Coach Teachers PDC	8/07	Rd. First Grant	On-going
6.7.2 6.7.3 6.7.6	3	The district will provide relevant prof. development opportunities which contribute to improved student communication arts skills.	Principals Reading Coach PDC	8/07	Rd. First Grant	On-going
6.3.1 6.3.2	4	The district will provide for the implementation and continuity of scientifically research based reading instruction.	Principals Reading Coach Teachers	8/07	Rd. First Grant Title I	On-going

ACTION STEPS

Objective # 7
Strategy #1

SPECIFIC OBJECTIVE: The district will assess student reading levels on an annual basis.

Standard/ Indicator	Activity Number	Action Steps	Person Responsible	Start Date	Funding Sources	Date Completed
6.2.1 6.2.2 6.5.3 7.4 7.5.3	1	The district will administer a Kindergarten Readiness Screening to determine a student's reading readiness skills.	PAT Headstart PreK - K Teachers	4/07	Local	On-going
6.2.1 6.2.2	2	All K-3 students' reading proficiency will be benchmarked using DIBELS during August, January, and May.	Reading Coach Assessment Team	8/07	Rd. First Grant	
6.2.2 6.3.1	3	The district will continuously monitor all Tier II and III K-3 students using DIBELS biweekly.	Reading Coach Teachers	9/07	Rd. First Grant	On-going
6.2.2 6.3.1	4	The district will use the ERDA to assess K-3 students, who are deficient in reading and referred by the teacher.	Reading Coach	10/07	Rd. First Grant	On-going
6.2.1 6.2.2	5	The district will assess students' reading levels in grades 4-6 using the DRA, DIBELS and Rigby Benchmark tests.	Assessment Team Teachers	8/07	None	On-going

ACTION STEPS

Objective # 7
Strategy # 1

SPECIFIC OBJECTIVE: The district will assess student reading levels on an annual basis.

Standard/ Indicator	Activity Number	Action Steps	Person Responsible	Start Date	Funding Sources	Date Completed
6.2.1 6.2.2	6	The district will assess students' reading in grades 7-12 who are deficient in reading and referred by the teacher.	Assessment Team	9/07	Local	On-going
8.12.1	7	The district will provide vision and hearing screening to eliminate these as the cause of poor reading achievement.	Nurses	9/07	None	On-going
6.1.4 6.2.1. 6.2.2	8	The district will administer common assessments to evaluate curriculum and student progress.	Principals Teachers	9/07	None	On-going
6.2.1 6.2.2	9	The district will administer the Terra Nova and MAP communication arts test in appropriate grade levels.	Principals Teachers	MAP Testing Window	Rd. First Grant Local	On-going
6.5.2	10	The district will implement incentives for students raising their DIBELS Tier levels or DRA levels.	Principals Rd. Coach Teachers	Oct. '07	Local	On-going

ACTION STEPS

Objective # 7
Strategy # 1

SPECIFIC OBJECTIVE: The district will assess student reading levels on an annual basis.

Standard/ Indicator	Activity Number	Action Steps	Person Responsible	Start Date	Funding Sources	Date Completed
6.5.2	11	The district will implement incentives for students scoring in the proficient or advanced levels on the Terra Nova or communication arts MAP test.	Principals Teachers	10/07	Local	On-going
6.3.3 6.5.3	12	Any student reading a year below present grade placement will be required to attend summer school as provided by state law.	Principals Teachers	6/08		On-going
6.3.3 6.5.3	13	Students must be reading at or above third –grade reading level before being promoted to fifth grade, unless they have IEPs or have already been retained once as provided by state law.	Principals Teachers	5/08	None	On-going

ACTION STEPS

Objective # 7
Strategy # 2

SPECIFIC OBJECTIVE: The district will analyze communication arts test data and adjust curriculum and instruction to meet student needs.

