



# Continuous School Improvement Plan

2021 through 2026

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## MISSION

The mission of the Altenburg Public School District is to provide all students with the skills and knowledge necessary for successful participation in our changing society. The school district also insures all patrons of the district access to free public secondary education.

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## PHILOSOPHY

Altenburg School District believes in the dignity of all individuals and aspires to provide opportunities for children to develop their unique talents and abilities.

Therefore the school system strives for academic excellence by offering its students personal attention in an atmosphere conducive to learning. This atmosphere is characterized by familial concern, high expectations and a respect for each other.

The school believes that cooperation among families, churches, community businesses and organizations leads to the shared academic success of the children who attend Altenburg Public School.

It is also the belief of the school system that experiences both in the traditional classroom setting and outside of the school district, move students towards an expanded view of their world and their responsibilities for caring for the earth and the people who inhabit it.

# The Focus

## 1. Instructional Programs

Curriculum – Instruction – Assessment

Missouri Learning Standards drive curriculum development/revision, research-based instructional strategies and formative / summative assessment to ensure students graduate from high school ready for college, career and life.

## 2. High Quality Staff

Organizational Capital – Professional Learning

Missouri Teacher & Leader Standards support the recruitment, selection and support of high quality certified and support staff through ongoing evaluation and focused professional development.

## 3. Student Success

Student Support Services

Services targeting early learning and support services to ensure the needs of ALL students are met through early learning and ongoing intervention/support services.

## 4. School Operations

Safety – Facilities – Infrastructure

Focus on the physical environment includes ensuring safe and secure facilities that provide the infrastructure for technology and opportunities for growth.

## 5. Community

Climate – Culture – Engagement

Implementation of strategies aimed at improving school climate, culture, stakeholder relationships and family/community engagement.

## 6. Governance

Leadership – Accountability – Finances

Leaders across the district including superintendent, central office, principals, board of education, and teacher leaders are focused on accountability efforts.

# Board of Education Goals

## Student Performance

Maintain an awareness of student academic performance areas of strength, weakness, and areas in need of continuous improvement. Support measures and objectives to ensure continued academic growth at all grade levels and in all content areas.

## Highly Qualified Staff

Promote highly qualified staff in certified positions through effective hiring, retention, mentoring, and professional staff development practices. Strive to equip support staff with continuing education opportunities related to their classification.

## Monitoring & Accountability

Monitor instructional services, support services, and district facilities through the Comprehensive School Improvement Plan and Building Improvement Plans on a regular basis. Ensure that student academic performance is the focus of instructional decisions being made at the board level.

## Parent & Community Involvement

Encourage parent and community involvement at each grade level and across the district through open two-way communication to support continuous student improvement.

## School Governance

Assess and develop board of education policy to direct the operations of the school in support of student academic performance. Review policy as necessary to ascertain effectiveness of district procedures and processes.

# 1. Instructional Programs

## Curriculum – Instruction – Assessment

Missouri Learning Standards drive curriculum development/revision, research-based instructional strategies and formative / summative assessment to ensure students graduate from high school ready for college, career and life.

**Develop and enhance quality educational/instructional programs so that 75% if students will be on grade level in reading and math to enable students to meet their personal, academic, and career goals.**

### A. Curriculum Strategies

1. Standards are prioritized and essential learner outcomes are established for each grade/content area.
2. Clear learning expectations integrate both critical thinking and problem solving skills.
3. Curriculum is monitored and evaluated with necessary revisions made annually in accordance with the district's curriculum management plan.

### B. Instruction Strategies

1. Instruction is differentiated based on the individual needs of students and is monitored through ongoing data collection.
2. Technology is utilized as instructional resources to support learning at all levels.
3. Library Media Centers support the implementation of curriculum and provide high interest materials, and technology resources for teaching and learning.

### C. Assessment

1. Teachers regularly collect and utilize data (both informal and formal) to adjust instruction and revise curriculum.
2. Formative feedback is provided to students and is used by teachers in an effort to increase learning across all grades/subject areas.
3. Data teams evaluate common assessments together to determine effective instructional strategies that promote student learning.
4. Benchmark assessment tools are utilized to predict performance on standardized state assessments in accordance with the district's assessment plan.
5. State assessment results are analyzed annually and are used to set building and grade / department level goals in an effort to increase student achievement.

