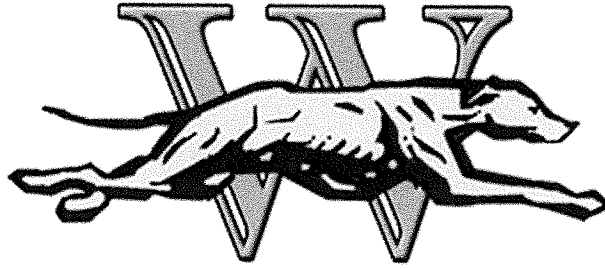Henry County R-I School District

Imagine, Inspire, and Innovate...Road to Greyhound Greatness

Comprehensive School Improvement Plan

2017-2022

Comprehensive School Improvement Plan
Update Process Summary
School Year 2016-2017

CSIP Quarterly Update

The District CSIP Committee met on August 31, 2016 to discuss the importance of the Comprehensive School Improvement Plan and how district goals, district priority areas, building improvement plans, and professional development plans should be aligned to this important guiding document.

The committee participated in a CSIP jig saw activity which provided an opportunity for our committee to review the first half of the CSIP document, highlight alphas (strength areas) and to discuss deltas (growth areas). New learnings were shared and plans were made to review the second half of the CSIP document during the next meeting scheduled for November 2016.

The meeting concluded with a discussion regarding the need to write a new CSIP plan during the spring 2017 semester as the five year plan cycle will be finished June 30, 2017. This is an exciting opportunity for our district to create this five year (2017-2022) CSIP plan in conjunction with the Mission 2022 plan.

CSIP Revision Journey 2016-2017

CSIP Quarterly Update

The District CSIP Committee met on November 21, 2016 to discuss the importance of the Comprehensive School Improvement Plan and how district goals, district priority areas, building improvement plans, and professional development plans should be aligned to this important guiding document.

The committee reviewed the CSIP/Mission 2022 Survey results from fall 2016 in jig saw teams.   In addition, Dr. Lorenz shared the newly created district balanced score card that helped highlight important district data points from perceptional and hard data sources. District data points were reviewed in the following indicator areas: district impression, focus on individual student needs, state test scores/HS GPA, interesting engaging instruction, college/career readiness, student satisfaction, quality teachers, employee satisfaction, parental involvement, safe and orderly environment, support services, resources, and infrastructure. All of these indicator areas collapse within the district CSIP areas of academic achievement, highly qualified staff, parent and community involvement, facilities, support and instructional resources, and governance. Both the survey results and the district balanced score card provided helpful insight to assist our team in synthesizing district information.

Next the committee participated in a District SWOT analysis activity. SWOT stands for strengths, weaknesses, opportunities, and threats. This strategic planning model helps school districts to identify strengths and weaknesses of our internal learning environment while also assessing opportunities and threats that are external by nature. The committee compiled an initial list of SWOT areas to focus upon as we begin writing the new district CSIP.

The meeting concluded with a discussion regarding the next steps to writing a new CSIP plan during the spring 2017 semester as the five year plan cycle will be finished June 30, 2017. This is an exciting opportunity for our district to create this five year (2017-2022) CSIP plan in conjunction with the Mission 2022 plan.

CSIP Quarterly Update

The District CSIP Committee met on January 24, February 8, and March 8 2017 to discuss the importance of the Comprehensive School Improvement Plan and how district goals, district priority areas, building improvement plans, and professional development plans should be aligned to this important guiding document.

The committee continued to review the CSIP/Mission 2022 Survey results from fall 2016 in jig saw teams.   In addition, Dr. Lorenz reviewed the newly created district balanced score card that helps to highlight important district data points from perceptional and hard data sources. District data points were reviewed in the following indicator areas: district impression, focus on individual student needs, state test scores/HS GPA, interesting engaging instruction, college/career readiness, student satisfaction, quality teachers, employee satisfaction, parental involvement, safe and orderly environment, support services, resources, and infrastructure. All of these indicator areas collapse within the district CSIP areas of academic achievement, highly qualified staff, parent and community involvement, facilities, support and instructional resources, and governance. Both the survey results

and the district balanced score card provided helpful insight to assist our team in synthesizing district information.

The committee reviewed the results of a District SWOT analysis activity. SWOT stands for strengths, weaknesses, opportunities, and threats. This strategic planning model helps school districts to identify strengths and weaknesses of our internal learning environment while also assessing opportunities and threats that are external by nature. The committee compiled and reviewed an initial list of SWOT areas to focus upon as we begin writing the new district CSIP.

The meetings concluded with a discussion regarding the next steps to writing a new CSIP plan during the spring 2017 semester as the five year plan cycle will be finished June 30, 2017. Our CSIP district sub-committees have been working diligently to update and revise action steps and benchmarks to support each CSIP goal. This is an exciting opportunity for our district to create this five year (2017-2022) CSIP plan in conjunction with the Mission 2022 plan.

Board of Education

Elda Lewis – President

Steve Eggers – Vice President

David Neiman – Member

Bo Johnson – Member

Michael Daugherty – Member

Troy Ebeling – Member

Jason Heany – Member

Ashley Smith – Student Representative

CSIP District Committee

Dr. Kristee Lorenz

Kathy Cooper

Bill Johnston

Stephany Wasson

Mel Lynde

LeAnne Nichols

Jenny Oglesbee

Kim Burkhart

Mary Neuman

Will McKnight

Jennifer McKnight

Mari Wanninger

Karen Higgs

Brad Hunter

Tagline:

"Imagine, Inspire, Innovate"

Motto:

"Road to Greyhound Greatness"

Mission Statement:

In partnership with the community, we educate our youth to maximize their unique capabilities by providing a safe and challenging environment where standards are high, learning is the priority, and civic responsibility is instilled.
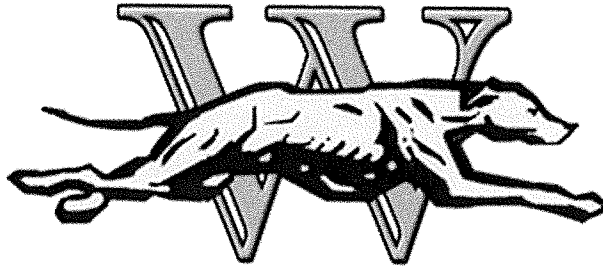

Vision Statement:

The high performance of this school district is achieved through the partnership of the community, parents, students, and faculty. This partnership results in all students excelling in all possible endeavors to become lifelong learners, critical thinkers, and productive citizens.