Standard/ Indicator	Activity Number	Action Steps	Person Responsible	Start Date	Funding Sources	Date Completed
6.2.1 6.2.2 6.3.1 6.3.3	1	The district will analyze DIBELS Benchmark test to determine Tier II and III K-3 students and the explicit reading instruction and materials for each group.	Rd. First Coach Assessment Team Teachers	8/07	Rd. First Grant	On-going
6.2.1 6.2.2 6.3.1	2	The district will analyze DIBELS Progress Monitoring to make adjustments to reading instruction as needed.	Rd. First Coach Teachers	9/07	Rd. First Grant	On-going
6.2.1 6.2.2 6.3.1	3	The district will analyze ERDA to determine reading skills and needed changes in instruction for K-3 students struggling with reading.	Rd. First Coach Teachers	10/07	Rd. First Grant	On-going
6.2.1 6.2.2 6.3.1	4	The district will analyze the DRA to determine instructional groups and the proper explicit reading instruction and materials for each.	MRI Assessment Team Teachers	8/07	Local	On-going

ACTION STEPS

Objective # 7
Strategy # 2

SPECIFIC OBJECTIVE: The district will analyze communication arts test data and adjust curriculum and instruction to meet student needs.

Standard/ Indicator	Activity Number	Action Steps	Person Responsible	Start Date	Funding Sources	Date Completed
6.1.2 6.2.2 6.3.1 6.3.4	5	The district will analyze the Clear Access results of the MAP communication arts tests to identify revisions needed in curriculum and instruction.	Curr. Coord. Teachers	10/07	PDC	
6.2.1 6.3.1	6	The district will evaluate CA common assessments and use data to adjust curriculum and instruction.	Principals Teachers	9/07	PDC	On-going

ACTION STEPS

Objective # 7
Strategy # 3

SPECIFIC OBJECTIVE: The district will provide relevant professional development opportunities which contribute to improved student communication arts skills.

Standard/ Indicator	Activity Number	Action Steps	Person Responsible	Start Date	Funding Sources	Date Completed
6.7.2 6.7.3 6.7.6	1	The district will provide K-3 teachers in-service addressing DIBELS administration and analysis.	SEMO RPDC Rd. First Coach	7/07	Rd. First Grant	
6.7.2 6.7.3 6.7.6	2	The district will provide in-service to all newly-employed 4-6 grade teachers addressing DRA administration and analysis.	MRI Assessment Team	8/07	PDC	
6.1.1 6.1.2 6.7.2 6.7.4	3	The district will provide release time for developing and/or revising CA curriculum to align with state standards.	BOE Supt. Curr. Coor. Principals	8/07	Local	On-going
6.1.1 6.2.2 6.7.2 6.7.4	4	The district will provide release time for developing, scoring, and analyzing formative & quarterly summative common assessments related to the CA GLE.	BOE Supt. Principals Curr. Coor.	10/07	Local	On-going

ACTION STEPS

Objective # 7
Strategy # 3

SPECIFIC OBJECTIVE: The district will provide relevant professional development opportunities which contribute to improved student communication arts skills.

Standard/ Indicator	Activity Number	Action Steps	Person Responsible	Start Date	Funding Sources	Date Completed
6.7.2 6.7.3 6.7.6	5	The district will provide PreK-6 CA teachers in-service addressing scientifically research based reading strategies and instruction.	SEMO RPDC Rd. First Coach Principals	8/07	Rd. First Grant PDC	On-going
6.7.2 6.7.3 6.7.6	6	The district will provide in-service for 7-12 grade teachers addressing instructional strategies for teaching reading in the content areas.	SEMO RPDC Jr.-Sr. High Principals	9/07	PDC Title I Tile II	On-going
6.7.2 6.7.3 6.7.6	7	The district will provide release time for teachers to observe effective classrooms both in and out of the district.	BOE Supt. Principals	10/07	PDC	On-going
6.7.1 6.7.2 6.7.6	8	The district will provide at-risk teachers a mentor or coach to guide their instruction.	Principals	9/07	PDC	On-going
6.7.2 6.7.3 6.7.6	9	The district will provide K-8 teachers in-service on Six Trait Writing Instruction.	Principals		PDC	On-going

ACTION STEPS

Objective # 7
Strategy # 3

SPECIFIC OBJECTIVE: The district will provide relevant professional development opportunities which contribute to improved student communication arts skills.

Standard/ Indicator	Activity Number	Action Steps	Person Responsible	Start Date	Funding Sources	Date Completed
6.1.3 6.4.4	10	The district will provide technological in-service addressing the use of technology as a tool to improve reading instruction and skills.	Principals	9/07	Rd. First Grant PDC	On-going

ACTION STEPS

Objective # 7
Strategy # 4

SPECIFIC OBJECTIVE: The district will provide for the implementation and continuity of scientifically research based reading instruction.

