

**Penney High School
Building Improvement Plan
2026-2027**



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
Penney High School staff were asked to fill out a survey in June to discuss weaknesses & strengths from the previous school year. The Penney High School Leadership Team met in July, we were able to specifically identify what our specific 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 Demel	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	- We have strong community support for our school, students and teachers. - We saw significant improvement in our Algebra 1 EOC scores and our LA 2 scores also improved. - We finished our new high school in August 2023 and our all weather track in August 2025. - We have a strong experienced core group of teachers. - We received full credit for our CCR scores for the second year in a row!. - We have strong extracurricular programs at Penney with four of our teams earning state trophies (Cheer 4th, Winter Guard 2nd, Boys Basketball 3rd, Girls Track & Field 2nd).
Areas for Improvement	- We have an inexperienced principal at the high school. - We have lost experienced teachers to retirement over the last 5 years. - We have two teachers who are in their first two years of teaching an EOC tested course. - 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 +1” 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	25-26 Proficient and Advanced Percentages
Algebra 1 - 50.0% LA 2 - 62.2% Biology 1 - 59.3% American Government - 35.0%	Algebra 1 - 17.7% LA 2 - 52.0% Biology 1 - 33.3% American Government - 42.1%	Algebra 1 - 64.7% LA 2 - 62.0% Biology 1 - 28.3% American Government - 35.3%

During the 25-26 school year we had a focus on using proven teaching techniques in our classrooms. While our scores improved in some areas they did not in others. We want to continue 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. Our building goal has shifted its focus to this area for the 26-27 School Year

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, and chose to add an additional technique	July 2026	May 2027	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 2026	August 2026	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 2026	May 2027	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 2026	May 2027	PHS Principal & PHS Staff	CSIP - Effective Teaching and Learning Goal 1
PHS Principal will develop a “placemat” with these techniques so that teachers can easily access the information when working on their lesson plans.	August 2026	May 2027	PHS Principal	CSIP - Effective Teaching and Learning Goal 1

Goal 2:

SMART Goal Penney High School will have fewer than 11% of their students not involved in an extracurricular activities throughout the 26-27 school year.

Data Points & Rationale

PHS Student Involvement		
	24-25	25-26
Total Number of Students	171	162
Percent of Students Not Involved	16.4%	16.0%
Percent of Students Involved in One Activity	25.1%	13.6%
Percent of Students Regularly Involved (Two or More Activities)	58.5%	70.4%

Our numbers of students involved in athletics across the board had been lower than they were during the 2019-2020 school year. During the 25-26 school year we achieved our goal to increase student involvement in multiple activities throughout the school year. While we achieved our goal, we noticed that our percentage of students who were not involved stayed approximately the same. We decided this year that we would focus on the students that were not involved. 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 end of the season.	August 2026	May 2025	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 2026	May 2027	PHS Staff & Administration	CSIP - Collaborative Climate & Culture Goal 1 & Equity and Access Goal 2
Students will fill out a survey at the beginning of the year about what clubs they are interested in. This information will be given to coaches and sponsors for them to reach out to the students.	August 2026	May 2027	PHS Coaches, Sponsors, Staff & Administrators	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 2026	May 2027	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 26-27 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. During the 25-26 school year we increased our punishments to ISS for students involved in vandalism. While this worked (we had no repeat offenders), we did still have to make a couple of major purchases (urinal and stall dividers).				
Funding Local, State, & Federal		MSIP Indicator(s) Leadership 10		
Action Steps	Start Date	End Date	Person(s) Responsible	District Plan
Mr. Demel has purchased an electronic hall pass system that will be able to help control which students are allowed out at the same time, and how many students are allowed in the bathroom at the same time.	August 2026	May 2027	PHS Staff & Principal	Facilities Improvement Plan
Mr. Demel will instruct the students on anonymous ways to report damage being done in private areas	August 2026	May 2027	PHS Principal	Facilities Improvement Plan
Mr. Demel will conduct a full investigation into damage done to new areas to divert students from making these poor choices	August 2026	May 2027	PHS Principal	Facilities Improvement Plan
PHS staff will immediately report any damages that they see to the new building so that Mr. Demel can conduct the best solve these issues.	August 2026	May 2027	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 2026	May 2027	PHS Principal & Maintenance Team	Facilities Improvement Plan
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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.