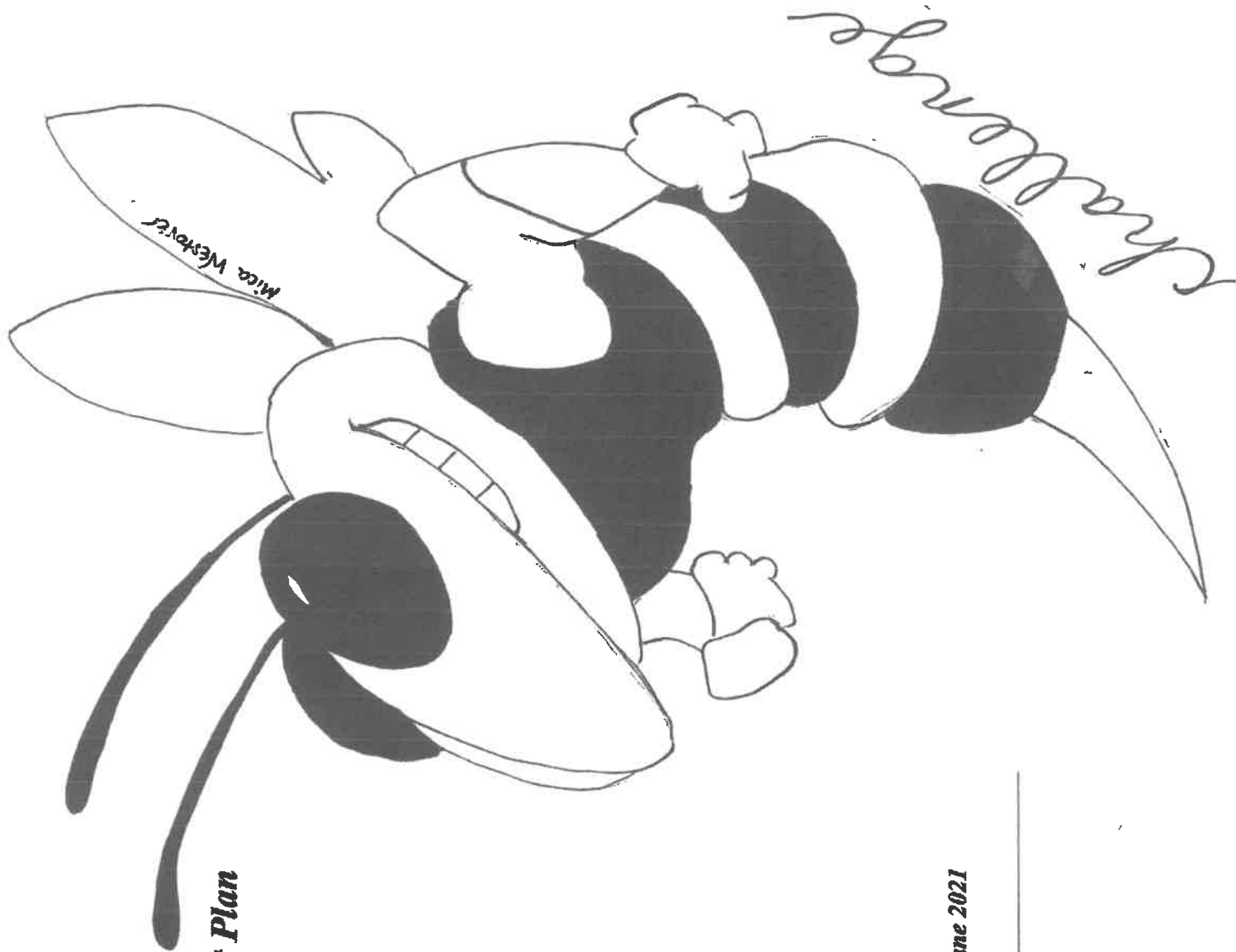


Hamilton R-2 Schools
Continuous School Improvement Plan
June 2021 – June 2026

ACHIEVEMENT
INSPIRE



Submitted to Board of Education for approval: June 2021

Approved: Signature of Board President _____

Date: _____

Hamilton R-2 Schools

Continuous School Improvement Plan

Date: June 2021

District Plan: Hamilton R-2 Schools

County/District Code: 013-055

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Acronyms Used in this Document: **CSIP** – Continuous School Improvement Plan, **MSIP** – Missouri School Improvement Plan, **DESE** – Department of Elementary and Secondary Education, **BOE** – Board of Education, **PDC** – Professional Development Committee, **SPED** – Special Education, **ICAP** – Individual Career and Academic Plan, **FBA** – Functional Behavior Assessment, **LCSW** – Licensed Clinical Social Worker, **F/R** – Free and Reduced Lunch, **IEP** – Individual Educational Plan, **MLS** – Missouri Learning Standards, **RTI** – Response to Intervention, **CWC** – Class within a Class, **ADA** – American Disabilities Act, **PBL** – Project Based Learning, **ELA** – English Language Arts

Description of planning process: In February of 2021, the Hamilton R-2 School District's, Missouri School Improvement (MSIP) Coordinator met with the School Superintendent, the three building principals and the curriculum director establishing a protocol for developing a new CSIP document following COVID 19 guidelines of social distancing and wearing face masks. The following protocols were established: 1) Have only one large group meeting, 2) The facilitator of each domain would meet with their teams in small groups, 3) The majority of correspondence would take place via email.