Standard/ Indicator	Activity Number	Action Steps	Person Responsible	Start Date	Funding Sources	Date Completed
6.3.2 7.3.4	1	A District Reading Leadership Committee will be formed to provide continuity in the implementation of a balanced, research - based communication arts program.	Supt. Principals Read Coach Select Teachers	8/07	Rd. First Grant	On-going
6.1.4 7.4 7.5.2	2	The district will align the preschool reading objectives to emphasize pre-reading skills necessary for success in kindergarten.	Doyle Principal Read Coach PreK & K Teachers	4/07	None	On-going
6.1.1 6.1.3 6.1.4	3	The district will develop/align their CA curriculum with the GLE and the new statewide assessments mandated by NCLB.	Curr. Coord. Principals Teachers	8/07	PDC	On-going
6.1.1 6.3.1 6.4.2	4	The district will develop learning activities and formative and quarterly summative common assessments incorporating performance assessments aligned with the GLE.	Curr. Coord. Principals CA Teachers	8/07	PDC	On-going

ACTION STEPS

Objective # 7
Strategy # 4

SPECIFIC OBJECTIVE: The district will provide for the implementation and continuity of scientifically research based reading instruction.

Standard/ Indicator	Activity Number	Action Steps	Person Responsible	Start Date	Funding Sources	Date Completed
6.2.2 6.3.1 6.3.3 7.1.2	5	The district will provide individualized educational reading programs for students meeting the eligibility as determined by the Individuals with Disabilities Education Act.	Sp. Ed. Coord. Teachers	8/07	Sp. Ed.	On-going
6.2.2 6.3.1 6.3.3 7.1.2	6	The district will provide supplemental/ intervention instruction for students reading below grade level.	Rd. First Coach Title I & K-12 Teachers	8/07	Rd. First Grant Title I	On-going
6.2.2 6.3.1 7.2.2	7	The district will provide supplemental/ enrichment instruction for students reading above grade level.	Rd. First Coach Teachers	8/07	Rd. First Grant Local	On-going
6.2.2 6.3.1 7.1.2	8	The district will provide additional instruction for students in grades K-6 from a Title I reading push-in program.	Title I Read Spec.	8/07	Title I	On-going
6.3.3 7.1.2 7.2.2	9	The jr. high reading program will provide intervention, supplemental, and enrichment instruction based on testing data.	Jr. High Principal Rd. Teacher	8/07	Local	On-going

ACTION STEPS

Objective #7
Strategy # 4

SPECIFIC OBJECTIVE: The district will provide for the implementation and continuity of scientifically research based reading instruction.

Standard/ Indicator	Activity Number	Action Steps	Person Responsible	Start Date	Funding Sources	Date Completed
6.3.2 6.5.3 7.5.3	10	The district will provide parents with data concerning reading goals, readiness, skills, and proficiency at monthly intervals.	Principal Rd. Coach Teachers	8/07	None	On-going
7.5.3	11	The district will provide literacy nights weekly in the resource library for all K-6 families to help parents work with their children in increasing literacy skills.	Title I	8/07	Career Ladder	On-going
6.4.1 6.8.1 6.8.3	12	The LMC specialist will collaborate with teachers to ensure sufficient availability of books on all reading levels.	LMC Spec. Rd. Coach Teachers	8/07	Rd. First Grant LMC Funds	On-going
6.4.2 6.8.1 7.5.3	13	The district will develop a leveled book list for recreational reading for classroom libraries, LMCs, parents, and the public library.	Rd. Coach LMC Spec. Teachers	8/07	Career Ladder	On-going
6.3.2	14	The district will provide a literacy coach in elementary.	BOE Supt.	5/07	Rd. First Grant Local	On-going

ACTION STEPS

Objective #7
Strategy # 4

SPECIFIC OBJECTIVE: The district will provide for the implementation and continuity of scientifically research based reading instruction.