Henry County R-1 School District Balanced Scorecard - 2016-2017

Data Based	Key Indicators	#	Measures	District Score	Target 5	Stretch 4.5	Stretch 4	Goal 3.5	Moderate 3	Moderate 2.5	Moderate 2	Risk 1.5	Risk 1	Risk 0.5	Rank
ACADEMIC ACHIEVEMENT	District Impression	1	Students in district have high academic achievement	2.20	5	4.5	4	3.5	3	2.5	2	1.5	1	<1	
	Focus on Individual Student Needs	2	All students are valued in the district	3.30	5	4.5	4	3.5	3	2.5	2	1.5	1	<1	
		3	Help for struggling students is available	3.45	5	4.5	4	3.5	3	2.5	2	1.5	1	<1	
		4	Extra opportunities for advanced students are available	2.05	5	4.5	4	3.5	3	2.5	2	1.5	1	<1	
		6	CA MAP prof/adv	56.4%	70	69	67	66.8	60	55	50	45	40	35	
		7	MA MAP prof/adv	41.6%	70	69	67	66.8	60	55	50	45	40	35	
		8	SC MAP prof/adv	55.4%	70.0	69	67	63.2	53.4	50.2	47	43.8	40.6	<40.6	
		9	SS MAP prof/adv	64.7%	70.0	69	67	63.2	53.4	50.2	47	43.8	40.6	<40.6	
		11	Average GPA HS	3.17	3.3	3.2	3.1	3	2.9	2.8	2.7	2.6	2.5	<2.5	
	Interesting Engaging Instruction	12	District staff care about students and seek to help them learn.	4.00	5	4.5	4	3.5	3	2.5	2	1.5	1	<1	
		13	Students saying teachers make school interesting	3.65	5	4.5	4	3.5	3	2.5	2	1.5	1	<1	
		14	Students' perception of their engagement in classroom learning	3.75	5	4.5	4	3.5	3	2.5	2	1.5	1	<1	
	College / Career Readiness	15	ACT college % above national average	29.0%	50	48	46	43.5	41	38.5	36	34.5	32	>30	
		16	% on track to graduate 4 yrs Jr/Sr	87.0%	94.3	94.0	93.8	91.1	90.7	90.5	90.3	90	87.9	<86	
		17	% Jr/Sr in dual credit or AP courses	41.0%	75	70	65	60	55	50	45	40	35	<35	
		18	Graduates attending college/voc/military	53.7%	97.0	94.0	91	88	85	82	78	75	72	>72	
		19	Graduates are ready to enter the work force.	2.40	5	4.5	4	3.5	3	2.5	2	1.5	1	<1	
		20	Graduates of Henry County R-1 School District are ready for college	2.40	5	4.5	4	3.5	3	2.5	2	1.5	1	<1	
		21	Graduates are ready for a military career	2.40	5	4.5	4	3.5	3	2.5	2	1.5	1	<1	
	Student Satisfaction	22	Attendance rate (%)	93.3%	100.0	97	93	90	89.0	88.0	87	86	85	84	
		23	Student perception of teacher and staff caring about them.	4.00	5	4.5	4	3.5	3	2.5	2	1.5	1	<1	
		24	Students saying they learn information that is valuable to them.	3.75	5	4.5	4	3.5	3	2.5	2	1.5	1	<1	
HIGHLY QUALIFIED STAFF	Quality Teachers	25	Staff members work with all students to develop their individual potential.	3.35	5	4.5	4	3.5	3	2.5	2	1.5	1	<1	
		26	Staff members are highly knowledgeable in their field.	3.15	5	4.5	4	3.5	3	2.5	2	1.5	1	<1	
	Employee Satisfaction	27	Employee retention %	91.0%	98	96	94	92	90	89	88	87	86	<86	
		28	Teacher attendance %	95.0%	96.5	96	95.5	95	94.5	94	93.5	93	92.5	<92.5	
		29	Salary sched rank in conference	2	1	2	3	4	5	6	7	8	9	10	
PARENT AND COMMUNITY INVOLVEMENT	Parental Involvement	30	Parents and Community are invited in to the building to be a part of students' educational experiences.	4.15	5	4.5	4	3.5	3	2.5	2	1.5	1	<1	
		31	The relationship between the school district and community is one of respect.	4.00	5	4.5	4	3.5	3	2.5	2	1.5	1	<1	
FACILITIES, SUPPORT AND INSTRUCTIONAL RESOURCES	Safe and Orderly Environment	32	District buildings are clean and well-kept.	4.75	5	4.5	4	3.5	3	2.5	2	1.5	1	<1	
		33	District buildings and sites are safe.	4.75	5	4.5	4	3.5	3	2.5	2	1.5	1	<1	
			Students saying they feel safe at school	3.85	5	4.5	4	3.5	3	2.5	2	1.5	1	<1	
		34	Communication with parents is timely.	3.50	5	4.5	4	3.5	3	2.5	2	1.5	1	<1	
		37	Disrespectful incidents per 50 students	190/3.8	1	1.5	2	4	6	10	12	14	16	<18	
		38	Emergency drill completion rate	100%	100	95	89	83	78	73	68	63	58	<58	
	Support Services	39	Average daily participation rate lunch	76.5%	83	76	70.0	66.0	64.5	63	47.5	32	27	<27	
	Resources	40	Instuctional resources are up to date and current.	2.70	5	4.5	4	3.5	3	2.5	2	1.5	1	<1	
		41	Technology resources are available to all students.	2.95	5	coGove	4	3.5	3	2.5	2	1.5	1	<1	
GOVERNANCE	Infrastructure	42	The Board of Education makes decisions that are focused on students.	3.00	5	4.5	4	3.5	3	2.5	2	1.5	1	<1	
		43	The district is run in an efficient manner.	2.90	5	4.5	4	3.5	3	2.5	2	1.5	1	<1	
		44	Board of Education policies are effective.	3.15	5	4.5	4	3.5	3	2.5	2	1.5	1	<1	

AVG RANK

Henry County R-1 School District
**Instructional Three Year Plan Overview**
2016-2019

Imagine, Inspire, and Innovate...Road to Greyhound Greatness

District Vision

The high performance of this school system is achieved through the partnership of the community, parents, students, and faculty. This partnership results in all students excelling in all possible endeavors to become lifelong learners, critical thinkers, and productive citizens.

Educator Growth	• Implement with fidelity the NEE Teacher and Administrator Evaluation Systems • Provide comprehensive, job embedded professional development by the American Alliance for Innovative Schools for teachers to enhance the teaching and learning process
Curriculum Updates	• Review new Missouri Learning Standards (MLS) • Revise curriculum to align to new MLS • Investigate math curriculum resources K-12
Technology Integration	• Develop a technology plan to acquire more technology tools for students and research funding sources • Introduce the SAMR technology integration model to staff for future implementation
College and Career Readiness	• Increase Dual Credit College offerings • Increase participation in Career Education related classes • Investigate Advanced Placement (AP) course offerings • Increase ACT composite scores • Investigate writing a pre-school grant to move toward pre-school programming • Investigate the possibilities of offering enrichment summer school programming

Henry County R-1 School District
Board of Education
District Priorities
2016-2017
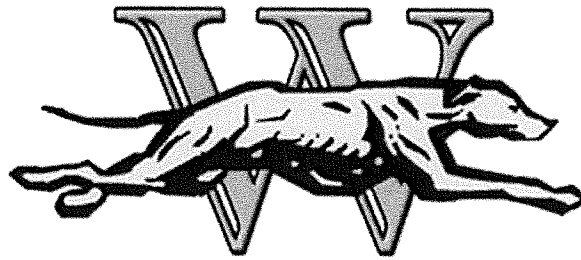
Imagine, Inspire, and Innovate...Road to Greyhound Greatness

Student Performance: Incorporate curriculum enhancements to embed more rigor into instructional practices.

Highly Qualified Staff: Implement with fidelity the NEE teacher and principal evaluation systems.

Facilities, Support, and Instructional Resources: Create a five year strategic plan to develop a replacement schedule in the areas of instructional resources, technology, facilities, and extra-curricular programming.

Parent and Community Involvement: Increase outreach efforts to highlight points of pride in the Henry County R-1 School District.

Governance: Demonstrated Board of Education commitment to growth through MSBA trainings and meetings, advanced MSBA board certification, and book studies.

Code	Component	Start Date	End Date	50-100% Benchmark	Completion Evidences	Owner
I	**I. STUDENT PERFORMANCE:** Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic and career goals.					
I.A	**Objective A: The district will meet or exceed recommended state and federal standards and scores in Communication Arts, Mathematics, Attendance and Graduation Rate.**					
I.A.1	Strategy 1: The district will establish annual SMARTgoals targeted to identified areas based on state and national standards.	07/2017	06/2022	Data Teams progress monitor and re-evaluate and report progress of SMARTgoals to building/leadership BIT teams		
I.A.1.a	Action Step a: District staff will develop and implement Essential Learning Outcomes (ELOs) for grades K-12.	07/01/17	06/01/22	Quarterly essential learning outcomes will be identified and progress monitored	SMART Goals, State Assessments, and District Assessments	WHS and WES Principals
I.A.1.b	Action Step b: Staff will plan instruction in Communication Arts and Mathematics based on the current state/national standards, district/state assessments and essential learning outcomes, which are district driven key instructional foundation pieces measured by district level common SMARTgoal assessments.	07/01/17	06/01/22	Teachers will plan instruction in Commmunication Arts and Mathematics based on ELO's and measured by SMART Goals assessments	SMART Goal data.	WHS and WES Principals
I.A.1.c	Action Step c: Students district-wide will demonstrate a 2-3% annual growth from Below Basic and Basic to Proficient and Advanced as measured by state assessments.	07/01/17	06/01/22	Math, Reading, district assessments	MAP and EOC Assessment Scores	Superintendent,W HS and WES Principals
I.A.1.d	Action Step d: Students identified as Basic or Below Basic on MAP assessments will receive services in regular tutoring, Title I tutoring, RTI and/or Steps 4 Students enrichment activities.	07/01/17	06/01/22	Identified students will receive intervention services	Tutoring Log and Individual scores	Superintendent,W HS and WES Principals
I.A.2	Strategy 2: District curriculum will incorporate instructional strategies using technology to engage learners in student-centered, collaborative, and inquiry-based instructional activities promoting research, communication, and problem-solving skills.	07/01/17	06/01/22	Walk-throughs/lesson plans show evidence of daily multiple uses of technology		Teachers & Administrators
I.A.2.a	Action Step a: Administrators will evaluate the use of technology in classrooms as part of the overall teacher evaluation with emphasis on SAMR and Google classroom.	07/01/17	06/01/22	Administrators will observe use of technology in 50 percent of classroom instruction	Teacher evaluations, lesson plans, and informal teacher observations	WHS and WES Principals
I.A.2.b	Action Step b: The district will administer an annual teacher survey to determine use of technology within the classrooms.	07/01/17	06/01/22	Tabulate survey results, purchase technology and necessary materials	Inventory, purchase orders	IT staff & administrators
I.A.2.c	Action Step c: The district will continue to provide resources that teach technology skills.	07/01/17	06/01/22	Mid-year technology survey to determine if there's a continuance of need.	Inventory, purchase orders	Superintendent and Library Media Staff

