

Calhoun R-VIII School District



Comprehensive School Improvement Plan 2020-2025

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The Comprehensive School Improvement Plan (CSIP) is a five-year strategic plan which provides a framework through which the Calhoun R-VIII School District will support the schools in ensuring the academic success of each student. Strategic planning is a requirement for evaluation as dictated by the Missouri School Improvement Process (MSIP). The district's CSIP is a vital part of the evaluation process and is the driving document which links the vision and goals set forth by the district, with the school improvement plans developed by the buildings. Although the CSIP undergoes a comprehensive review on a five-year cycle, the plan is reviewed and progress is evaluated annually. If new information, specifically student performance data, indicates mid-cycle revisions are necessary, revisions will be incorporated into the current plan.

This strategic plan is founded in thoughtful input from stakeholders including parents, students, community members, and dedicated education professionals who share a common mission – to assure a focused and challenging curriculum that will monitor progress and provide a comprehensive system of support to prepare all students for their next level of learning. The process was structured through a steering committee and four focus committees. Each focus committee was charged with analyzing data and considering input from all stakeholder representatives regarding its goal area and then drafting measurable objectives which describe what the district should accomplish over the next five years.

The CSIP will guide the building committees in development of their annual building improvement plans and by school administration in development of the operating budget and capital improvement needs. This document will be a living guide that will set a direction for changing and energizing the course of learning in the Calhoun R-VIII Schools.

Strategic Focus Area #1: Student Achievement – The Calhoun R-VIII School District will develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.

Smart Goal #1 – The district’s state assessment performance will meet state targets in all areas tested as measured by the MAP Performance Index (MPI).

Smart Goal #2 – The district will develop and implement a systematic intervention approach to close achievement gaps at all levels.

Smart Goal #3 – All students will exit high school and be college and career ready by 2025.

Planning Team and district personnel: Parents, district administrators, teachers, and support staff.

Strategy 1.1: Assessment results will be monitored and analyzed annually by district personnel to determine the need for changes in curriculum, instruction, and/or assessment tools.

Action Steps:

1. Results of data will be used by teachers to develop and revise curriculum.
2. Ongoing professional development will be provided to address areas of weakness identified through data analysis.
3. Teachers will utilize monthly data team meetings to identify needs and make adjustments to instruction to ensure mastery of learner objectives.
4. Principal will meet with data teams to discuss and monitor progress.

Strategy 1.2: District curriculum will be aligned to the Missouri Learning Standards.

Action Steps:

1. Develop, revise and implement all district curriculum aligned to the Missouri Learning Standards.
2. Develop, refine, and implement standards-referenced reporting practices at all levels.
3. Continue to offer early childhood opportunities to improve the foundational readiness of all students in the district.
4. Construct and revise course assessments that match the rigor of state assessments.

Strategy 1.3: The district will implement and monitor higher order thinking skills.

Action Steps:

1. Teachers will be trained to implement higher order thinking skills.
2. Students in all classes will be taught higher order thinking skills.
3. The principal will monitor the implementation of higher order thinking skills.
4. Assessments will be aligned to measure higher order thinking skills as found in each Measureable Learner Objective.

Strategy 1.4: All teachers will implement research based literacy strategies in all content areas.

Action Steps:

1. All teachers will emphasize literacy experiences when planning for and teaching content.
2. All teachers will require students to write informative/explanatory and argumentative pieces.
3. All teachers will create time for reading content related informational text.
4. All teachers will engage students in rich and rigorous discussions around common text.
5. All teachers will be trained to implement research based literacy strategies.

Strategy 2.1: Academic intervention programs will be developed, maintained, and made available to all students who have not mastered Missouri Learning Standards.

Action Steps:

1. Intervention support programs will be defined and evaluated for effectiveness annually.
2. Students who are considered at-risk will be referred to the intervention team for pre-referral screenings.
3. Students who are identified as at-risk will receive appropriate interventions/programming.
4. Student success will be monitored and evaluated monthly.

Strategy 2.2: The district will provide opportunities that enhance learning for all students.