Standard/ Indicator	Activity Number	Action Steps	Person Responsible	Start Date	Funding Sources	Date Completed
6.1.2 6.7.6	15	The district will provide resources for professional libraries on all campuses addressing effective instructional strategies.	Rd. Coach Curr. Coor. Principals	8/07	Rd. First Grant PDC	On-going
6.1.1 6.1.3	16	The district will develop a district-wide writing continuum beginning with creating sentences and progressing through composing research papers.	Curr. Coor. Principals Teachers		PDC	

STRATEGY FORM

Objective # 8

MEASURABLE OBJECTIVE: The district will increase the rate of persistence to graduation to 90% or higher as measured by the MSIP Annual Performance Report.

HOW OBJECTIVE WILL BE MEASURED: The annual performance report will be used to determine if the goal has been met.

Standard/ Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Funding Sources	Date Completed
7.5.3	1	Parents will be encouraged to be involved in their child's education at all levels.	Principal Teacher Counselor	8-07	Title I Local	On-going
7.3.3 7.3.1 6.9.4	2	The district will expand vocational education opportunities to provide students with assistance in the transition to the workplace and/or continued education.	Principal Counselor	8-07		On-going
6.2.2 6.5.2	3	Each attendance center will promote attendance through the use of positive reward programs.	Principal Counselor Teacher	8-07		On-going
6.3.6 6.2.2	4	The district will provide intervention strategies and programs for at-risk students.	Counselor Teacher	8-07		On-going

ACTION STEPS/ACTIVITIES FORM

Objective #8
Strategy # 1

TITLE: Parent Involvement

SPECIFIC OBJECTIVE: Parents will be encouraged to be involved in their child's education at all levels

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
7.5.3	1	The district will hold formal parent-teacher conferences each year at the end of the first and third quarters and will encourage other opportunities for parent-teacher contact.	Principal Teacher	8/07		On-going
7.5.3	2	District staff will send progress reports mid-way through each quarter.	Principal Counselor	8-07	Local	On-going
7.5.3	3	Information regarding the student's activities will be available to parents through written correspondence and web services.	Principal Counselor	8-07	Local	On-going

ACTION STEPS/ACTIVITIES FORM

Objective #8
Strategy #2

TITLE: Transition Services

SPECIFIC OBJECTIVE: Expand vocational educational opportunities to provide students with assistance in the transition to the workplace and/or continued education

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
7.3.3	1	The district will develop and implement a schools to career strategy for appropriate students.	Principal Counselor	8-07	Local	On-going
7.3.1	2	The district will encourage/offer more students the opportunity to attend the area vo-tech school.	Counselor	8-07	Local	On-going
7.3.1	3	The district will expand on campus vocational courses in recognized need areas.	Principal Counselor	8-07	Local	On-going
6.9.4	4	The district will implement career exploration in grades K-6.	Counselor Teacher	8-07	Local	On-going

ACTION STEPS/ACTIVITIES FORM

Objective # 8
Strategy # 3

TITLE: Incentive Programs

SPECIFIC OBJECTIVE: Each attendance center will promote attendance through the use of positive rewards.

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
6.5.2 10.1.2	1	Each attendance center will implement a positive reward program for students who have a perfect attendance during each quarter.	Principal Counselor	8-07	Local	On-going
6.5.2 10.1.2	2	Each attendance center will implement a positive reward program for students who have perfect attendance during the month.	Principal Counselor	8-07	Local	On-going
6.5.2 10.1.2	3	Each attendance center will implement a positive reward program for students who have perfect attendance for the year.	Principal Counselor	8-07	Local	On-going

ACTION STEPS/ACTIVITIES FORM

Objective # 8
Strategy # 4

TITLE: Intervention Program

SPECIFIC OBJECTIVE: Provide intervention strategies and programs for at-risk students.

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
6.3.6	1	The district will provide before and after school tutoring	Title I Coordinator Teacher	8-07	Title I	On-going
6.3.6	2	The district will assist students unable to complete graduation requirements on campus to investigate options within the area.	Counselor	8-07	Local	On-going
6.2.2	3	The district will encourage at-risk students to participate in clubs, organizations, sports programs and other school activities.	Principal Counselor Teacher	8-07	Local	On-going
6.5.3	4	Students that are candidates for retention will be identified and provided tutoring outside of the regular school day.	Principal Counselor Teacher	8-07	Title I	On-going

STRATEGY FORM

Objective # 9

MEASURABLE OBJECTIVE: The school district will annually utilize a district designed performance based evaluation instrument for all staff evaluations.