Code	Description	Start Date	End Date	Implementation	Evidence	Responsible
I.A.2.d	Action Step d: District teachers will develop and use inquiry-based activities employing technology (STEAM) to advance higher level thinking skills.	07/01/17	06/01/22		PD logs, observation notes	WHS and WES Principals
I.A.2.e	Action Step e: The district will provide professional development opportunities to teachers in which technology (STEAM), and continued use of technology in the classroom is the focus.		06/01/22	Quarterly PD will be provided by the district incorporating outside sources and in house resources.	PD logs, observation notes, completed lessons	PDC & Administrators
I.A.3	Strategy 3:The district will utilize an electronic curriculum tool to update all curriculum by June 2019.	07/01/17	06/01/22 .	The district will provide annually PD opportunities for staff members to collaborate and create activities and lessons in which technology is used to advance higher level thinking skills .	PD logs, observation notes	WHS and WES Principals
I.A.3.a	Action Step a: The district will send representatives from each building to professional development opportunities related to aligning curriculum to updated standards.	07/01/17	06/01/22	District employees will attend workshops that directly relate to the aligning and development of curriculum.	PD log and paperwork	PDC and Administrators
I.A.3.b	Action Step b: The district will align the curriculum to the current state, national, and college and career readiness standards due to new standards adopted 4/16/16.	7/2017	6/2022	One-third of all curriculum will be completed by May 2015, one-third by May 2016 and the final third by May 2017.	Curriculum alignment is vertically and horizontally connected and understood. Aligned curriculum monitored annually	Superintendent,W HS and WES Principals
I.A.4	Strategy 4: The district will utilize at-risk programs at all levels to reach students in danger of not graduating.				Grade level teams, leadership/building	
I.A.4.a	Action Step a: The district will utilize district personnel and guidance committees to help with identifying at-risk students and with implementing effective interventions with those identified.	07/01/17	06/01/22	Care Teams and Department Teams will conduct periodic meetings to identify at risk students and communicate information. (TOP, RTI, Title)	Contact log	Bill Johnston, Stephany Wasson & counselors
I.A.4.b	Action Step b: The high school Department Chairs and WES Grade Level Care Teams will identify, monitor, and create interventions for at-risk students through the use of a variety of interventions.	07/01/17	06/01/22	During Greyhound Time at WHS, teachers will check student planners for assignments, missing work, etc. WES teachers will utilize the daily agendas.	HS - Grades, attendance, tardiness, and ODR - ES - MRI data, attendance, tardiness, ODR	Title staff, teachers and department chairs
1.A.4.d	Action Step d: High school will implement an intervention time into the daily school schedule	07/01/17	06/01/22	Progress monitor students	Collected data regarding each student w/ percentages according to attendance, tardiness, grades, and ODR	WHS Principal and PBS Team
I.A.5	Strategy 5: The district will implement effective strategies and programs that improve student performance by meeting visual and auditory needs of targeted populations.					
I.A.5.a	Action Step a: District will provide Vision Intervention Program (VIP) services and the resources necessary to aid identified students and increase their reading fluency.	07/01/17	06/01/22	Identify students from VIP screening and notify parents Progress monitoring and provide services to students	Invoice of payment of VIP services and reading assessment scores.	Title Staff, teachers and department chairs
I.A.5.b	Action Step b: District will provide needed software and necessary peripherals to help students with reading difficulties. (VIP, Nessy, Study Island, Evaluate)	07/01/17	06/01/22	Progress monitoring for effectiveness of tools.	Inventory and Purchase Orders. Individual student performance improves.	Administration,Tit e Staff, and SPED Staff

Code	Description	Start Date	End Date	Action / Measure	Evidence	Responsible
I.B	Objective B: The district will use data weekly in team meetings and quarterly during building review meetings (RTI, Positive Behavior, MRI, APR, etc.) to drive decisions regarding curriculum, instruction, professional development, and program offerings.					
I.B.1	Strategy 1: The district will utilize a three-tiered model of instruction to meet the behavioral and academic needs of all learners.					
I.B.1.a	Action Step a: The high school will develop and implement a progress monitoring tool to monitor student progress in math and English language acquisition at all grade levels. (Gates, DRI)	07/01/17	06/01/22	Implement PM tool at all grade levels	PM tool, student grades	WHS Principal and Counselor
I.B.1.e	Action Step e: Data teams established to monitor student academic and behavioral progress will be maintained on both campuses to provide staff with opportunities to collaborate and evaluate student progress.	07/01/17	06/01/22	Teams will meet regularly to discuss student progress and evaluate services as needed.	District standardized assessments, ODR's, progress reports	Data teams & all teachers
I.B.1.f	Action Step f: Scheduling and school calendar will provide staff with data team collaboration and data analysis time during regular school hours on a regular basis on both campuses.	07/01/17	06/01/22		Time log, meeting notes	Administration,
I.B.1.g	Action Step g: A district wide data team, including staff and administration from both campuses, will be established to provide vertical discussion of student progress and identify district strengths and weaknesses.	07/01/17	06/01/22	Establish district wide data team, include a representative from each grade level and/or content area and administrators. Data team will meet and discuss student progress and district strengths and weaknesses.	Time log, meeting notes	Administration& District Data Team
I.B.2	Strategy 2: The K-6 Title I program will continue as a school-wide initiative providing small group and/or one-on-one instruction for students identified as needing additional instructional support in Mathematics and Communication Arts.					
I.B.2.a	Action Step a: Students will be offered after-school tutoring to address areas of weakness identified through progress monitoring.	07/01/17	06/01/22	Data teams will review student progress and assess the need for further services.	Tutoring log, PM scores	Administration and Counselors
I.B.2.b	Action Step b: The district will provide offer parents with information, resources, and training on developing student's skills and homework completion.	07/01/17	06/01/22	Open House, Literacy Nights, Update and maintain website, P-T conferences, Parent Portal	Attendance log, newsletters, website	Administration and Counselors
I.B.2.c	Action Step c: The district will provide scheduled opportunities for parent and patron access to district resources including library resources and computer labs.	07/01/17	06/01/22	Opportunities will be advertised to alert parents and patrons of access to district resources.	Newsletters, district calendar, attendance sheets; the plan and evaluation results	Technology Coordinator & Library Media
I.C	Objective C: All district students will progress in reading and mathematics at or above grade level or demonstrate at least one year of progress annually as measured by MAP, DRA, IEP goals, and other valid assessments.	7/2017	6/2022	Common assessments, progress monitoring, standardized test preparations, review of data quarterly		