#### BOARD OF EDUCATION GOALS

##### STUDENT PERFORMANCE

Maintain an awareness of student academic performance areas of strength, weakness, and areas in need of continuous improvement. Support measures and objectives to ensure continued academic growth at all grade levels and in all content areas.

##### HIGHLY QUALIFIED STAFF

Promote highly qualified staff in certified positions through effective hiring, retention, mentoring, and professional staff development practices. Strive to equip support staff with continuing education opportunities related to their classification.

##### PROGRAM MONITORING & ACCOUNTABILITY

Monitor instructional services, support services, and district facilities through the Comprehensive School Improvement Plan and Building Improvement Plans on a regular basis. Ensure that student academic performance is the focus of instructional decisions being made at the board level.

# 1. Instructional Programs Monitoring Plan 2021-2026

A. Curriculum Strategies	Monitoring Resources	Responsible	Dates
1. Standards are prioritized and essential learner outcomes are established for each grade/content area.	- Curriculum Documents -Missouri Learning Standards	Teachers Superintendent	Ongoing
2. Clear learning expectations integrate both critical thinking and problem solving skills.	- Classroom Observations - Formative/Summative Assessment Data	Teachers Superintendent	Ongoing
3. Curriculum is monitored and evaluated with necessary revisions made annually in accordance with the district's curriculum management plan.	- Curriculum Documents -Missouri Learning Standards SS(2021) CA (2022) MA(2023) SC(2024)	Teachers Superintendent	Yearly (Winter PD Meeting)
B. Instruction Strategies	Monitoring Resources	Responsible	Dates
1. Instruction is differentiated based on the individual needs of students and is monitored through ongoing data collection.	- Classroom Observations – -Classroom Assessment Binder	Superintendent Teachers Interventionists	Summer PD (Binder switch) Ongoing
2. Technology is utilized as instructional resources to support learning at all levels.	- Technology Survey Classroom Observations (Teacher Eval.)	Superintendent Teachers Technology	Spring Survey Ongoing
3. Library Media Centers support the implementation of curriculum and provide high interest materials, and technology resources for teaching and learning.	- Library/Media software -AR Software	Library/Media Specialists	Ongoing
C. Assessment Strategies	Monitoring Resources	Responsible	Dates
1. Teachers regularly collect and utilize data (both informal and formal) to adjust instruction and revise curriculum.	- Classroom Observations (NEE tool) -STAR Reading/Math -Dibbles -Stanford/MAP	Superintendent Teachers	Summer PD (Binder Switch) Ongoing
2. Teachers use formative feedback to provide feedback and adjust instruction to increase student learning across all grades/subject areas.	- Classroom Observations (NEE tool)	Superintendent Teachers	Ongoing
3. Benchmark assessment tools are utilized to predict performance on standardized state assessments in accordance with the district's assessment plan.	-STAR Reading/Math -Dibbles -Stanford/MAP	Superintendent Teachers	Fall PD Ongoing
4. State assessment results are analyzed annually and are used to set building and grade / department level goals in an effort to increase student achievement.	- MAP	Superintendent Teachers	Fall PD Ongoing

## 2. High Quality Staff

### Organizational Capital – Professional Learning

Missouri Teacher & Leader Standards support the recruitment, selection and support of high quality staff through ongoing evaluation and focused professional development.

**Recruit, develop, and retain 90% highly qualified certified staff to carry out the Local Education Agency (LEA) / District mission, goals, and objectives.**

#### A. Organization Capital Strategies

1. The district is committed to recruiting, developing and retaining high quality staff
2. The evaluation of all certified staff is aligned to the Missouri Teacher & Leaders Standards
3. The evaluation of all support staff is aligned with the DESE support staff evaluation model.
4. The district analyzes salaries annually in an effort to be competitive among area schools.

#### B. Professional Learning Strategies

1. Professional development opportunities in areas of instructional need are provided based on the examination of assessment data.
2. The district collects and utilizes information regarding the effectiveness of the professional development program in improving student achievement.
3. Substantial time and resources are devoted to professional development for certified and support staff.

