

**Penney High School
Building Improvement Plan
2025-2026**



Building Vision

- 🐝 Develop communication, problem solving, and technological skills to prepare students for a variety of situations.
- 🐝 Promote accountability for each person involved in the learning process.
- 🐝 Develop constructive relationships between students, parents, and community.
- 🐝 Foster curriculum as an evolving conceptual framework.

Building Mission

Together, we will promote a positive and secure learning-centered environment with the educational tools and opportunities to embrace diversity for success as life-long learners.

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Description of Planning Process
The Penney High School Leadership Team met in May to discuss issues and strengths from the previous school year. In this first initial meeting we reflected on the school year and were able to identify specific positives and negatives from the 24-25 school year. When we met again in July, we were able to specifically identify what our specifics goals needed to be for the upcoming school year. We looked at EOC scores and student involvement numbers along with our own personal observations from the previous school year to help guide us in our goal setting.

Team Members	
John Schieber	HS Principal
Amy Kanoy	Curriculum Director
Renae Wattenbarger	Counselor
Kalen Prothero	Librarian
Malachi McBee	Math Teacher
Candy Hensley	English Teacher
Eddy Kraber	Business Teacher
Sara Lasher	Special Education Teacher
Trevor Dixon	Engineering/Physical Education Teacher

As part of the initial, large group meeting, we reviewed our building's data which included: MAP results, student attendance, past APRs, and district family demographics which included locale of our parents' employment, annual average salary, and primary care givers identity (grandparents, parents, divorced parent, etc.) Using the data, each domain group then brainstormed district strengths and areas for improvement. These were shared out and compiled for each group to consider as they wrote goals. The generated lists follow:

Building Strengths	<ul style="list-style-type: none"> - We have strong community support for our school, students and teachers. - For the 23-24 school year, we had EOC scores above the state average for all but one of the tested areas. - We finished our new high school in August 2023. - We will have a new all weather track finished in August 2024. - We have a strong experienced core group of teachers. - We received full credit for our CCR scores in the class of 2025. - We have strong extracurricular programs at Penney with four of our teams earning state trophies (Football 2nd, Cheer 3rd, Winter Guard 2nd, Girls Track & Field 2nd).
Areas for Improvement	<ul style="list-style-type: none"> - We have an inexperienced principal at the high school. - We have lost experienced teachers to retirement over the last 5 years. - We have new teachers in all but one of our EOC tested courses. - Forty-five percent of our student population is on Free and Reduced Lunch

Goal 1:

SMART Goal Penney High School Teachers will use each of the “Focus Five” techniques from “Teach like a Champion” in 100% of their daily lessons.

Data Points & Rationale

Penney High EOC Comparisons	
23-24 Proficient and Advanced Percentages	24-25 Proficient and Advanced Percentages
Algebra 1 - 50% LA 2 - 63% Biology 1 - 60% American Government - 38%	Algebra 1 - 20% LA 2 - 52% Biology 1 - 33% American Government - 42%

During the 24-25 school year we had two first year teachers teaching in tested courses. We anticipated that our scores would decrease in these areas. We want to work to develop strong, proven teaching techniques for our new staff members to help improve them in their classrooms and create more rigor for our students.

Funding Local, State, & Federal	MSIP Indicator(s) Effective Teaching & Learning 5 & 8			
Action Steps	Start Date	End Date	Person(s) Responsible	District Plan
Leadership team met and discussed five teaching techniques that PHS will focus on for the 25-26 school year.	May 2025	July 2025	PHS Leadership Team	CSIP - Effective Teaching and Learning Goal 1
Staff will receive training on the “Focus Five” teaching techniques during their beginning of year meeting.	August 2025	August 2025	PHS Principal & PHS Staff	CSIP - Effective Teaching and Learning Goal 1
Time will be scheduled during monthly staff meetings to promote collaboration amongst staff members on the progress of using techniques in the classroom.	August 2025	May 2026	PHS Principal & PHS Staff	CSIP - Effective Teaching and Learning Goal 1
PHS Instructional Coach and Principal will use these techniques to focus their coaching sessions and evaluations on.	August 2025	May 2026	PHS Principal & PHS Staff	CSIP - Effective Teaching and Learning Goal 1

Goal 2:

SMART Goal Penney High School will have 70% of their students regularly involved in extracurricular activities throughout the 25-26 school year.

Data Points & Rationale

During the 24-25 school year we set a goal to increase student involvement. Our numbers of students involved in athletics across the board had been lower than they were during the 2019-2020 school year. After the 24-25 school year we were able to determine that just shy of 60% of our students were regularly involved in activities. We have decided to increase that number to 70% for the 2025-2026 school year. Studies have shown that students who are involved in extracurricular activities are more likely to graduate and have higher GPAs and attendance.

Funding Local, State, & Federal		MSIP Indicator(s) Safe, Orderly, and Caring Environment 1 & 2		
Action Steps	Start Date	End Date	Person(s) Responsible	District Plan
Coaches and Sponsors will work with Administration to let us know which students are involved in their activities at the beginning and end of the season.	August 2025	May 2026	PHS Coaches, Sponsors, & Administrators	CSIP - Collaborative Climate & Culture Goal 1 & Equity and Access Goal 2
Staff will present students with all the activities that Penney High has to inform students of their options	August 2025	May 2026	PHS Staff & Administration	CSIP - Collaborative Climate & Culture Goal 1 & Equity and Access Goal 2
Penney High will again be conducting a “Class Competition” to increase attendance at home events. Encouraging kids to show up to events will show them the enjoyment of attending the events and being involved with the school. This will also encourage and foster friendships that will make them more likely to continue to attend events and join a club or team.	August 2025	May 2026	PHS Coaches, Sponsors, Staff & Administrators	CSIP - Collaborative Climate & Culture Goal 1 & Equity and Access Goal 2

Goal 3

SMART Goal Penney High School will maintain their new facilities and not require any major purchases or replacements for the 25-26 school year.

Data Points & Rationale

In August 2023, construction finished on a brand new Penney High School. In August 2025, construction will finish on a new all weather track. Throughout the time of the new building, we have noticed that some students do not have respect for our new spaces. We in particular had issues with vandalism in the bathrooms. We want to help our students take pride in their facilities and help us to monitor damaging behaviors.

Funding Local, State, & Federal		MSIP Indicator(s) Leadership 10		
Action Steps	Start Date	End Date	Person(s) Responsible	District Plan
Mr. Schieber will instruct the students on anonymous ways to report damage being done in private areas	August 2025	May 2026	PHS Principal	Facilities Improvement Plan
Mr. Schieber will conduct a full investigation into damage done to new areas to divert students from making these poor choices	August 2025	May 2026	PHS Principal	Facilities Improvement Plan
PHS staff will immediately report any damages that they see to the new building so that Mr. Schieber can conduct the best solve these issues.	August 2025	May 2026	PHS Staff & Principal	Facilities Improvement Plan
Penney High will look to add restorative justice as part of our students' punishment for damage that is caused by our students. They will work with maintenance staff to help correct the damages they have done.	August 2025	May 2026	PHS Principal & Maintenance Team	Facilities Improvement Plan

Appendix A

Past MAP/EOC Data

Appendix B

PHS Student Involvement Chart

Appendix C

MSIP Standards & Indicators

Missouri's School Improvement Program Standards and Indicators may be found [here](#) on the DESE website.