Each facilitator submitted the objectives, strategies, and action steps for their respective domain to the MSIP Coordinator. The MSIP Coordinator then compiled all the information into the document, Continuous School Improvement Plan. All the facilitators then met with the MSIP Coordinator on April 19th. The CSIP document was edited and them submitted to all team members for review. After their review was completed, it was submitted to the Board of Education for final approval at the regular scheduled June board meeting.

The CSIP team was made up of BOE members, teachers, students, parents, business owners and school administrators. There was an equal distribution of individuals from each of these roles placed on the respective teams.

The team members included:

Name	Role
Troy Ford	School Superintendent
Tim Schieber	High School Principal
Rick Ross	Middle School Principal
Billie McGraw	Elementary Principal
Amy Kanoy	High School Teacher
Chevy Lundy	High School Student
Andrew Rich	High School Student
John Ohlberg	BOE Member
Ethan Decker	MFA Manager
Jenni Eaton	Business Owner/Parent

Sydney Ernat	Middle School Teacher
Maggie Angle	Elementary Teacher
Amber Hughes	Elementary Teacher
Ashley Brown	High School Student
Jake Sartorius	High School Teacher
Wendy Edwards	Parent
Jennifer Ernat	High School Teacher
Brandon Wehmeyer	Instrumental Music Teacher
Julia Kanoy	High School Student
Allison Ford	High School Teacher
Erin Yuille	Elementary School Counselor
Jordan Richman	High School/Middle School Teacher
Jami Williams	Elementary Teacher
Lauren Bacon	Elementary Teacher
Christa Horne	American Family Insurance
Emily McBee	Parent
Poppy Dockray	Para-professional
Emily Sanderson	Elementary Teacher
Brian Murrell	Middle School Teacher
Traci Schieber	Curriculum Director/A+ Coordinator
Dorothy Silvey	District MSIP Coordinator

District Strengths: Elementary facilities, Student/Staff relationships, Professional development, Community support, Positive culture, Technology 1:1, Low teacher/student ratio, Variety of clubs/activities, Academic support/tutoring, Facilities accessibility, Interpersonal relationships, Mix of older/younger staff members, Large percent of staff with advanced degrees, Graduation rates, Communication, Ability to adapt, Work ethic, Up-to-date curriculum and technology, Quality leaders/administration, Positive Behavior Intervention Support, Summer school, Students Assisting Students program, Athletic successes

District Improvements: Hire school social worker, Increase number of course offerings, Update textbooks, Increase amount of technical training, Decrease stigma of students taking easier classes, More gym space, Increase activities offered at elementary, Professional development for parents, Follow-up with students after trauma incidents, Need more foreign language offerings, Offer foreign language to younger students, Facilities need upgraded – no hot water in high school, Lights in parking lots, Faster internet, Better way to get from building to building

Vision Statement: The Hamilton R-2 School District strives to inspire and challenge students to achieve their full potential.

Mission Statement: The Hamilton R-2 School District is committed to providing a positive environment with a variety of challenging opportunities for pre-K through post-graduate learners. Therefore, educators will promote diverse academic, personal and professional endeavors that will culminate with students becoming positive productive members of an ever-changing society.

Domain Topics

Domain: Leadership

Objective # 1

Provide a financial structure to maintain 100% of the instructional resources, support services and safe facilities.
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Strategy # 1

Develop a comprehensive long-range plan for district parking lots that supports improvements for access and safety for all patrons.

MSIP Standard(s) and Indicator(s): L10.A – The school system actively addresses school safety and security in all facilities. A) The school system, in consultation with public safety officials and stakeholders, develops, implements, and reviews annually a comprehensive school emergency operation plan for the school system and each school or site as applicable.	Funding Sources: Local
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Action Steps	Person(s) Responsible	Starting Date	Completion Date
1. Develop a facility plan that will seek input from school groups and address possible sources of funding.	Appropriate School Groups, Superintendent	June 2021	June 2026
2. Conduct a parking lot study that assesses lighting needs, pavement for dust control, safe walking environment, increase ADA access points.	Superintendent	June 2021	June 2026

Domain: Leadership**Objective # 2**

100% of the BOE members and the Superintendent will engage in ongoing professional learning and self-evaluation to strengthen governance practices.

Strategy # 1

Evaluation tools will be utilized twice per year by board of education members and the Superintendent.

MSIP Standard(s) and Indicator(s): L1.C.D – The local board and superintendent/chief executive officer engage in ongoing professional learning and self-evaluation in order to strengthen governance practices. C) The local board and the superintendent engage in professional learning designed to improve governance practices. D) The local board and the superintendent regularly evaluate governance team strengths and opportunities for improvement.	Funding Sources: Local
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Action Steps	Person(s) Responsible	Starting Date	Completion Date
1. Solicit the help of MSBA to come in and speak with the BOE on area of self-evaluation.	Superintendent	June 2021	June 2026
2. An evaluation tool will be developed to assess strength in governance practices.	Superintendent	June 2021	June 2026
3. Conduct the evaluation during the months of August and February to review progress the BOE and Superintendent have identified as growth opportunities.	Superintendent	June 2021	June 2026
4. Conduct individual meetings between board members and district leadership to define roles in the decision-making process.	Superintendent	June 2021	June 2026

Domain: Leadership

Objective # 3

The local board adopts, monitors, and annually reviews the implementation and outcomes of the CSIP Plan that focuses on district performance and improvement while maintaining a minimum of 94% on the DESE Annual Performance Report on a yearly basis from 2021-2026.