I.C.1	Strategy 1: All elementary teachers will implement effective instructional strategies in the area of communication arts based on the five components of literacy plus writing.				
I.C.1.a	Action Step b: Data collected from SMART goals will be analyzed by data teams to identify data driven instructional strategies.	07/01/17	06/01/22	Grade level teams will create SMART goals from previous years IBD reports.Students will be given SMART goal assessments and data will be analyzed.	Bill , Stephany, SpEd & Data teams
I.C.1.b	Action Step b: DRA, Evaluate and other assessments will be utilized in grades K-12 to progress monitor student learning in communication arts and math.	07/01/17	06/01/22	MOY benchmark testing & PM	Classroom teachers
I.C.2	Strategy 2: Each building will develop an improvement plan that will result in 100% of students in grades K-12 either benchmarking at grade level in reading or showing one year's growth as measured by DRA scores, district standardized assessment or IEP goals.				
I.C.2.a	Action Step a: Each building will create a team of grade level/content area representatives that will develop the improvement plan.	07/01/17	06/01/22	Needs assessment and IBD's will be analyzed to determine goals for each building. Action steps for meeting goals will be created and implementation will begin.	Administration and Improvement Team members
I.C.2.b	Action Step b: The adopted assessment will be implemented and data will be analyzed to determine students' reading growth.	8/2013	06/01/22	Twice annually students will be given a standardized reading assessment and data will be analyzed.Data will be used to determine a necessary plan of action for each student.	DRA2 and Gates data	WHS Principals & Communication Arts teachers
I.C.3	Strategy 3: Each building will develop an improvement plan that will result in 100% of students in grades K-12 either benchmarking at grade level in mathematics or showing one year's growth as measured by district assessment scores or IEP goals.				
I.C.3.a	Action Step a: Each building will create a team of grade level/content area representatives that will develop the improvement plan.	07/01/17	06/01/22	Needs assessment and IBD's will be analyzed to determine goals for each building. Action steps for meeting goals will be created and implementation will begin.	Administration & Improvement team members
I.C.3.b	Action Step b: Grade Levels will report their progress regularly to the team, who will monitor the building's progress, analyze data for trends, and report observations or trends to administrators.	07/01/17	06/01/22	During 1st quarter, students will be given assessments and data will be analyzed.Data will be used to determine a necessary plan of action for each student.	Student data	Grade level teams and Administration
I.C.4	Strategy 4: The district will continue Positive Behavior initiatives to provide behavioral interventions which will support academic efforts.	07/01/17	06/01/22	Tiered interventions and incentives will be used by the staff and monitored by district leadership teams.	Student data	
I.C.4.a	Action Step a: District behavior teams will allocate money for incentives for students who meet or exceed expectations.	07/01/17	06/01/22	The district will provide resources (transportation, awards) for student incentives.	Account information	Administration

I.C.4.b	Action Step b: District teams will develop and implement an behavior incentive program.	07/01/17	06/01/22		WES and WHS Principals and Counselors
I.D.	**Objective D: The district will increase student participation in PAT (Parents as Teachers) services and the Kindergarten program. (As PAT funding allows.)**				
I.D.1	Strategy 1: The district will provide services for all identified and eligible ECSE students and 20 students through regular PAT visits.				
I.D.1.a	Action Step a: The Early Childhood Programs will hold community awareness events twice each year.	07/01/17	06/01/22	Parent meetings will be held to alert local parents about their options relating to the school offered preschool programs.	Sign in sheet, parent information	PAT and ECSE Staff
I.D.1.b	Action Step b: Early Childhood staff members will share student information for identification and placement.	07/01/17	06/01/22	PAT and ECSE staff will have monthly collaboration meetings regarding student information.	Meeting notes, time log	PAT and ECSE Staff
I.D.1.c	Action Step c: The district will work with area daycares, Head Start, and other daycare providers (i.e.. in home daycares) to share PD opportunities and promote district programs.	07/01/17	06/01/22	Copies of information regarding PD opportunities will be forwarded to local daycare providers.	Copies of flyers, emails forwarded and invitation to district events	PAT and ECSE Staff
I.D.1.d	Action Step d: Early Childhood Program information will be distributed at Family Literacy and other family centered nights.	07/01/17	06/01/22	An information table will be set up at family centered events w/ materials relating to preschool and preschool age children.	Parent information, sign in sheet	PAT and ECSE Staff
I.D.1.e	Action Step e: The district will use poverty data and other screening data to target students for inclusion in ECSE, PAT, and Kindergarten programs.	07/01/17	06/01/22	A screening tool for determining economic need will be created or obtained.	Poverty data, data from other screening tools, enrollment application, free & reduced lunch application & DFS documentation	Administration, ECSE, PAT & Kindergarten teachers
I.D.2	Strategy 2: The district will hold an annual Kindergarten Screening event.				
I.D.2.a	Action Step a: The district will meet with and work collaboratively with area daycare providers to share information, materials, etc. regarding kindergarten readiness skills.	07/01/17	06/01/22	Materials will be shared w/ area preschools and daycares regarding kindergarten readiness.	Copies of shared materials	Kindergarten teachers, PAT, and ECSE Staff
I.D.2.b	Action Step b: The District will open up PD opportunities to daycares, Head Start, and other childcare providers to share information, training, and strategies for early childhood learning and kindergarten readiness.	07/01/17	06/01/22	Alert daycares, Head Start, and other childcare providers to PD opportunities that would be applicable to them.	PD logs, attendance verification	Kindergarten teachers, PAT, and ECSE Staff
I.E	**Objective E: The district will expand opportunities for gifted/talented education for qualified students.**				
I.E.1	Strategy 1: District will utilize the Steps 4 Students program to offer enrichment activities for K-12 students.				

Code	Description				
I.E.1.a	Action Step a: Teachers, who meet Steps 4 Students qualifications, will identify high achieving students and develop an enrichment curriculum to be offered during after school hours. (STEAM)	07/01/17	06/01/22	Plan, develop and implement an after school program for high achieving students. (sum)	Curriculum, check list used to identify Administration Teachers and S4S committee
I.E.1.b	Action Step b: Students at all grade levels will be offered the opportunity for enrichment. Those teachers offering enrichment should make themselves available to students of similar age and abilities at other grade levels.(Summer school, RTI, Steps 4 Students, STEAM)	07/01/17	06/01/22	Teachers willing to offer enrichment opportunities should collaborate to ensure that all eligible students receive services.	Principals, Steps 4 Students committee and teachers
I.E.2	Strategy 2: District will expand dual credit offerings and AP classes at WHS.			Genius Hour, community service, coding, STEAM	WHS and WES Administration and Counselors, Teachers and S4S committee
I.E.2.a	Action Step a: The district will develop a plan with a prioritized list of classes to add based on identified need, teacher qualifications, and available resources.	07/01/17	06/01/22	Based on standardized test data, Show Me Standards, Federal Guidelines, and Local goals the District will create a list of upper level courses aligned to teacher credentials to offer a wide variety of courses tailored to student achievement.	Administration, Counselors, and Staff
I.E.3	Strategy 3: RTI time will provide enrichment activities for gifted/talented students.				Data, assessments, and course offerings
I.E.3.a	Action Step a: The district will provide enrichment activities during Tier II time for students identified using DRA data.	07/01/17	06/01/22	Students will be progress monitored 3 times yearly to determine if they have remained above benchmark and if not will be moved accordingly.	Administration, Counselors, and Staff
I.F	**Objective F: The district will achieve an attendance rate of 90% of students attending at least 90% of the time.**			DRA data	Administration,Counselors, and Staff
I.F.1	Strategy 1: The district will develop and implement an attendance policy to increase student attendance at all levels.				
I.F.1.a	Action Step a: The district will improve student attendance utilizing a variety of programs by identifying and working with students who have maintained attendance less than the state standard.	07/01/17	06/01/22	Attendance monitoring and tiered interventions	Student recognition teams WES and WHS Principals and Counselors
I.F.2	Strategy 2: The district will utilize reward and recognition programs to promote school attendance above the state standard.	07/01/17	06/01/22	Students meeting attendance goals will be recognized in various ways.	Administration and Counselors
I.F.2.a	Action Step a: Behavior incentives will recognize students who have outstanding attendance, quality grades, and who have met or exceeded behavioral expectations.	07/01/17	06/01/22	Quarterly drawings and Privilege Days each semester, Student recognition through Hound Pounds and Student of the Month Awards	Administration and Counselors
I.F.3	Strategy 3: The District will decrease the number of drop outs each year.			Compare summary data from year to year to check effectiveness.	