#### BOARD OF EDUCATION GOALS

##### HIGHLY QUALIFIED STAFF

Promote highly qualified staff in certified positions through effective hiring, retention, mentoring, and professional staff development practices. Strive to equip support staff with continuing education opportunities related to their classification.

##### PROGRAM MONITORING & ACCOUNTABILITY

Monitor instructional services, support services, and district facilities through the Comprehensive School Improvement Plan and Building Improvement Plans on a regular basis. Ensure that student academic performance is the focus of instructional decisions being made at the board level.

## 2. High Quality Staff Monitoring Plan 2021-2024

A. Organizational Capital Strategies	Monitoring Resources	Responsible	Dates
1. The district is committed to recruiting, developing and retaining high quality staff	-MO DESE Core Data	Superintendent Teachers	Ongoing
2. The evaluation of all certified staff is aligned to the Missouri Teacher & Leaders Standards	-NEE Tools	Superintendent	Fall & Spring Ongoing
3. The evaluation of all support staff is aligned with the DESE support staff evaluation model.	- Yearly Evaluations	Superintendent & Directors	Yearly Ongoing
4. The district analyzes salaries annually in an effort to be competitive among area schools.	- Budget - Salary Schedules	Superintendent Board of Education Salary Committee	Yearly and Ongoing
B. Professional Learning Strategies	Monitoring Resources	Responsible	Dates
1. Professional development opportunities in areas of instructional need are provided based on the examination of assessment data.	- Professional Development Evaluation - Mentoring Program	Superintendent PDC Chair Mentoring Supervisors	Ongoing
2. The district collects and utilizes information regarding the effectiveness of the professional development program in improving student achievement.	-Personal Staff PD Plan -Professional Development Survey	Superintendent PDC Chair	Ongoing
3. Substantial time and resources are devoted to professional development for certified and support staff.	-Personal Staff PD Plan -Professional Development Survey	Superintendent PDC Chair	Ongoing

# 3. Student Success

## Student Support Services – Attendance - Graduation

Services targeting early learning and support services to ensure the needs of ALL students are met through early learning and ongoing intervention/support services.

**Provide and maintain instructional resources and student support services to meet the needs of all in students in grades PreK-8.**

### A. Student Support Services

1. Comprehensive special education services are provided to all students, Early Childhood through grade 8, in accordance with the Individuals with Disabilities Education Act (IDEA).
2. The district complies with all provisions and regulations of the following federal programs: Title I.A: Improving the Academic Achievement of the Disadvantaged 4. The district provides early childhood education services for students identified as "at-risk" of academic failure with a focus on school readiness.
3. The district provides early childhood education services for students identified as "at-risk" of academic failure with a focus on school readiness.
4. The district will provide services to English Language Learners (ELL) to students for whom English is not their native language in an effort to assist these students in becoming academically and linguistically proficient in the English language as needed.
5. The district offers high quality ESY programs to students during the summer months in an effort to meet diverse student needs.
6. The district provides opportunities for parents/guardians to learn about the developmental needs of their children and receive support/ encouragement so that children grow and develop to their full potential.
7. The district provides character education and counseling services (as available through CCC grant) to support student success.

### B. Attendance

1. Attendance is monitored daily and reported to the board of education as needed.
2. Ninety percent of students are expected to attend 90% of the time

### C. Graduation

1. Students are expected to graduate from high school within a four year.

#### BOARD OF EDUCATION GOALS

##### STUDENT PERFORMANCE

Maintain an awareness of student academic performance areas of strength, weakness, and areas in need of continuous improvement. Support measures and objectives to ensure continued academic growth at all grade levels and in all content areas.

##### PROGRAM MONITORING & ACCOUNTABILITY

Monitor instructional services, support services, and district facilities through the Comprehensive School Improvement Plan and Building Improvement Plans on a regular basis. Ensure that student academic performance is the focus of instructional decisions being made at the board level.

##### SCHOOL GOVERNANCE

Assess and develop board of education policy to direct the operations of the school in support of student academic performance. Review policy as necessary to ascertain effectiveness of district procedures and processes.