Strategy # 1

Develop a yearly plan and identify specific monthly board meetings to address progress on the CSIP and how that progress is driving the implementation of other plans within the district. Results will coincide with the Annual Performance Report.

MSIP Standard(s) and Indicator(s):	Funding Sources:
L3.D – The local board adopts, monitors, and annually reviews the implementation and outcomes of the Continuous School Improvement Plan (CSIP) that focuses on district performance and improvement. D) The local board regularly monitors the implementation and outcomes of the CSIP.	Local

Action Steps	Person(s) Responsible	Starting Date	Completion Date
1. Continue communication procedures between BOE members and administration on progress of CSIP.	BOE, Superintendent	June 2021	June 2026
2. Monitor administrative development of yearly review and evaluations of all district plans.	BOE, Superintendent	June 2021	June 2026
3. Organize a board retreat to brainstorm answers for some areas of improvement.	BOE, Superintendent	June 2021	June 2026
4. Review Program Evaluations and compare those evaluations with the progress of the CSIP.	BOE, Superintendent	June 2021	June 2026

Domain: Leadership

Objective # 4

The Hamilton R-2 BOE will review financial reports monthly to manage school resources to increase student's successes in accordance with priorities established in the CSIP.

Strategy # 1

The Hamilton R-2 Board of Education will be provided monthly reports detailing where district dollars are being spent in comparison to the same month from the previous year.

MSIP Standard(s) and Indicator(s): L4.D – The school system manages school operations and resources to promote each student's academic success and well-being in accordance with priorities established in the CSIP. D) The local board establishes budget parameters, including minimum fund balances, to guide budget development.	Funding Sources: State
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Action Steps	Person(s) Responsible	Starting Date	Completion Date
1. The Superintendent of Schools and bookkeeper will work together to provide detailed spending amounts and comparison trends to the BOE.	Superintendent	June 2021	June 2026
2. During the months of June and December the Superintendent will analyze minimum fund balances and provide those analytics to the BOE.	Superintendent	June 2021	June 2026
3. Monthly spending will be discussed at the monthly board meeting in the financial statement notes.	Superintendent	June 2021	June 2026
4. Develop and adopt right-sized budgets that support the educational process and control personnel costs within a range not to exceed 80% of operating revenue while maintain an operating fund balance at 25% of annual revenue.	Superintendent	June 2021	June 2026

Domain: Leadership

Objective # 5

The BOE will utilize data to review and make moderate changes to three school system programs per year for the next 5 years. The following programs will be reviewed in years one and two: Special Education, Food Service, Finances, Professional Development, Transportation and At-Risk.

Strategy # 1

Utilize a systems approach to ensure continuous improvement through the management and measurement of the organization.

MSIP Standard(s) and Indicator(s): L7.D – The local board and administration ensure the use of an effective evaluation process for all employees and a systematic program evaluation process for the school system's programs, practices, and procedures for the attainment of the vision, mission, and goals. D) The local board regularly reviews goals, objectives, and the effectiveness of all programs and services, which support the mission and vision of the district.	Funding Sources: Local
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Action Steps	Person(s) Responsible	Starting Date	Completion Date
1. The programs: Special Education, Food Service, Finances, Professional Development Transportation and At-Risk will be the initial school systems reviewed.	Superintendent	June 2021	June 2023
2. Utilize a quality assurance process which supports continuous school improvement.	Superintendent	June 2021	June 2026
3. Utilize effective evaluation practices to provide feedback of all district programs and resources.	Superintendent	June 2021	June 2026
4. Recognize excellence in teaching throughout all buildings at teacher in service.	Superintendent, Building Principals	June 2021	June 2026

5. Refine internal communication strategies to support comprehensive school improvements leading to increased engagement of internal stakeholders.	Superintendent	June 2021	June 2026
6. Utilize evaluation tools across the district that foster individual growth and learning.	Superintendent	June 2021	June 2026
7. Continue to enhance salary schedule with yearly increases when finances allow.	Superintendent, BOE	June 2021	June 2026

Domain: Leadership

Objective # 6

The school supports a system of recruitment and support to ensure a high quality, student centered staff while maintaining a turnover rate of less than 5% on a yearly basis.

Strategy # 1

Recruit, attract, develop, and retain highly qualified staff to carry out the district mission, goals, and objectives.

MSIP Standard(s) and Indicator(s): L9.A – The local board and administration provide sufficient staffing of qualified and highly effective personnel to achieve the school system’s vision, mission, and goals. A) Administration manages personnel resources, both professional and support staff, to address each student’s learning needs.	Funding Sources: Local, State, Federal
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Action Steps	Person(s) Responsible	Starting Date	Completion Date
1. Enhance district staff retention practices.	Superintendent	June 2021	June 2026
2. Utilize multiple resources to attract bus drivers and qualified applicants to the Hamilton R-2 School District.	Superintendent	June 2021	June 2026
3. Effectively utilize evaluation tools across the district that foster individual growth and learning.	Superintendent	June 2021	June 2026
4. Enhance recognition practices for employees.	Superintendent	June 2021	June 2026

Domain: Leadership

Objective # 7

The school system annually conducts a physical security site assessment at each facility prior to the beginning of the next school year and 100% of all staff attend security training.

Strategy # 1

Develop and enhance security programs and experiences for staff, leading to continued school safety improvement.