ID	Description	Start	End	Evidence/Evaluation	Responsible
I.F.3.a	Action Step a: The district will require students to develop four-year plans of study to promote timely graduation.	07/01/17	06/01/22	Completion of student plan resulting in higher graduation rates.	WHS Principal and Counselor
I.F.3.b	Action Step b: The WHS guidance counselor will encourage student enrollment in vocational/technical courses.	07/01/17	06/01/22	Increased participation in Vo/Tech opportunities.	WHS Principal and Counselor
I.F.3.c	Action Step c: The district will research and implement effective drop-out prevention strategies.	07/01/17	06/01/22	Identify appropriate programs based on research and implement.	WHS Principal and Counselor
I.G	**Objective G: The district will annually identify and provide services to students who qualify under the McKinney-Vento Homeless Act.**				
I.G.1	Strategy 1: Questions on the district enrollment form will allow the district to determine homeless status.				
I.G.1.a	Action Step a: District will aid and assist any student who qualifies under the criteria of being homeless.	07/01/17	06/01/22	Surveys will be used via community, staff, and student to find and aid any students who may fall into the category of homeless as identified through the MV Homeless Act.	Counselors and Student Services
I.G.1.b	Action Step b: The district will utilize the services of district personnel to identify and meet the needs of homeless students.	07/01/17	06/01/22	Through the use of survey data the district will identify and assess students who may qualify for services under the MV Homeless Act	Counselors and Student Services
I.H	**Objective H: The district will provide comprehensive services for all children with disabilities as required by IDEA and Chapter 162 RSMo as an integral part of the district's educational program.**				
I.H.1	Strategy 1: The district has policies and procedures in place to ensure the provision of effective special education services to children (ages 3-21) and their parents in accordance with state and federal guidelines.				
I.H.1.a	Action Step a: The school district must annually submit an assurance statement.	07/01/17	06/01/22	The district submits an assurance statement, via EPEGS, stating the district will follow all federal and state guidelines relating to the Special Education programs and process.	Superintendent & SpEd
I.H.1.b	Action Step b: The district will annually research and review child find practices for coordinating and implementing activities for children ages 3-21.	07/01/17	06/01/22	Consult Missouri Compliance Plan to be taken annually for Child Find Public Notice in local newspaper, Notice on local radio and/or television, posters and notices in administrative offices, written information through general distribution.	Superintendent& SpEd
I.H.2	Strategy 2: The district will ensure that all students with disabilities receive appropriate supports, services, and modifications and have access to the general education curriculum and regular education setting.				

Code	Description	Start	End	Implementation	Evidence/Measure	Responsible
I.H.2.a	Action Step a: The district will respond to all agency/ parent referrals, conduct triennial evaluations and review IEP's annually according to federal and state guidelines.	07/01/17	06/01/22	The district will adhere to all federal and state guidelines for special education compliance.	The district paperwork evidences	Superintendent & SpEd
I.H.2.b	Action Step b: The district will ensure that all student receive appropriate accommodations as outlined in their Individualized Educational Plan.	07/01/17	06/01/22	The district's special education office will coordinate the dissemination of students accommodations to appropriate IEP.	Each student will receive appropriate accommodations according to their IEP.	SpEd and Administration
I.H.3	Strategy 3: The district implements programs which result in higher percentages of disabled students pursuing post-secondary education or securing employment upon graduation.					
I.H.3.a	Action Step a: The district will utilize technology resources to result in higher percentage of disabled students pursuing post-secondary education.	07/01/17	06/01/22	The district will implement the use of software programs (TABE, Missouri Connections, etc) to generate data for instructional purposes to increase post secondary skills.	Software results	SpEd , special education teachers & IT staff
I.H.3.b	Action Step b: The district's special education staff will continue to receive professional development opportunities regarding federal and state compliance guidelines.	07/01/17	06/01/22	The staff will register for professional development opportunities regarding current topics in special education.	Verification of in-service attendance; DESE report of meeting compliance requirements?	Special Education staff & PDC committee
I.H.4	Strategy 4: The district will ensure that all students with disabilities who are 16 and younger, as determined appropriate by the IEP team, will have a transition plan in place in accordance to federal regulations and mandates.					
I.H.4.a	Action Step a: The district will ensure, that beginning no later that the first IEP to be in effect when the child is 16, and updated annually thereafter, there will be included in the student's IEP appropriate measureable post secondary goals based on upon age appropriate transition services related to training, education, and employment. A four year plan will be included.	07/01/17	06/01/22	The district will comply with federal and state guidelines for transition plans for students.	IEP transition plan; DESE compliance monitoring report?	Special Education staff & WHS Counselor
I.I	**Objective I: The district will graduate students who are college and career ready.**					
I.I.1	Strategy 1: The district will increase the number of students participating in preparation course for post-secondary education and/or employment to 100% by 2022.					
I.I.1.a	Action Step a: District curriculum will include activities and processes that use technology to support career and post-secondary planning. (STEAM)	07/01/17	06/01/22	The district will align curriculum (vertically, horizontally, internally, and externally) to meet the needs of the students.	Student standardized test scores and placement	WES and WHS Principals, SpEd & IT staff
I.I.1.b	Action Step b: All high school teachers will implement research-based instructional strategies to improve student performance in core curricular courses, including Communication Arts, Math, Science, and Social Sciences.	07/01/17	06/01/22	Walk-throughs/lesson plans show evidence of daily multiple uses of technology	PD opportunities and workshops	WHS Principal & WHS teachers

Code	Description	Start	End	Activity	Evidence	Responsible
I.I.1.c	Action Step c: A behavior plan will be implemented at the high school to decrease classroom disruptions by 20% and ISS and OSS assignments by 20% by 2019.	07/01/17	06/01/22	Monitor ODRs, ISS, OSS, and tiered interventions	Data indicates reduction in referrals and time out of class.	Behavior team, WHS Administration and Counselor
I.I.1.d	Action Step d: Academic counseling will be provided to 8th grade students and parents to assist in preparing an academic plan leading to on-time graduation and preparation for post-secondary study or employment.	07/01/17	06/01/22	Student and counselor reevaluate four year plan annually as class schedules are developed. Parents will be kept informed of child's progress through the use of parent/teacher conferences, parent portal, and district website.	Four Year Plans executed. Parent signature on initial plan and any significant changes.	WHS Counselor
I.I.2	Strategy 2: The district will increase the number of students taking ACT preparatory core courses and the number scoring at or above the national average on the ACT by 5% annually until 2022.					
I.I.2.a	Action Step a: The district will develop and implement a plan to add additional advanced course offerings based on identified need, teacher qualifications and available resources.	07/01/17	06/01/22	The district will offer Honors courses and other advanced courses .	Master District Schedule and Student schedules	Superintendent and WHS Principal, and WHS Counselor
I.I.2.b	Action Step b: The high school core curriculum (Math, English, Science, and Social Sciences) will be aligned with ACT.	07/01/17	06/01/22	May 2017, the district will align Science and Social Studies according to the ACT.	District Curriculum	WHS Principal, Counselor, and Teachers
I.I.2.c	Action Step c: The high school will remain an ACT approved testing center.	07/01/17	06/01/22	The district will maintain and update all information necessary to retain ACT privileges.	Verification of ACT Testing site	WHS Principal and Counselor
I.I.2.d	Action Step d: The district will work with students to develop four-year plans that increase the likelihood of student success and also provide guidance related to enrollment in advanced courses.	07/01/17	06/01/22	The district will provide opportunities to guide and aid students in developing a four year plan course of study. The district will provide opportunities for students to enroll in upper level courses to increase student success and achievement.	Student Four Year Plans and student schedules.	WHS Principal and Counselor
I.I.2.e	Action Step e: The district will make ACT software available and provide practice sessions for students interested in taking the ACT exam.	07/01/17	06/01/22	The District will offer ACT preparatory opportunities before and or after school. Notification will be made through counselor newsletter, announcements and district web site.	Logs maintained by participating staff members, surveys to students to track effectiveness of training.	WHS Principal and Counselor
I.I.3	Strategy 3: District students will complete a program of high school studies that provides rigor and for which there are identified learning expectations aligned with MSIP standards.	07/01/17	06/01/22			
I.I.3.a	Action Step a: The district will provide access to alternative instructional programs and strategies such as high school credit recovery, dual credit options and AP courses.	07/01/17	06/01/22	Evaluate interventions and adjust strategies as indicated.	Student records and data	WHS Principal and Counselor
I.I.3.b	Action Step b: The district will continue to expand and improve vocational course offerings.	07/01/17	06/01/22	District will provide additional funding to allow more students to take vocational courses if available.	Verification of documents	WHS Principal and Counselor