HOW OBJECTIVE WILL BE MEASURED: Personnel files, board meetings, evaluations, walk through evaluations

Standard/ Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Funding Sources	Date Completed
8.4.1	1	All non-certified staff will be evaluated annually.	Principals Superintendent BOE	8/07	Local	On-going
6.5.2 6.7.3 8.4.1	2	All certified staff will be evaluated annually.	Principals Superintendent BOE	8/07	Local	On-going
6.5.2 6.7.3 8.4.1	3	The administrative staff will be evaluated annually.	Superintendent BOE	8/07	Local	On-going

ACTION STEPS/ACTIVITIES FORM

Objective #9
Strategy # 1

TITLE: Non-Certified Evaluations

SPECIFIC OBJECTIVE: All non-certified staff will be evaluated annually.

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
8.4.1	1	The district will design a performance based evaluation instrument for non-certified employees.	Administrators	8/07	Local	On-going
8.4.1	2	Each employee will be evaluated by May 1 st of each school year.	Administrators	8/07	Local	On-going
6.5.2	3	Any employee not meeting standards will receive a written performance improvement plan that details any inadequacies.	Administrators	8/07	Local	On-going
6.5.2	4	The administrative staff shall notify the superintendent if an employee has received a performance improvement plan.	Administrators	8/07	Local	On-going

ACTION STEPS/ACTIVITIES FORM

Objective #9
Strategy #2

TITLE: Certified Staff Evaluations

SPECIFIC OBJECTIVE: All certified staff will be evaluated annually.

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
6.5.1 6.5.2	1	The district will utilize a district designed performance based teacher evaluation instrument.	Administrators	8/07	Local	On-going
6.5.1	2	Probationary (Non-Tenured) teachers will be evaluated a minimum of three times annually.	Administrators	8/07	Local	On-going
6.5.1 6.5.2	3	Tenured staff will be evaluated a minimum of one time per school year.	Administrators	8/07	Local	On-going
6.1.1 6.2.1	4	The district will utilize several data sources in conducting evaluations of staff such as assessment data, past evaluations, local assessment data, lesson plans, sample items, etc.	Administrators	8/07	Local	On-going
6.5.2	5	Any teacher not meeting standards will receive a written performance improvement plan that details any inadequacies.	Administrators	8/07	Local	On-going
6.5.2	6	Building principals will conduct monthly walk-through observations for all certified staff.	Administrators	8/07	Local	On-going

ACTION STEPS/ACTIVITIES FORM

Objective # 9
Strategy # 3

TITLE: Administrative Staff Evaluations

SPECIFIC OBJECTIVE: The administrative staff will be evaluated annually.

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
6.5.3	1	The district will utilize a district designed performance based evaluation for administrative evaluations.	Superintendent BOE	8/07	Local	Annually
6.5.2	2	All administrators will be evaluated annually by February 1 st of each year.	Superintendent BOE	8/07	Local	Annually
6.1.1 6.2.1	3	The district will utilize several data sources in conducting administrative evaluations such as assessment data, annual performance report, building level goals, etc.	Superintendent BOE	8/07	Local	Annually
6.5.2	4	Any administrator not meeting standards will receive a written performance improvement plan that details any inadequacies.	Superintendent	8/07	Local	On-going

STRATEGY FORM

Objective # 10

MEASURABLE OBJECTIVE: The district will proactively maintain, upgrade, acquire, and build the educational facilities necessary to properly serve and enrich the school programs.

HOW OBJECTIVE WILL BE MEASURED: Board meetings, needs assessment, building plan

Standard/ Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Funding Sources	Date Completed
8.5.1 8.11	1	The district will formulate a building plan.	BOE Superintendent Principals Teachers	8/07	Local	On-going
8.11.3	2	Expansion and enhancement of the district's security system.	Administrators School Resource Officer	8/07	Local Title IV Title VI	

ACTION STEPS/ACTIVITIES FORM

Objective #10
Strategy # 1

TITLE: Building Plan

SPECIFIC OBJECTIVE: The district will formulate a building plan.