### 3. Student Success Monitoring Plan 2021-2024

A. Student Support Strategies	Monitoring Resources	Responsible	Dates
1. Comprehensive special education services are provided to all students, early childhood through grade 8, in accordance with the Individuals with Disabilities Education Act (IDEA). -	IDEA compliance - Special Education Evaluation	Special Services	Ongoing
2. The district complies with all provisions and regulations of the following federal programs: Title I.A: Improving the Academic Achievement of the Disadvantaged	- Federal Programs Evaluation	Superintendent Title I Instructors	Ongoing
3. The district provides early childhood education services for students identified as "at-risk" of academic failure with a focus on school readiness.	- Early Childhood Screening	Special Services Preschool Instructors	Ongoing Screening in Spring
4. The district will provide services to English Language Learners (ELL) to students for whom English is not their native language in an effort to assist these students in becoming academically and linguistically proficient in the English language as needed.	- ELL Evaluation	Special Services	As needed
5. The district offers high quality ESY programs to students during the summer months in an effort to meet diverse student needs.	- IEP Documentation	Special Service	Spring/Summer
6. The district provides opportunities for parents/guardians to learn about the developmental needs of their children and receive support/ encouragement so that children grow and develop.	- PAT Evaluation	PAT Educator	Ongoing
7. The district provides character education and counseling services (as available) to support student success.	CCC Grant Perry County Task Force Green Bear	Superintendent	Ongoing
B. Attendance Strategies	Monitoring Resources	Responsible	
1. Attendance is monitored daily and reported to the board of education as needed. --- Ninety percent of students are expected to attend 90% of the time	- Average Daily Attendance Annual Performance Report	Superintendent	Daily Ongoing
C. Graduation Support Strategies	Monitoring Resources	Responsible	
1. Students are expected to graduate from high school within a four to five year period with their cohort.	- Annual Performance Report	Superintendent	Ongoing

### 4. School Operations

# Safety – Facilities – Infrastructure

Focus on the physical environment includes ensuring safe and secure facilities that provide the infrastructure for technology and opportunities for growth.

## **Provide and maintain functional and safe facilities.**

### A. Safety

1. The district provides a safe and secure physical environment for all students and staff.
2. The district places an emphasis on safety for students, employees and patrons through all professional and support staff programs and services.

### B. Facilities

1. The district provides clean, safe, and well-maintained facilities appropriate to house education programs and activities.
2. The district conducts three strategic planning meetings per year in order to gather community input regarding a vision for the district especially as it pertains to growth and future facility needs.
3. The district continually develops short-range and long-range facility master plans pertaining to the maintenance of existing facilities and potential future need of additional new facilities.

### C. Infrastructure

1. Technology resources and services are provided as an integral part of the instructional program and district operations.
2. The technology department provides support, training and guidance necessary to increase performance levels of students, faculty and staff.

#### **Board of Education Goals**

##### **PROGRAM MONITORING & ACCOUNTABILITY**

Monitor instructional services, support services, and district facilities through the Comprehensive School Improvement Plan and Building Improvement Plans on a regular basis. Ensure that student academic performance is the focus of instructional decisions being made at the board level.

##### **SCHOOL GOVERNANCE**

Assess and develop board of education policy to direct the operations of the school in support of student academic performance. Review policy as necessary to ascertain effectiveness of district procedures and processes.

## 4. School Operations Monitoring Plan 2021-2024

A. Safety	Monitoring Resources	Responsible	Date
1. The district provides a safe and secure physical environment for all students and staff.	- Safety Inspections - Safety Training/Drills - Safety/Security Program Evaluation - FEMA Shelters	Superintendent Maintenance	Ongoing
2. The district places an emphasis on safety for students, employees and patrons through all professional and support staff programs and services.	- Safety/Training Drills - Professional/Support Staff Handbooks - Emergency Action Plans and Drills - =	Superintendent Maintenance	Ongoing
B. Facilities	Monitoring Resources	Responsible	Date
1. The district provides clean, safe, and well-maintained facilities appropriate to house education programs and activities.	- Facilities Walkthrough Evaluation - Custodial/Maintenance Program Evaluation	Superintendent Maintenance	Ongoing
2. The district develops short range and long-range facility goals pertaining to the maintenance of existing facilities and potential future needs.	- Summer Maintenance email in the spring -School Board Facility Tours	Superintendent	Spring Email Ongoing
C. Infrastructure	Monitoring Resources	Responsible	Date
1. Technology resources and services are provided as an integral part of the instructional program and district operations including Internet, Wifi, and Phones.	KID Account SIS System	Superintendent Technology	Ongoing
2. The technology department provides support, training and guidance necessary to increase performance levels of students, faculty and staff.	- Technology Survey	Superintendent Technology	Ongoing