I.I.3.c	Action Step c: The district will create student plans for post-education.				Student records and post-graduation plan	WHS Principal and Counselor
I.I.3.d	Action Step d: The district students will engage in assessments that will aid them in the selection of a course of study that will better prepare them for a career or post-secondary education in which they show a high aptitude.	07/01/17	06/01/22	Students and parents will review the results of a variety of assessments with WHS counselor and administrator.	Assessment Results	WHS Principal and Counselor
I.1.4	Strategy 4: The district will increase the number of students surveyed during their graduation year for data reporting and follow up.			The district will create a student four year plan template focusing on post-education. The district will aid students in completing a four year plan.		
I.1.4.a	Action Step a: The district will provide surveys to students who have graduated by mail, email, texting, district website, Facebook, phone calls, etc. to ensure 100% participation.	07/01/17	06/01/22		Survey copies, results of surveys from graduates, results shared with Board each fall.	WHS Principal and Counselor
I.1.4.b	Action Step b: The district will provide GED instructional resources for district patrons.	07/01/17	06/01/22	Resources for GED instruction will be researched and a plan for implementation will be made.		WHS Principal and Counselor
I.1.5	Strategy 5: The district will offer the A+ Program to eligible students who apply and meet all program requirements.					
I.1.5.a	Action Step a: The district will provide an A+ coordinator who is responsible to organize the program and work with eligible students.	07/01/17	06/01/22	The district will ensure that the A+ coordinator is highly qualified and afforded ample time to complete work.	A+ offered and used by graduating students of WHS.	A+ Coordinator
I.1.5.b	Action Step b: The district will provide opportunities for students to complete the necessary 50 hours of mentoring/tutoring.	07/01/17	06/01/22	A+ coordinator with the aid of 7-12 teachers will make tutoring and mentoring opportunities available for students.	Logs	A+ Coordinator, WHS Principal, and WHS Counselor
I.1.5.c	Action Step c: The WHS counselor will work with students to provide information on colleges that honor the A+ Program.	07/01/17	06/01/22	Students will be introduced to a wide variety of post secondary colleges that are all A+ accessible	College and career nights, Counselor workshops with students, parent meetings, college visits, logs	WHS Counselor
I.J	**Objective J: The district will increase the percentage of students who meet technology literacy standards by the end of 8th grade to 100% as measured by a local technology assessment/survey based on NET*S.**					
I.J.1	Strategy 1: The district will fully integrate technology into curriculum and instruction by 2022.					
I.J.1.a	Action Step a: A variety of technology resources will be used to deliver, monitor, and assess student achievement to provide immediate feedback and address various learner needs.	07/01/17	06/01/22	The district will administer a technology needs assessment.	Inventory, purchase orders, needs assessment	Bill, Stephany SpEd, Kristee Lorenz & IT staff
I.J.1.b	Action Step b: The district will utilize technology to expand and support student learning outside of the normal school day.	07/01/17	06/01/22	Enrichment opportunities utilizing technology will be offered for those students who are interested.	Tutoring logs, S4S logs	Bill, Stephany, SpEd & district teachers

Code	Description	Begin	End	Activities/Process	Evidence	Responsible Party
I.J.1.c	Action Step c: Professional development opportunities for staff will be provided to improve technology utilization and the use of more effective instructional strategies.	07/01/17	06/01/22	A technology needs assessment will be administered to staff. Administrators will complete walk-through observations to determine which technologies are being used.	PD log, attendance log, needs assessment	Kristee Lorenz, Bill, Stephany, SpEd, PD Committee & Technology Committee
I.J.2	Strategy 2: The district will revise the written curriculum to include the NET'S standards and achievement rubrics for grades K-12.					
I.J.2.a	Action Step a: The district will develop and implement assessments/surveys for technology competency based on NET*S rubrics at the eighth grade level.	07/01/17	06/01/22	A technology committee will research various assessments available for determining the competency of student ability to perform tasks using technology.	Research, adoption of assessment	Principals, SpEd & Technology Committee members
II	**II. HIGHLY QUALIFIED STAFF: Recruit, attract, develop, and retain highly qualified staff to carry out the LEA (local educational agency)/District mission, goals, and objectives.**					
II.A	**Objective A: High quality PD activities will improve teacher instructional abilities and subject area knowledge as measured by student performance, teach evaluations, and teacher surveys.**					
II.A.1	Strategy 1: The district will use the PLC model as the framework for PD activities.					
II.A.1.a	Action Step a: Utilizing PD days, teachers will align curriculum with Core Academic Standards and GLEs/CLEs to facilitate instructional planning targeted to individual student needs.	07/01/17	06/01/22		PD Agendas; alignment in curriculum documents	PD committee, administrators, teachers and curriculum committee
II.A.2	Strategy 2: The district will provide PD for teachers and administrators to improve their levels of proficiency to enhance instruction and to encourage the effective integration of technology into teaching and student learning.					
II.A.2.a	Action Step a: Up-to-date technology tools and resources will be readily available to support curriculum objectives.	07/01/17	06/01/22	Inventory existing technology, survey for missing parts. Purchase needed equipment or request through budget process. (Technology replacement plan)	Approved budgets, yearly inventories	Administrators, IT staff and Technology Committee
II.A.2.b	Action Step b: All teachers will demonstrate proficiency in educational technology that supports high quality instruction.	07/01/17	06/01/22	Identify skill level of staff through surveys and testing. Provide necessary training.	Teacher evaluations, individual surveys	Teachers, Administrators, PD committee, IT staff & Technology Committee
II.A.2.c	Action Step c: Proficiency levels will be noted by building administrators on the district evaluation instrument.	07/01/17	06/01/22	Administrators conduct classroom observations and feedback discussion.	Teacher evaluation summary report	Bill, Stephany, Brad and SpEd

II.A.2.d	Action Step d: Monthly teacher training provided to address curriculum review, revision, alignment and classroom assessment strategies.	07/01/17	06/01/22	Teachers will develop and implement an individual Professional Development Plan annually aligned to the needs indicated on their evaluation and collaborate with each other during PLC time.	PD agenda, PLC agenda and notes	PD committee, teachers & administrators
II.A.2.e	Action Step e: Teachers will receive annual PD in the utilization of three-tiered models.	07/01/17	06/01/22	Develop plan based on needs assessment and or teacher evaluation data.	PD Agenda, evaluation of performance & skills demonstrated. Evidence on classroom walkthroughs, students more engaged. Teachers more comfortable with utilization of 3 tiered model.	Administrators, teachers
II.A.2.f	Action Step f: Professional development on differentiated instruction will be scheduled annually to provide the best information for teachers to address the learning needs of all students.	07/01/17	06/01/22	Develop plan for PD based on needs assessment. Strategies training with Dave Holden and AAIS.	Evidence of instruction resulting in differentiated lesson plans and daily instruction.	PD Committee & teachers
II.A.3	Strategy 3: The district will utilize available Title I funding, local funds, and PD funds to secure PD coaches to help transfer knowledge into practice within the classroom					Administrators, SpEd Director & PD Committee
II.A.3.a	Action Step a: The district will engage representatives from RPDC as needed to assist in professional development activities.	07/01/17	06/01/22			Bill, Stephany, Brad and PD Committee
II.B	**Objective B: District will identify additional staff positions that will enhance district performance in student achievement.**					
II.B.1	Strategy 1: District will create and prioritize a list of desired staff positions. (teachers, librarians, reading coaches, testing coordinator, interventionist, etc.)	07/01/17	06/01/22	H.R. audit	List approved	Administration
II.B.2	Strategy 2: The district will employ positions as funding allows.					
II.C	**Objective C: One hundred percent of administrators and teachers will be appropriately certified and highly qualified as defined by state/federal standards and reported on core data.**					
II.C.1	Strategy 1: The superintendent and district administrators will annually check teacher credentials and course schedules to insure that all courses are taught by appropriately certified teachers.			H.R. audit, course and program audit		Administration
II.C.1.a	Action Step a: Building administrators and counselors will review master schedules and cross-reference teacher certifications to make sure that all courses are taught by qualified and appropriately certified teachers.	07/01/17	06/01/22	Qualifications kept up to date in staff files.	Creation of master schedule and review of teacher certifications	Administration and Counselors
II.C.2	Strategy 2: The district will develop and implement a plan to address teachers who are not Highly Qualified (HQ) for specific course assignments.					