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
8.2.1	1	The Board of Education and administration will identify the building needs of the district.	BOE Administrators	8/07	Local	
8.8.2	2	The district will annually invite the Education First Committee to a meeting to discuss district needs.	BOE Administrators	8/07	Local	
8.8.1 8.8.2	3	The district will conduct a needs assessment to gather input from teachers, students and community members concerning district needs.	Administrators	8/07	Local	
8.5.1	4	The district will monitor state and federal funding for grant opportunities to improve district facilities.	Administrators	8/07		

ACTION STEPS/ACTIVITIES FORM

Objective #10
Strategy #2

TITLE: Security System

SPECIFIC OBJECTIVE: Expansion and enhancement of the district's security system.

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
8.11.1	1	Purchase additional 16 camera system for the high school.	BOE Administrators	8/07	Federal	
8.11.1	2	Purchase security systems for jr. high, Doyle, and Martin.	BOE Administrators	8/07	Federal	
8.11.4	3	Install DVR systems on all buses.	BOE Administrators	8/07	State	
8.11.2 8.11.3	4	Employ a school resource officer.	BOE	8/07	Local	
8.11.3	5	Revise and upgrade school safety plan.	Administrators School Resource Officer	8/07	Local	

STRATEGY FORM

Objective # 11

MEASURABLE OBJECTIVE: The district will provide a supportive environment for all staff by evaluating and updating the salary and benefits.

HOW OBJECTIVE WILL BE MEASURED: Annual budget, staff retention

Standard/ Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Funding Sources	Date Completed
8.4.3 8.5.1 8.5.2	1	The district will utilize a variety of resources to provide adequate salaries and benefits for each staff member.	BOE Superintendent CTA	8/07	Local	On-going

ACTION STEPS/ACTIVITIES FORM

Objective #11
Strategy # 1

TITLE: Salary and Benefits

SPECIFIC OBJECTIVE: The district will provide a supportive environment for all staff by evaluating and updating salary and benefits.

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
8.5.1	1	The district will conduct an annual salary survey of local schools.	Superintendent	8/07	Local	Annually
8.5.1 8.5.4	2	The district will review the MSTA salary comparison workbook.	Superintendent	8/07		Annually
8.5.2	3	The district will develop annual budget priorities based on input from the Board of Education, administration, and staff.	BOE Superintendent	8/07		Annually
8.6.1 8.6.2 8.6.3	4	The district will conduct an annual audit.	Superintendent	8/07	Local	Annually
8.8.1	5	The district will meet with the CTA to discuss salary and benefit needs.	Superintendent CTA	8/07		Annually

STRATEGY FORM

Objective # 12

MEASURABLE OBJECTIVE: All staff will engage actively in appropriate professional development activities to enhance instruction and increase student achievement.

HOW OBJECTIVE WILL BE MEASURED: Improved scores on DIBELS, Terra Nova, MAP and ACT. Alignment of appropriate professional development attended to teacher taught curriculum. Documented monthly staff presentations.

Standard/ Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Funding Sources	Date Completed
6.7 .1	1	District will provide professional development activities to enhance instruction.	Principal Curriculum Coordinator	8/07	Local State	On-going
6.7.5	2	Faculty will maintain up-to-date professional development logs.	Principal Teachers	8/07	Local	On-going
6.7.2	3	District will provide professional development on analyzing testing data to direct instruction.	Curriculum Coordinator Principal	8/07	Local State	On-going
6.7.2 6.7.3 8.7.4	4	District will provide professional development on the development and alignment of curriculum and common assessments to GLEs.	Curriculum Coordinator Principals	8/07	Local State	On-going

ACTION STEPS/ACTIVITIES FORM

Objective #12
Strategy # 1

TITLE: Professional Development

SPECIFIC OBJECTIVE: Professional development activities will be provided to enhance instruction.

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
6.5.2 8.4.1	1	District will implement the MSIP Teacher Evaluation Tool/model as a universal evaluation of instruction.	Principal	8/07		On-going
6.3.1 6.7.2 6.7.4	2	District will provide professional development to enhance student writing, as well as student engagement in instruction.	Superintendent Principal Professional Development Committee	8/07	Local State	On-going
6.7.5	3	Teachers will maintain an up-to-date professional development log of attended training directed toward enhancing instruction and increasing student achievement.	Teachers Principal	8/07	Local	On-going

ACTION STEPS/ACTIVITIES FORM

Objective #12
Strategy #2

TITLE: Professional Development

SPECIFIC OBJECTIVE: Faculty will maintain up-to-date professional development logs.