Action Steps:

1. School-wide Title I services will be available to all students.
2. The district will seek to maintain class size at a desirable level as defined by MSIP Standards, but will maintain class size to meet standard requirements.
3. Title I funds will be used to supplement math instruction through the intervention program.
4. Title I funds will be used to supplement reading instruction through the intervention program.
5. After school tutoring will be structured, focused, and offered to all students in need of academic support.

Strategy 2.3: The district will use technology creatively across all grade levels and subject areas to empower students to think critically and engage in their own learning.

Action Steps:

1. Title Funds and local dollars will be utilized to provide technology in the classroom.

Strategy 3.1: The average composite score of each graduating class will be 20.0 or higher as measured on the ACT.

Action Steps:

1. Analyze ACT results annually to identify curricular areas needing development and implementation.
2. Analyze current ACT promotion and preparation practices and develop a plan of activities to be implemented.
3. Conduct an audit of current courses to determine relevancy and preparation of students for post-secondary opportunities.
4. Strategies will be included in all course curricula to address the needs of all students to ensure a skill level that meets or exceeds requirements for college and career readiness.

Strategy 3.2 – The district will implement early intervention of career interests and students’ progress related to mastery of college and career readiness skills to enable students to make informed decisions which will promote a successful transition to post-secondary programs and careers.

Action Steps:

1. The district will ensure that all students are exposed to career paths and have access to career fairs and other information.
2. Student performance will be evaluated throughout high school using a range of assessments to present a valid reflection of student achievement (ASVAB, ACT, EOC, etc).
3. The district will maintain A+ eligibility.
4. The district will promote enrollment in dual credit courses.

Strategic Focus Area #2: Effective Instruction and Workforce Satisfaction – The Calhoun R-VIII District will recruit, hire and retain highly effective and qualified staff to implement the district curriculum and carry out our mission, vision, and goals.

Effective teachers are those who are caring, reflective practitioners and life-long learners; who continuously acquire new knowledge and skills; and who are consistently seeking to improve their teaching practices to provide high academic achievement for all students.

Smart Goal #1 – By 2025, an annual survey of staff will demonstrate staff feel valued in their position with the school district and will be at 90% or higher.

Smart Goal #2 – By 2023, the district mentoring program for 1st and 2nd year teachers will be fully implemented.

Smart Goal #3 – By 2025, the retention rate of district staff who meet or exceed expectations on all evaluation criteria will be at 90% or higher.

Planning Team and district personnel: Parents, district administrators, teachers, and support staff.

Strategy 1.1: The district will identify and implement strategies to increase the morale among all district staff.

Action Steps:

1. Create and conduct staff surveys annually to evaluate the current level of staff engagement and satisfaction.
2. Collect and analyze survey data to identify key contributors to satisfaction and current effective actions.
3. Develop an action plan based on data to increase staff engagement and satisfaction.
4. Implement a program to enhance staff engagement and satisfaction.
5. Review and revise program annually based on survey results.

Strategy 2.1: The district will provide a handbook for mentors/mentees to be followed during a teacher's 1st and 2nd years in the district.

1. All initial mentor/mentee paperwork will be completed and turned into the principal by the end of August.
2. Meeting logs and scheduled topic discussions will be turned into the principal at the end of each semester.
3. Mentor/mentee surveys will be completed annually.
4. Revisions to the mentor/mentee handbook will be made annually based on survey results.
5. A separate handbook will be developed for mentoring experienced teachers new to the district.

Strategy 3.1: The district will identify and implement strategies to increase the retention rate of highly qualified and effective staff members.

1. Survey staff to identify and create a prioritized list of incentives to encourage retention.
2. Survey other districts to identify effective incentives in practice across the state.
3. Conduct a comparison of current benefit packages with similar districts.

Strategic Focus Area #3: Facilities – The Calhoun R-VIII School District will develop and maintain quality facilities to provide a safe environment conducive to student learning.

Goal #1: To develop short and long term facility plans to address current and future needs of the district.

Planning Team and district personnel: Parents, district administrators, teachers, and support staff.

Strategy 1.1: The district will survey stakeholders regarding facility needs.

Action Steps:

1. Create a survey for students, staff, and patrons to annually develop a comprehensive list of identified needs.
2. Prioritize identified needs.
3. Identify needs as short or long term projects.

Strategy 1.2: A list of short term projects (1-5 years) and a schedule for completion will be developed based on prioritized need and funds available.