MSIP Standard(s) and Indicator(s): L10.G - The school system actively addresses school safety and security in all facilities. G) The school system staff participate in relevant school safety and violence prevention training.	Funding Sources: Local
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Action Steps	Person(s) Responsible	Starting Date	Completion Date
1. Employ Strategos to complete a full safety site assessment.	Superintendent	June 2021	June 2026
2. Employ Strategos to provide live training for a school shooting situation.	Superintendent	June 2021	June 2026
3. Review safety plan and procedures with staff quarterly in staff meetings.	Superintendent	June 2021	June 2026
4. Provide information to substitute teachers concerning the safety plan prior to employment in the district.	Superintendent	June 2021	June 2026
5. Each building principal will complete annual site safety assessment with district maintenance personnel.	Building Principals, Head of Maintenance	June 2021	June 2026

Domain: Effective Teaching and Learning

Objective # 1

100% of Hamilton R-2 students meet or exceed the state standard and/or demonstrate measurable improvement.

Strategy # 1

At the elementary and middle school level, 100% of students demonstrate on-track performance on common assessments for Math, Reading and Writing. Common assessments will be administered at the beginning, middle and end of the year at minimum.

MSIP Standard(s) and Indicator(s): TL 1.C – Students and identified student groups demonstrate on-track performance on multiple measures of success by meeting or exceeding the state standard and/or demonstrating significant measurable improvement. C) Beginning in elementary school, students demonstrate on-track performance through department designated measures of literacy and numeracy.	Funding Sources: Local, State, Federal
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Action Steps	Person(s) Responsible	Starting Date	Completion Date
1. Grade level teams create benchmark assessments aligned to the MLS in Writing, Math and Reading.	K-8 Grade Teachers Curriculum Director Building Principals	June 2021	June 2026
2. Grade level teams administer benchmark assessments at the beginning, middle and end of the school year.	K-8 Grade Teachers Curriculum Director Building Principals	June 2021	June 2026
3. Grade level teams use benchmark assessment data to improve instruction and student learning.	K-8 Grade Teachers Curriculum Director Building Principals	June 2021	June 2026

Domain: Effective Teaching and Learning

Objective # 2

Hamilton R-2 provides services to support the career development of all students.

Strategy # 1

Beginning no later than 8th grade, 100% of students have developed ICAPs and revisit ICAPs yearly (at minimum) to ensure students are on the correct path to their career choice. Beginning no later than 6th grade, 100% of students have the opportunity to explore multiple career options through an annual career fair.

MSIP Standard(s) and Indicator(s): TL 10.C – The school system provides school counseling services to support the career, academic, and social/emotional development of all students. C) Individual Career and Academic Plans (ICAPs) are developed and annually reviewed for each student starting no later than 8 th grade and continuing through 12 th grade.	Funding Sources: Local, State
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Action Steps	Person(s) Responsible	Starting Date	Completion Date
1. Students will take a variety of interest inventories, aptitude tests, academic tests etc. for self-reflection to build six-year plans (ICAP) to address a variety of post-secondary goals beginning not later than 8 th grade.	School Counselors	June 2021	June 2026
2. Students, along with parent input, utilize Missouri Connections with guidance from school counselors to develop ICAP's beginning in 8 th grade.	School Counselors	June 2021	June 2026
3. Counselor's schedule annual meetings with students and their parents to review ICAPs beginning in 8th grade.	School Counselors	June 2021	June 2026
4. Counselors and MS and HS building administrators organize and host an annual career fair for 6th-12th grade students.	School Counselors, Building Principals	June 2021	June 2026

Domain: Effective Teaching and Learning

Objective # 3

Hamilton R-2 prepares 100% of students through the development of intrapersonal and interpersonal skills.

Strategy # 1

100% of students, PK-12, have the opportunity to participate in project-based learning to develop initiative and engage in collaboration.

MSIP Standard(s) and Indicator(s): TL 4.A – The school system prepares students through the development of essential intrapersonal and interpersonal skills. A) The school system ensures opportunities for students to develop initiative and engage in collaborative problem solving.	Funding Sources: Local, State
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Action Steps	Person(s) Responsible	Starting Date	Completion Date
1. Teachers receive professional development opportunities focused on project-based learning (PBL).	Teachers, Curriculum Director, Community Members	June 2021	June 2026
2. Teachers offer project-based learning opportunities once per semester, at minimum, to students.	Teachers, Curriculum Director, Community Members	June 2021	June 2026
3. Teachers involve the community in project-based learning.	Teachers, Curriculum Director, Community Members	June 2021	June 2026

Domain: Effective Teaching and Learning

Objective # 4

Hamilton R-2 ensures that 100% of new teachers participate in a 2-year mentoring program which implements board-adopted teacher/leader standards to ensure effective instruction for students.

Strategy # 1

Hamilton R-2 provides an effective induction and 2-year mentoring program to 100% of new certified faculty members.

MSIP Standard(s) and Indicator(s): TL5.D – The school system implements board-adopted teacher/leader standards to ensure effective instructional staff for each student. D) The school system provides an effective induction and mentoring process for all instructional staff and administrators.	Funding Sources: Local, State
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Action Steps	Person(s) Responsible	Starting Date	Completion Date
1. Building Administrators and the Curriculum Director host an on-boarding for all new staff members prior to the beginning of the school year to familiarize them with the district.	Curriculum Director, Building Principals, Teachers	June 2021	June 2026
2. Mentors and mentees use the mentoring program handbook to guide them and meet no less than once per month to discuss topics outlined in the mentor handbook and/or areas of concern.	Curriculum Director, Building Principals, Teachers	June 2021	June 2026
3. All mentors and mentees meet each quarter with the Curriculum Director.	Curriculum Director, Building Principals, Teachers	June 2021	June 2026
4. Mentees are scheduled to observe highly qualified staff members and the curriculum director observes mentees prior to their first formal evaluation to offer constructive feedback.	Curriculum Director, Building Principals, Teachers	June 2021	June 2026

Domain: Effective Teaching and Learning

Objective # 5

Hamilton R-2 provides a multi-tiered system of support that addresses the needs of the whole child.