# 5. Community

## Climate – Culture – Engagement

Implementation of strategies aimed at improving school climate, culture, stakeholder relationships and family/community engagement.

**Promote, facilitate, and enhance parent, student, and community involvement in Local Education Agency (LEA) / District educational programs with 100% of families participating in Fall Parent Teacher Conference and at least 75% of our families participating in at least one family engagement activity.**

### A. Climate / Culture

1. Foster positive school climate in an effort to make every school in the district an inviting and safe place for every student, parent, staff, and the larger community.
2. Celebrate community history and culture by inviting local historians to visit classrooms.

### B. Engagement

1. Provide opportunities for families and community members to engage in two-way dialogue with the district
2. Use new media and technology to obtain evaluative input from constituents and promote engaged interaction.

#### BOARD OF EDUCATION GOALS

##### PARENT & COMMUNITY INVOLVEMENT

Encourage parent and community involvement at each grade level and across the district through open two-way communication to support continuous student improvement.

## 5. Community Monitoring Plan 2017-2020

A. Climate / Culture	Monitoring Resources	Responsible	Date
1. Foster positive climate in an effort to make our school an inviting and safe place for every student, parent, staff, and the larger community.	Summer Maintenance	Superintendent	Spring/Summer
2. Celebrate community history and culture	- Local Museum -Local Library	Superintendent	Ongoing
B. Engagement	Monitoring Resources	Responsible	
1. Provide opportunities for families and community members to engage in two way dialogue with the district	-PTO -Board Meeting Public Comments -Parent surveys through the year	Superintendent Teachers	Ongoing
2. Use new media and technology to obtain evaluative input from constituents and promote engaged interaction.	- Media Resources (website, parent portal, Facebook, etc.)	Superintendent Teachers Technology	Weekly newsletter Ongoing

# 6. Governance

## Leadership – Accountability – Finances

Leaders across the district including superintendent, central office, principals, board of education, and teacher leaders are focused on accountability efforts.

**Govern the Local Education Agency (LEA) / District in an efficient and effective manner providing leadership and representation to benefit the students, staff, and patrons of the school district.**

### A. Leadership

1. Create an environment that actively promotes and supports innovation within and beyond the school walls to meet the needs of all students

### B. Accountability

1. Develop an accountability and data system based on teaching and learning standards to measure student performance outcomes which inform instructional practice, administrative leadership and governance decisions.

### C. Finances

1. Monitor budget to ensure a healthy fund balance.

<b>BOARD OF EDUCATION GOALS</b>	
<b>SCHOOL GOVERNANCE</b>	
Assess and develop board of education policy to direct the operations of the school in support of student academic performance. Review policy as necessary to ascertain effectiveness of district procedures and processes.	

## 6. Governance Monitoring Plan 2017-2020

A. Leadership	Monitoring Resources	Responsible	Dates
1. Create an environment that actively promotes and supports innovation within and beyond the school walls to meet the needs of all students	- Evaluation of School Leaders	Technology School Board	Spring
B. Accountability	Monitoring Resources	Responsible	
1. Develop an accountability and data system based on teaching and learning standards to measure performance outcomes which inform instructional practice, administrative leadership and governance decisions.	- Missouri School Improvement Program Fifth Cycle <del>(MSIP-5 performance and process standards)</del>	Superintendent	Ongoing
C. Finances	Monitoring Resources	Responsible	
1. Monitor budget to ensure a healthy fund balance.	- School Budget / Annual Audit - Annual Secretary of the Board Report - Demographic Study - Facilities Master Plan	Superintendent Board of Education	Ongoing