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
6.7.5	1	District will provide faculty professional formal development logs.	Superintendent	8/07	Local	Annually
6.7.4	2	Faculty will maintain up-to-date logs documenting training received, alignment to area of instruction, and the sharing of knowledge gained with colleagues.	Teachers Principal	8/07		On-going
6.7.1	3	The Professional Development Committee (PDC) and administrators will form a team designed to encourage active and appropriate professional development.	Administrators PDC	8/07		On-going
6.7.3	4	The Professional Development Committee will provide district members with a compiled list of professional development areas.	PDC	8/07		Annually
6.7.2 6.7.5	5	Administrator and teacher will review Professional Development Logs annually for guidance and reflection.	Principal Teachers	8/07		On-going

ACTION STEPS/ACTIVITIES FORM

Objective # 12

Strategy # 3

TITLE: Professional Development

SPECIFIC OBJECTIVE: District will provide professional development on analyzing testing data to direct instruction.

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
6.2.1 6.2.2 6.7.2	1	K-3 teachers will receive professional development on analyzing DIBELS benchmark & progress monitoring scores to direct reading instruction.	Curriculum Coordinator Principal Teacher	7/07	Local State Federal	On-going
6.2.1 6.2.2 6.7.2	2	4-8 teachers will receive professional development on analyzing DIBELS and DRA to direct reading instruction.	Curriculum Coordinator Principal Teacher	8/07	Local State Federal	On-going
6.2.1 6.2.2 6.7.2	3	Teachers in grades 3-8 will receive professional development on analyzing MAP Clear Access scores to direct reading and math instruction.	Curriculum Coordinator Principal Teacher	10/07	Local	On-going
6.2.1 6.2.2 6.7.2	4	Teachers in grades 9-12 will receive professional development on analyzing MAP Clear Access scores in their respective courses to direct instruction in those areas.	Curriculum Coordinator Principal Teacher	10/07	Local	On-going

ACTION STEPS/ACTIVITIES FORM

Objective #12
Strategy # 4

TITLE: Professional Development

SPECIFIC OBJECTIVE: District will provide professional development on the development and alignment of curriculum and common assessments to Grade Level Expectations (GLEs).

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
6.1.1 6.7.4	1	K-12 teachers will develop and align curriculums for their respective courses to the Grade Level Expectations(GLE) and Class Level Expectations (CLE).	Teachers	8/07	Local Title IIA	On-going
6.1.1 6.7.4	2	K-12 teachers will develop explicit lessons/ activities which are GLE/CLE specific.	Teachers	8/07	Local PDC	On-going
6.1.1 6.7.2	3	K-12 teachers will develop both formative and summative common assessments that are GLE/ CLE specific and contain items of higher Depth of Knowledge (DOK) levels.	Teachers	8/07	Local	On-going

STRATEGY FORM

Objective # 13

MEASURABLE OBJECTIVE: The Board of Education will engage actively in appropriate professional development activities to enhance the education of all students.

HOW OBJECTIVE WILL BE MEASURED:

Standard/ Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Funding Sources	Date Completed
8.3.4	1	The Board of Education will participate in a variety of professional growth activities.	BOE	8/07	Local	On-going

ACTION STEPS/ACTIVITIES FORM

Objective #13
Strategy # 1

TITLE: Board of Education Professional Development

SPECIFIC OBJECTIVE: The Board of Education (BOE) will engage actively in appropriate professional development activities to enhance the education of all students.

Standard/ Indicator	Step Number	Action to be Taken	Person Responsible	Start Date	Funding Sources	Date Completed
8.3.2	1	The BOE will regularly attend local school board meetings.	BOE	8/07		Monthly
8.3.4	2	The BOE will attend the Missouri School Board Association (MSBA) fall and spring regional meetings.	BOE	8/07	Local	Bi-Annually
8.3.4	3	The BOE will attend the MSBA fall conference.	BOE	8/07	Local	Annually
8.3.4	4	All BOE members will be board certified through MSBA.	BOE	8/07		On-going
8.3.4	5	The BOE will host professional development workshops throughout the school year.	BOE	8/07	Local	Annually
8.9.2	6	The BOE will conduct an annual self-assessment.	BOE	8/07	Local	Annually