Strategy # 1

Hamilton R-2 will establish an alternative classroom to support the needs of students who are on Tier 3 and unable to be successful in the classroom setting to support their successful return to the mainstream classroom.

MSIP Standard(s) and Indicator(s): TL7.A – The school system provides a comprehensive multi-tiered system of support that addresses the academic, emotional, behavioral, social, and physical needs of each student. A) The school system establishes learning and behavioral supports that are identified, coordinated, and implemented with fidelity at the classroom, building, and system level.	Funding Sources: Local, State, Federal
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Action Steps	Person(s) Responsible	Starting Date	Completion Date
1. Administrators will research successful alternative classrooms in NW Missouri to identify strong supports to implement that support social-emotional learning and trauma-informed practices based on student need.	Superintendent	June 2021	June 2026
2. The Superintendent and School Board will allocate funding for the alternative classroom.	Superintendent, BOE	June 2021	June 2026
3. Administrators will hire a highly qualified teacher who has experience working with Tier 3 students and who has been trained in conducting FBAs and in writing successful behavior plans.	Superintendent	June 2021	June 2026
4. A plan will be developed to qualify students for the alternative classroom.	Superintendent, Building Principals	June 2021	June 2026
5. A plan will be developed to identify when students are ready to transition out of the alternative classroom.	Superintendent, Building Principals	June 2021	June 2026

Domain: Effective Teaching and Learning

Objective # 6

Hamilton R-2 will provide counseling services to support the career, academic, and social/emotional development of all students.

Strategy # 1

Hamilton R-2 will improve access to responsive services and resources in the form of a licensed clinical social worker.

MSIP Standard(s) and Indicator(s): TL10.F – The school system provides school counseling services to support the career, academic, and social/emotional development of all students. F) The school system provides student support in the form of school counseling and additional supports such as school psychologists, social workers, nurses, and therapists, based on local context and student need.	Funding Sources: Local, State
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Action Steps	Person(s) Responsible	Starting Date	Completion Date
1. The Superintendent and School Board will allocate funding for a licensed clinical social worker to work at least part time to support students' social/emotional needs.	Superintendent, BOE,	June 2021	June 2026
2. Counselors and building administrators will establish partnerships with outside agencies to find an LCSW to employ.	School Counselors, Building Principals	June 2021	June 2026
3. A quiet and private area of each school building will be made available to the LCSW to utilize during visits.	Building Principals	June 2021	June 2026

Domain: Effective Teaching and Learning

Objective # 7

Hamilton R-2 utilizes evidence-based instructional practices to ensure the success of each student.

Strategy # 1

100% of Hamilton R-2 students receive literacy instruction throughout all grades using a variety of evidence-based methods. Emphasis is on closing the achievement gap of the super-subgroup (F/R students, IEP students, etc.)

MSIP Standard(s) and Indicator(s): TL6.A – Evidence-based instructional practices are implemented to ensure the success of each student. A) Students receive literacy instruction throughout all grades using a variety of evidence-based methods.	Funding Sources: Local, State, Federal
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Action Steps	Person(s) Responsible	Starting Date	Completion Date
1. ELA curriculum is aligned to MLS and taught at a rigorous level throughout the district.	Building Principals, Teachers, Curriculum Director	June 2021	June 2026
2. Common assessments are used K-8 to inform instruction and to identify students who qualify for extra ELA support.	Building Principals, Teachers, Curriculum Director	June 2021	June 2026
3. Professional development is offered to teachers in the area of ELA to ensure effective instruction for grades K-8.	Building Principals, Teachers, Curriculum Director	June 2021	June 2026
4. Elementary and Middle School will continue to offer RTI, reading support, tutoring and other remedial supports in the area of ELA.	Building Principals, Teachers, Curriculum Director	June 2021	June 2026

Domain: Collaborative Climate and Culture

Objective # 1

The Hamilton R-II School District provides a safe and caring environment that supports teaching, learning and student success daily during the school calendar year.

Strategy # 1

On an annual basis, all buildings will maintain or exceed 80% on the district's annual employee satisfaction survey.

MSIP Standard(s) and Indicator(s): CC1.D – The school system provides a safe and caring environment that supports teaching, learning, and student success. D) The school system promote respect for individual differences (e.g., policies and procedures)	Funding Sources: Local, State, Federal
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Action Steps	Person(s)Responsible	Starting Date	Completion Date
1. The Superintendent will form a team of school leaders to develop an employee satisfaction survey utilizing the survey from www.pbisapps.org .	Superintendent, School Leaders	June 2021	June 2026
2. Building administrators will have their building staff complete the survey during the January professional development meetings.	Building Principals	June 2021	June 2026

Strategy # 2

The district promotes respect for individual differences (e.g., diversity training, diversity awareness, policies, and procedures).