Code	Objective / Strategy / Action Step	Start Date	End Date	Implementation	Evidence / Measure	Person(s) Responsible
II.C.2.a	Action Step a: The district will provide necessary training, mentors, etc. to enable non-HQ teachers to become qualified for course assignments.	707/2017	06/01/22	Identify non-HQ staff and assign mentor. Provide training as needed.	PD Logs, mentor/mentee assignments. Non HQ teachers designated as HQ	Administration & PD mentors
II.C.2.b	Action Step b: The district will pay for initial MEGA examination to ensure that staff members become HQ for needed course assignments.	07/01/17	06/01/22		Annual Budget allocation	Administration & PD mentors
II.C.3	Strategy 3: The district will follow posted criteria for recruitment and hiring of staff positions.					Administration
II.C.3.a	Action Step a: The district will accurately post all open positions stating appropriate certifications or qualifications necessary for consideration.	07/01/17	06/01/22		Historical record of postings	Superintendent
II.C.3.b	Action Step b: The district will post all positions on the district website and the Missouri Teaching Jobs website.	07/01/17	06/01/22		Historical record of postings	Superintendent
II.C.3.c	Action Step c: The district will seek to hire Highly Qualified Teachers for all open positions.				Hiring records reflect HQ status of new hires	Superintendent
II.D	**Objective D: The district will annually evaluate all staff using objective, standards-based performance evaluations based on state model or standards.**					
II.D.1	Strategy 1: Teacher evaluations will assess implementation of inquiry-based instructional strategies.					
II.D.1.a	Action Step a: Administrators will ensure that the evaluation tool includes measurement of the teacher's use of inquiry-based instructional strategies and the use of technology within the classroom.	07/01/17	06/01/22	Administrators will utilize the NEE evaluation tool to identify teachers strengths and needs.	Lesson plan evidence, walkthroughs reflect evidence, PD agenda and sign in.	Administration
II.D.1.b	Action Step b: The administration working with CTA will review and revise district evaluation instruments.	07/01/17	06/01/22	Administrators will utilize the NEE evaluation tool to identify teachers strengths and needs.	New tool produced	Administration & CTA Committee
II.D.1.c	Action Step c: The district will provide NEE training for administrators who conduct staff evaluations.	07/01/17	06/01/22	Annual training provided prior to the start of the year to all who conduct evaluations.	Training complete and evaluations reflect	Administration
II.D.1.d	Action Step d: The district will provide PD for certified/classified staff on evaluations.	07/01/17	06/01/22	Training provided at the beginning of the year prior to school start.	Staff understanding of process and tool	Administration
II.D.1.e	Action Step e: Data for evaluations will be collected regularly utilizing walkthroughs and NEE documentation.	07/01/17	06/01/22	Walkthroughs will be conducted and feedback given monthly per staff member or as needed.	Notes, documentation in files	Administration
II.E	**Objective E: The district will recruit and actively seek to retain high quality employees**					
II.E.1	Strategy 1: The district will identify strengths and weaknesses within the district and/or building to help with the placement, retention and promotion of district personnel.					
II.E.1.a	Action Step a: The district will review and evaluate current recruitment strategies.	07/01/17	06/01/22	Administrators will utilize new strategies identified during needs assessment.	List of current strategies, analysis report of new recruits, administrative agendas	Administration
II.E.1.b	Action Step b: The district will examine and compare the resources of surrounding districts to those of HCR-I.	07/01/17	06/01/22	Survey sent to area schools. Spreadsheet created showing comparison.	West Central School Survey, MSTA Area Survey	Superintendent

Code	Description	Start	End	Implementation	Evidence/Documentation	Responsible
II.E.1.c	Action Step c: The district will administer anonymous surveys annually to all staff members to help identify ways to retain staff members.	07/01/17	06/01/22	Develop survey with input from teachers, administrators, board, parent/stakeholder generated	Survey results tabulated and list	Administration
II.E.1.d	Action Step d: The district will conduct exit interviews with employees to determine reasons for termination of employment.	07/01/17	06/01/22	Superintendent interviews staff members who submit resignations.	Superintendent conducts and documents interviews. Trends noted.	Superintendent
II.E.2	Strategy 2: All new employees will participate in a program designed to promote job success.					
II.E.2.a	Action Step a: All newly hired certified/classified staff will participate in a mentoring program by attending required meetings and working closely with an approved district mentor.	07/01/17	06/01/22	Mentor assigned, meetings attended throughout the year as scheduled.	Meeting Logs, Mentor/Mentee Logs, other PD documentation.	Administration, PD Committee and new teachers
II.E.2.b	Action Step b: All newly hired certified/classified staff will participate in required hours of PD activities during his/her first two years of district employment.	07/01/17	06/01/22	New Staff will attend district wide PD hours and outside required hours.	PD Logs, Beginning Teachers meeting agenda, new teacher orientation agenda logs, MSTA program	New teachers & PD Mentors
II.E.2.c	Action Step c: All newly hired certified/classified staff will participate in a district job orientation meeting.	07/01/17	06/01/22	District job orientation attended during back-to-school meeting days.	Meeting minutes, documented in files, survey instrument	Administration, Central Office staff, and new employees
II.E.2.d	Action Step d: All newly hired certified/classified staff will be observed and provided with support, encouragement and feedback monthly during the first year of employment.	07/01/17	06/01/22	Assigned mentor will provide feedback and encouragement during first year.	Walkthrough evaluations, file documentation	PD Mentors and Administration
II.E.3	Strategy 3: All returning staff will participate in a program designed to promote job retention.					
II.E.3.a	Action Step a: Ongoing professional development activities, programs and events will be planned annually to provide staff with best practices information.	07/01/17	06/01/22	Calendar developed for PD opportunities year long.	PD calendar, after school training sessions, off campus paid activities available and encouraged where allowed, approved.	Administration, PD Committee and CRPDC
II.E.3.b	Action Step b: Staff will be evaluated and provided feedback by building administrators to promote employee growth, development and retention.	07/01/17	06/01/22	Quarterly or mid year informal feedback provided prior to yearly formal evaluation.	Documented in staff evaluations and placed in files	Administration
III	**III. FACILITIES, SUPPORT, INSTRUCTIONAL RESOURCES: Provide and maintain appropriate instructional resources, support services, and functional and safe facilities.**					
III.A	**Objective A: The district will fund essential and effective and required support services for effective implementation of the CSIP plan.**					
III.A.1	Strategy 1: The district will monitor class enrollments, including administrator, librarian and counselor ratios, to make sure that class size standards and enrollment requirements meet or exceed MSIP standards.	7/2017	6/2022			

III.A.1.a	Action Step a: District will monitor administrator/student ratio and request additional administration to meet or exceed MSIP standards.	7/2017	6/2022	Recommend additional positions based on student needs data	Administrators in place to meet or exceed MSIP standards.	Administration
III.A.1.b	Action Step b: District administration will monitor and request additional staff to meet or exceed MSIP standards.	7/2017	6/2022	Recommend additional positions based on the data	Personnel in place to meet or exceed MSIP standards.	Administration
III.A.2	Strategy 2: The district will continue to use and update annually an integrated data management system for administrative functions including, but not limited to, student information, attendance, grading, library catalog, transportation and financial accounting.					
III.A.2.a	Action Step a: The district will provide appropriate staff training to new and/or existing staff on the SIS program at the start of each year.	07/01/17	06/01/22	Orientation session for new/existing staff training on SIS. Ongoing training as needed	Staff effectively utilizes SIS	SIS Administrator, SIS Training personnel, and Administration
III.A.2.b	Action Step b: The district will provide information and training to parents on how to use the SIS Parent Portal and other appropriate district data resources.	7/2017	6/2022	Computer labs will be made available for community access. One on one training will be available by library staffing. Students/staff will be trained in Aug/Sept first class sessions.	Review attendance data and plan for future trainings. Review the parental signup documentation.	SIS Administrator, SIS Training personnel, and Administration
III.A.2.c	Action Step c: The district will provide the online library catalog to all staff, students, and the community as a resource to library materials as well as a tool for research.	7/2017	6/2022	Computer labs will be made available for community access. One on one training will be available by library staffing. Students/staff will be trained in Aug/Sept first class sessions.	Review attendance data and plan for future trainings. Review data that provides evidence of patron use.	Library Media Specialists
III.A.2.d	Action Step d: The district will continue to use and update as needed the Accounting and Payroll system.	7/2017	6/2022	Continue to upgrade and utilize the Accounting and Payroll system.	Implementation of upgrades and utilization.	Central Office Staff and IT Staff
III.A.3	Strategy 3: District library media resources and services will be used to improve the instructional program.					
III.A.3.a	The District will utilize teacher input in regard to curriculum resources.	7/2017	6/2022	Librarian will accept via email request for teacher input regarding curriculum needs.	Teacher check out and usage of newly purchased materials and resources.	Library Media Specialists
III.A.3.b	Action Step b: The district will continue to purchase materials based on standards set by DESE.	7/2017	6/2022	Develop a plan to allocate resources according to DESE standards.	Yearly state report of collection as it relates to state standards.	Administration and Library Staff
III.A.3.c	Action Step c: The district will continue to purchase books and other resources to support student reading levels.	7/2017	6/2022	Research and review resources available based on the student data.	Review checkout data of newly purchased materials.	Administration and Library Staff
III.A.3.d	The library media centers will develop and implement makerspaces	7/2017	6/2022	Librarian will plan, purchase and facilitate the intro and implementation of makerspace activities.		Administration and Library Staff