Action Steps:

1. A priority and cost analysis will be completed on each suggested project.
2. The district will create and publish a schedule of short term projects including cost with funding source and anticipated completion date.
3. This schedule will be posted on the school website and updated as projects are completed or at least annually.

Strategy 1.3: A list of long term projects (5-10 years) and a schedule for completion will be developed based on prioritized need and funds available.

Action Steps:

1. A priority and cost analysis will be completed on each suggested project.
2. The district will create and publish a schedule of long term projects including cost with funding source and anticipated start date.
3. This schedule will be posted on the school website and updated as projects are completed or at least triennially.

Strategic Focus Area #4: Stakeholder Satisfaction and Engagement – The Calhoun R-VIII School District will develop and enhance quality parent and community involvement in the overall school program by 2025.

Smart Goal #1 – By 2024, the district will achieve a score of 4.5 or higher on a 5 point scale on the annual stakeholder survey on school safety.

Smart Goal #2 – By 2025, the district will achieve a score of 4.5 or higher on a 5 point scale on the annual stakeholder survey on quality of education.

Smart Goal #3 – By 2023, the district will achieve a score of 4.5 or higher on a 5 point scale on the annual stakeholder survey on quality of communication coming from the district.

Smart Goal #4 – By 2025, the percent of parents attending school activities will be at an average of 75% or higher.

Planning Team and district personnel: Parents, district administrators, teachers, and support staff.

Strategy 1.1: The district will develop and distribute a survey to be used annually to collect data from all stakeholders in the district.

Action Steps:

1. Create a survey to address the areas of school safety.
2. Provide a variety of methods for survey completion.
3. Collect and analyze all data from surveys.
4. Post results in a variety of methods.
5. Create an action plan to address identified areas of concern.

Strategy 2.1: The district will develop and distribute a survey to be used annually to collect data from all stakeholders in the district.

Action Steps:

1. Create a survey to address the areas of education quality.
2. Provide a variety of methods for survey completion.
3. Collect and analyze all data from surveys.
4. Post results in a variety of methods.
5. Create an action plan to address identified areas of concern.

Strategy 3.1: The district will develop and distribute a survey to be used annually to collect data from all stakeholders in the district.

Action Steps:

1. Create a survey to address the areas of communication from the district.
2. Provide a variety of methods for survey completion.
3. Collect and analyze all data from surveys.
4. Post results in a variety of methods.
5. Create an action plan to address identified areas of concern.

Strategy 4.1: The district will identify current baseline data of parental involvement in school activities.

Action Steps:

1. Create a survey for parents addressing the area of involvement in school activities.
2. Provide a variety of methods for survey completion annually.
3. Create a survey for teachers addressing the area of parent involvement in school activities annually.
4. Collect and analyze all data from surveys.
5. Create a Parent Involvement Committee to identify priority areas of focus each year.
6. Focus priorities will be used to educate parents of involvement opportunities annually.

Strategy 4.2 – Promote two-way communication between parents and school.

Action Steps:

1. All teachers K-12 will provide newsletters and/or websites highlighting upcoming classroom activities and general information. Newsletters will be sent home with students in grades K-5.
2. All teachers in grades 7-12 will provide a course syllabus for each course taught. The syllabus will be sent home with each student at the beginning of the course and/or made available online.
3. All teachers will promote regular contact with all parents during the school year. Logs will be maintained to verify date, time, content, and method of parent contact.
4. Parent/Teacher conferences will be held at least once a year. Additional meetings will be scheduled as needed between the parent and the teacher during the school year utilizing a variety of meeting options.
5. The parent involvement committee will provide information on ways parents can help their child succeed at school; to be placed on the school website and/or on a bulletin board in the building.
6. Eagle Alerts will be used to notify parents of important information.

Strategy 4.3 – The district will build a trusting relationship between school staff, community, and parents by identifying ways to include all stakeholders in school activities.

Action Steps:

1. Social events will be held at the school to promote relationships between the school and community.
2. Concern for the family well being will be established by providing new families in the community with information regarding resources available in the area.
3. Concern for the family will be expressed by offering a location for a summer lunch program, dental screenings, MO CHIP, and other health promotions provided at the school.