MSIP Standard(s) and Indicator(s): CC1.D – The school system provides a safe and caring environment that supports teaching, learning, and student success. D) The school system promotes respect for individual differences (e.g. diversity training, diversity awareness, policies, and procedures).	Funding Sources: Local, State
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Action Steps	Person(s) Responsible	Starting Date	Completion Date
1. BOE policies and procedures on diversity will be reviewed to determine respect for individual differences.	Superintendent, BOE	June 2021	June 2026
2. Cultural awareness and inclusiveness will be the focus of diversity training.	Superintendent	June 2021	June 2026
3. Respect for individual differences will be addressed in the identified areas of identified diversity.	Building Principals, School Staff	June 2021	June 2026

Domain: Collaborative Climate and Culture

Objective # 2

The Hamilton R-II School District establishes a culture focused on learning, characterized by high academic and behavioral expectations for 100% of the students.

Strategy # 1

Leadership develops a systematic process for establishing and maintaining a positive learning climate.

MSIP Standard(s) and Indicator(s): CC2.A – The school system establishes a culture focused on learning, characterized by high academic and behavioral expectations for each student. **A)** Leadership develops a systematic process for establishing and maintaining a positive learning climate.

Funding Sources:
Local, State

Action Steps	Person(s) Responsible	Starting Date	Completion Date
1. Establish adult/student mentoring program in all buildings, i.e. Check and Connect.	PDC, Building Principals	June 2021	June 2026

Domain: Collaborative Climate and Culture

Objective # 3

The Hamilton R-II School District will create and maintain collaborative prospects and relationships with school districts, business, industry, postsecondary institutions, and other entities to create well-rounded educational opportunities for 100% of the students and educators.

Strategy # 1

The district develops reciprocal partnerships with postsecondary institutions, businesses, industry, charitable organizations, non-profit organizations, cultural organizations, and commercial entities for the benefit of students and educators with 80% of patrons expressing satisfaction with the information provided through district communication as determined through the district climate surveys

MSIP Standard(s) and Indicator(s): CC3 – The school system creates and maintains collaborative opportunities and relationships with school district, business, industry, postsecondary institutions, and other entities to create or maintain well-rounded educational opportunities for students and educators.

Funding Sources:

Local

Action Steps

Action Steps	Person(s) Responsible	Starting Date	Completion Date
1. Provide career exploration opportunities to K-12 students, i.e., guest speakers, field trips, job shadowing, and develop business partners.	School Counselors, Administrators	June 2021	June 2026
2. Invite local business leaders to lead activities in all buildings, i.e. read at elementary, personal finance lessons, serve on various school committees.	School Staff	June 2021	June 2026

Domain: Collaborative Climate and Culture

Objective # 4

The Hamilton R-II School District intentionally engages parents/guardians to create effective partnerships that support the development and achievement of 100 % of the students.

Strategy # 1

The district incorporates formal strategies that include parents/guardians in the educational process.

MSIP Standard(s) and Indicator(s): CC4.A – The school system intentionally engages parents/guardians to create effective partnerships that support the development and achievement of their students. A) The school system incorporates formal strategies that include parents/guardian in the education process.	Funding Sources: Local
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Action Steps	Person(s) Responsible	Starting Date	Completion Date
1. The community will have an opportunity to provide input for school plans and programs such as the CSIP, long-range planning, Title I, A+ program and Advisory Councils.	BOE, District Administrators	June 2021	June 2026
2. The community will have an opportunity to become involved with the PTO, Booster Club, and district-wide volunteer programs.	District Administrators, School Staff	June 2021	June 2026

Strategy # 2

The district actively cooperates with other agencies, parents/guardians, and community groups (e.g., parent teacher organizations) to provide information related to child development and/or parenting skills.

MSIP Standard(s) and Indicator(s): CC4.C – The school system intentionally engages parents/guardians to create effective partnerships that support the development and achievement of their students. C) The school system actively cooperates with other agencies, parents/guardians, and community groups to provide information related to child development and or parenting skills.	Funding Sources: Local
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Action Steps	Person(s) Responsible	Starting Date	Completion Date
1. PTO will be an active entity at the elementary level.	Elementary Principal	June 2021	June 2026
2. Child development activities and parenting skill lessons will be offered through the Hamilton Elementary School.	Parents as Teacher Instructor	June 2021	June 2026
3. The Parents as Teacher position will grow into a full-time position.	Superintendent, BOE	June 2021	June 2026
4. Faith-based organizations will be encouraged to partner with the school system to provide financial support and school supplies for our economically diverse population.	Superintendent, Building Principals,	June 2021	June 2026
5. Transitional activities will provide an avenue to educate parents on the developmental needs of their respective age child.	School Counselors, Building Principals	June 2021	June 2026

Domain: Data-Based Decision Making

Objective # 1

Hamilton R-II staff will annually analyze district-wide assessment data to guide decision-making.

Strategy # 1

Improve use of assessment data to promote academic success.

MSIP Standard(s) and Indicator(s): DB2.A -School system and building leaders are intentional agents of continuous and innovative improvement to provide relevant learning experiences that promote academic success so each student can meet the changing demands of the world around them. A) School system and building leaders use a variety of data to support and inform system-wide decisions.	Funding Sources: Local, State
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Action Steps	Person(s) Responsible	Starting Date	Completion Date
1. Quarterly in-service time will be scheduled for grade level analysis of benchmark testing and other district assessments.	Building Principals, PDC	June 2021	June 2026
2. Annual in-service time will be scheduled for vertical analysis of district assessments.	Building Principals, PDC	June 2021	June 2026

Domain: Data-Based Decision Making

Objective # 2

Hamilton R-II staff will gather school climate and culture data from all groups.
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Strategy # 2

Utilize survey data to analyze school climate and culture statistics.

MSIP Standard(s) and Indicator(s): DB3.C - The school system gathers school climate and culture data from all stakeholder groups, analyzes and shares the results, and implements strategies for improvement. C) The school system establishes procedures for using culture and climate findings to develop and revise systemwide improvement goals and implementation strategies.	Funding Sources: Local, State
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Action Steps	Person(s) Responsible	Starting Date	Completion Date
1. Building principals will create and disseminate surveys to parents two times per year (November and March) with regard to school culture and climate.	Building Principals	June 2021	June 2026
2. Building principals will create and disseminate age-appropriate surveys to students attending the Hamilton R-II School District two times per year.	Building Principals	June 2021	June 2026
3. Twice per year climate and culture data will be analyzed and reported to the Hamilton R-II Board of Education and made available to all constituents of the district.	Building Leadership Teams	June 2021	June 2026

Domain: Alignment of Standards, Curriculum and Assessment

Objective # 1

100% of district curriculum will be written and regularly reviewed according to established district procedures.

Strategy # 1

The district will have written curriculum procedures in place.

MSIP Standard(s) and Indicator(s): AS1.C.D – Instructional staff implement a comprehensive, rigorous, guaranteed, and viable curriculum for all instructional courses and programs aligned to the Missouri Learning Standards where applicable. C) The school system develops written procedures to ensure the written curriculum is implemented and is evaluated. Prekindergarten instructional staff are included when the program is offered by the system. D) The school system implements a systematic plan for developing and/or revising the curriculum for all content areas.	Funding Sources: State
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Action Steps	Person(s) Responsible	Starting Date	Completion Date
1. A curriculum review process & calendar will be developed and approved by the BOE.	Curriculum Director	June 2021	May 2022
2. A curriculum content checklist will be developed and approved by the BOE.	Curriculum Director	June 2021	May 2022
3. Written curriculum implementation will be evaluated as part of walk through and summative evaluations of faculty.	Curriculum Director, Building Principals	June 2021	May 2026

Strategy # 2

The district curriculum will be written and regularly reviewed for effectiveness.

MSIP Standard(s) and Indicator(s): AS1.A, AS2.F -The school system implements a comprehensive assessment system including state required and locally selected assessments. A) The school system's curriculum aligns externally to all Missouri Learning Standards and the English language development standards and internally between grade levels and courses. F) Instructional staff ensure classroom assessments include the use of higher order thinking and problem-solving skills, as well as complex reasoning skills.	Funding Sources: Local, State
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Action Steps	Person(s) Responsible	Starting Date	Completion Date
1. All district curriculum will be written to align to Missouri Learning standards.	Curriculum Director, Building Principals, Faculty	June 2021	May 2026
2. K-12 vertical content teams will meet bi-annually for curriculum review and/or content specific PD.	Curriculum Director, PDC	June 2021	May 2026
3. All faculty will receive PD on effective, rigorous assessment practices and review classroom assessments for effectiveness & rigor.	Curriculum Director, PDC	June 2021	May 2026
4. The district calendar will allow sufficient time for curriculum development, curriculum review & vertical teaming.	Curriculum Director, PDC	June 2021	May 2026

Domain: Alignment of Standards, Curriculum and Assessment

Objective # 2

100% of district students will be provided opportunities that challenge them.

Strategy # 1

Each building will develop programs and classroom practices that challenge students: enrichment for gifted, support for at-risk, and special education.

MSIP Standard(s) and Indicator(s): AS1.E – The school system provides opportunities for each student to excel (e.g., gifted and/or enrichment, at-risk, special education. Etc. E) Adjustments to curriculum, instruction, and intervention strategies are made based on interim, formative and summative assessment data and other student work.	Funding Sources: Local, State, Federal
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Action Steps	Person(s) Responsible	Starting Date	Completion Date
1. The district will review current gifted identification guidelines.	Building Principals	June 2021	May 2026
2. The elementary will provide CWC opportunities that enrich SPED teacher's knowledge of grade level rigor when feasible.	SPED Director, Elementary Principal	June 2021	May 2026
3. The middle school will provide enrichment & remediation experiences through targeted exploratories.	Middle School Principal	June 2021	May 2026
4. The high school will provide extra-curricular enrichment opportunities for gifted students.	High School Principal	June 2021	May 2026

5. All faculty will receive PD on effective differentiation for SPED, gifted & at-risk/traumatized youth.	PDC	June 2021	May 2026
6. The elementary will review the Towers program for effectiveness and adapt as needed.	Elementary Principal, Towers Facilitator	June 2021	May 2026

Domain: Alignment of Standards, Curriculum and Assessment

Objective # 3

Faculty will utilize, effectively, 100% of collected student data.
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Strategy # 1

Data will be analyzed for its use.

MSIP Standard(s) and Indicator(s): AS2.C – The school system regularly reviews performance data, for all students and disaggregated by student groups, to effectively monitor student academic achievement. C) The school system regularly reviews performance data, for all students and disaggregated by student groups, to effectively monitor student academic achievement.	Funding Sources: Local, State
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Action Steps	Person(s) Responsible	Starting Date	Completion Date
1. Each building will create a plan that outlines data collected, each collection's use, and dedicated time to analyze the data.	Building Leadership Teams	June 2021	May 2026
2. Data plans will be reviewed for effectiveness: data not effectively used will be eliminated and holes in data will be filled.	Building Leadership Teams, PDC	June 2021	May 2026
3. Faculty will be given dedicated time, for the purpose of analyzing data and planning for necessary change.	PDC, Building Principals	June 2021	May 2026

Domain: Equity and Access

Objective # 1

Hamilton R-2 will develop a cohort which includes faculty, students, and community members to implement multiple perspectives into practice in the district's daily operations.

Strategy # 1

A representative of the district will attend the local Chamber of Commerce meetings to be the liaison between the community and school.

MSIP Standard(s) and Indicator(s): EA4.C - The school system initiates and promotes collaborative relationships with community partners, agencies, and institutions that promote open dialogue and respect for multiple perspectives. **C)** The school system initiates and promotes collaborative relationships with community partners, agencies, and institutions that promote open dialogue and respect for multiple perspectives.

Funding Sources:
Local

Action Steps

1. The Superintendent will schedule administrators (on a rotating basis) to attend Chamber of Commerce meetings to act as liaison between the school and community.

Person(s) Responsible

Superintendent

Starting Date

June 2021

Completion Date

June 2026

Strategy # 2

CSIP teams will be maintained for continual re-evaluation of school programs for a BOE report every two years.

MSIP Standard(s) and Indicator(s): EA4.C - The school system initiates and promotes collaborative relationships with community partners, agencies, and institutions that promote open dialogue and respect for multiple perspectives. C) The school system initiates and promotes collaborative relationships with community partners, agencies, and institutions that promote open dialogue and respect for multiple perspectives.	Funding Sources: Local
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Action Steps	Person(s) Responsible	Starting Date	Completion Date
1. CSIP teams will design and implement a protocol for regular input by team members.	CSIP Domain Facilitators	June 2021	June 2026
2. Annually a community survey will be conducted to assess what types of human resources are available in our small community.	Superintendent	June 2021	June 2026

Domain: Equity and Access

Objective # 2

Hamilton R-2 will provide access to in-house counseling services within each school day for teachers and students in grades pre-K through 12.

Strategy # 1

BOE will hire a full-time licensed clinical social worker (LCSW).

MSIP Standard(s) and Indicator(s): EA4.A – A The school system ensures each student, particularly low-income and minority students, has equitable access to qualified, experienced, and effective teachers, learning experiences, academic and social supports, and other resources necessary for success in all content areas. A) The school system ensures each student, particularly low-income and minority students, has equitable access to qualified, experienced, and effective teachers, learning experiences, academic and social supports, and other resources necessary for success in all content areas.	Funding Sources: Local, State, Federal		
Action Steps	Person(s) Responsible	Starting Date	Completion Date
1. Administration will create time in scheduling for student access to mental health services.	Building Principals	June 2021	June 2026
2. School nurses and counselors will actively engage students in seeking mental health services.	School Counselors, School Nurses	June 2021	June 2026

Domain: Equity and Access

Objective # 3

Students in the Hamilton R-2 school district, who attend grades 9-12 in the district, will graduate at a rate of 100%.

Strategy # 1

Student-teacher relationships will be fostered.

MSIP Standard(s) and Indicator(s): EA2.A - All students and identified groups complete an educational program, which meets the graduation requirements as established by the local board and meets or exceeds the state standard and/or demonstrates the required improvement. A) All students and identified student groups complete an educational program, which meets the graduation requirements as established by the local board and meets or exceeds the state standard and/or demonstrates the required improvement.	Funding Sources: Local, State, Federal
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Action Steps	Person(s) Responsible	Starting Date	Completion Date
1. Check and Connect will be expanded to include the middle school.	Building Principal	June 2021	June 2026
2. Develop a welcome packet for students and families new to the district.	Student Council Members and Advisor	June 2021	June 2026

Strategy # 2

Graduation requirements will be reviewed annually.

MSIP Standard(s) and Indicator(s): EA2.A - All students and identified groups complete an educational program, which meets the graduation requirements as established by the local board and meets or exceeds the state standard and/or demonstrates the required improvement. A) All students and identified student groups complete an educational program, which meets the graduation requirements as established by the local board and meets or exceeds the state standard and/or demonstrates the required improvement.	Funding Sources: Local, State, Federal
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Action Steps	Person(s) Responsible	Starting Date	Completion Date
1. Class availability will be modified annually in response to evolving post-secondary goals, curriculum revision, and labor market needs.	Curriculum Director	June 2021	June 2026
2. Labor market needs will be reviewed annually with all students beginning no later than fall of their eighth-grade year.	Middle School/High School Counselors	June 2021	June 2026
3. Data will be gathered annually on why students failed to meet graduation requirements, looking at individual student ICAP's and at-risk characteristics.	A+ Coordinator, High School Counselor, Building Principal	June 2021	June 2026

Strategy # 3

District administration will seek to employ teachers who are fully certified to instruct in the assigned course curriculum for their position.			
MSIP Standard(s) and Indicator(s): EA2.A - All students and identified groups complete an educational program, which meets the graduation requirements as established by the local board and meets or exceeds the state standard and/or demonstrates the required improvement. A) All students and identified student groups complete an educational program, which meets the graduation requirements as established by the local board and meets or exceeds the state standard and/or demonstrates the required improvement.	Funding Sources: Local, State, Federal		
Action Steps	Person(s) Responsible	Starting Date	Completion Date
1. Currently employed teachers will use social networks to advertise district openings.	District Teachers	June 2021	June 2026