Code	Description	Start	End	Action	Evaluation	Responsible
III.A.4	Strategy 4: District guidance programs will utilize the approved guidance curriculum and services to improve the instructional program.					
III.A.4.a	Action Step a: The district will continue to implement classroom guidance.	7/2017	6/2022	Set schedules based upon student needs data gathered.	Schedule is meeting state standards.	Counselor
III.A.4.b	Action Step b: District counselors will meet with students for individual and emergency needs.	7/2017	6/2022	Set schedule based on student needs and state guidelines.	Schedule is meeting state standards.	Counselors
III.A.4.c	Action Step c: District counselors will continue to evaluate and update the guidance program as needed.	7/2017	6/2022	Develop a plan to modify the program.	Evaluation data from the MO Guidance Program	Counselors
III.A.5	Strategy 5: The district will provide comprehensive services for children with disabilities as an integral part of the overall educational program of the district.					
III.A.5.a	Action Step a: The district will continue to expand the special education program and its services to meet the growing needs within our community.	7/2017	6/2022	Refer students for eligibility criteria for categorical disabilities.	Students with disabilities are making academic progress.	SPED and Student Services
III.A.6	Strategy 6: The district will utilize the school health services program, which includes goals and objectives, service activities and an evaluation design, to improve the instructional program.					
III.A.6.a	Action Step a: The district nurse will monitor health services and provide necessary information to promote the prevention of and reduce the spread of communicable diseases on the school campuses.	7/2017	6/2022	Recommendations will be made and literature disseminated to address any district health issues.	Documentation of actions taken to address current medical issues.	CAN
III.A.6.b	Action Step b: The district will continue to use the Medical Module in the SIS program.	7/2017	6/2022	Continue to upgrade and utilize the medical module in the SIS system.	Implementation of the medical module in the SIS program.	CAN
III.A.6.c	Action Step c: Program improvement strategies will be identified and implemented.	7/2017	6/2022	Develop a plan for improvement.	Identification of students who require additional health services.	CAN
III.A.7	Strategy 7: The district's food service program will provide at least one nutritionally balanced meal on scheduled attendance days to all students in accordance with Federal and State Child Nutrition Program regulations.					
III.A.7.a	Action Step a: The district will ensure that the food service program is coordinated with the local Wellness Plan to meet the needs of district students.	7/2017	6/2022	Coordinate nutrition guidelines that align to the local wellness plan.	The daily menus will reflect federal and state guidelines that coordinate to the local wellness plan.	Administration, Director of Food Services, & Wellness
III.A.7.b	Action Step b: The district will ensure that the food service program is coordinated to meet individual 504 plans of district students.	7/2017	6/2022	Compile a list of students who have 504 plans with nutrition accommodations.	Absence of medical issues relating to 504 nutritional accommodations.	Kristee Lorenz, Rachel Hankins, Bill Johnston & SpEd
III.A.8	Strategy 8: The district will provide safe and efficient transportation to and from school in compliance with Missouri statutes, regulations, and local Board policy.					
III.A.8.a	Action Step a: The district will continue to monitor bus services while working closely with the contracted vendor to meet student needs.	7/2017	6/2022	Develop the most efficient transportation routes.	Annual review of transportation costs to stay within budget.	Superintendent and Apple Bus Management

Code	Description	Start	End	Action/Measure	Outcome	Responsible Party
III.A.8.b	Action Step b: The district will verify that the contracted vendor meets all requirements as established by the federal and state government relating to transportation.	7/2017	6/2022	Ongoing verification that buses are in optimal working order.	The district maintains each year as accident free.	Superintendent and Apple Bus Management
III.B	**Objective B: The district will provide appropriate instructional resources for efficient and effective school operations.**					
III.B.1	Strategy 1: District teachers and students will have all needed instructional resources and equipment to support and extend all curriculums.					
III.B.1.a	Action Step a: The district will provide each student with the needed textbook for all enrolled classes as determined by the class syllabus.	7/2017	6/2022	Conduct an audit for each class and purchase needed textbooks or e-books	All students have textbooks for class.	Building Principals
III.B.1.b	Action Step b: Administration will collaborate with teachers and vendors to make available the necessary resources for the programs offered.	7/2017	6/2022	Conduct an audit for each class and purchase needed resources.	All teachers have all needed resources for the program.	Building Principals
III.B.2	Strategy 2: All district staff and students will utilize technology materials and resources to promote personal, academic, and career needs as measured by a district survey.	7/2017	6/2022			
III.B.2.a	Action Step a: A technology survey will be developed and given to all district staff and students annually.	7/2017	6/2022	Develop and administer technology survey.	Completed survey.	Technology Committee
III.B.2.b	Action Step b: Teachers will utilize available district software to promote personal, academic and career needs.	7/2017	6/2022	Ongoing usage as needed by the course requirements.	Teacher lab sign-up and student log-in.	Teachers
III.B.3	Strategy 3: The district will provide technical assistance and hardware/software maintenance for district technology users.	7/2017	6/2022			
III.B.3.a	Action Step a: The district will hire a technology coordinator to provide technical support and hardware/software maintenance on an ongoing basis.	7/2017	6/2022	Review services.		Superintendent and BOE
III.B.4	Strategy 4: The district will develop and implement an eight year instructional resources purchase plan including textbooks, equipment, furniture, and technology needs.					
III.B.4.a	Action Step a: The district will implement a 5 year instructional purchase plan for subject area textbooks/e-books	7/2017	6/2022	Develop a yearly purchase plan.	New or enhanced curriculum materials.	Administration & Textbook committees
III.B.4.b	Action Step b: The district will implement a 10-year purchase plan for classroom/office furniture and accessories.	7/2017	6/2022	Develop a yearly purchase plan.	New or refurbished furniture.	Administration and Director of Maintenance
III.B.4.c	Action Step c: Teachers will request needed technology resources annually through the budget process.	7/2017	6/2022	Identified items presented for inclusion in the next budget.	New inventory of equipment.	Teachers and Building Administrators

Code	Description	Begin	End	Narrative	Measure	Responsible
III.B.4.d	Action Step d: The district will apply for grants as appropriate to supplement and enhance opportunities to secure and maintain necessary and beneficial technology resources.	7/2017	6/2022	Be aware, seeking grant opportunities when available and make applications in a timely manner after seeking board approval for matching grant options through budget process	Grant approval.	Administration and Teachers
III.B.4.e	Action Step e: The district will continue to provide and upgrade security cameras and a monitoring system to enhance student safety and building security.	7/2017	6/2022	Assess current needs annually	Equipment purchases.	Administration
III.B.4.f	Action Step f: The district will continue to provide an integrated phone system and intercom system to promote building communication, safety, and access.	7/2017	6/2022	Prepare for continued system use in budgeting or plans for new system.	Upgraded systems.	Superintendent & IT staff
III.B.4.g	Action Step g: The district will annually update all inventories, including textbooks, equipment, furniture, technology, etc.	7/2017	6/2022	Discuss options, timelines, etc. for process to be used.	Updated inventories.	All district staff
III.B.5	Strategy 5: The district will increase access to technology resources by reviewing the process for identifying and allocating funds for the purchase of resources needed to meet improvement plan goals and objectives.					
III.B.5.a	Action Step a: The district will provide building staff with adequate technical and instructional technology support.	7/2017	6/2022	Support will be given through in-services and workshops	PD Logs.	Administration and IT Staff
III.B.5.b	Action Step b: The district will provide necessary budgets required to maintain and upgrade technology and technology resources, including support, staff, infrastructure, etc.	7/2017	6/2022	Secure bids, costs, etc. from qualified vendors.	Maintained and upgraded equipment.	Superintendent & BOE
III.B.5.c	Action Step c: The district will support grant writing and provide matching funds to maintain, expand, and upgrade the technology program including infrastructure, software, hardware, support and staff.	7/2017	6/2022	Seek e-rate funding, Vocational grants, etc. as available.	Support given as needed.	Superintendent, IT staff, teachers & BOE
III.C	Objective C: The district will implement a long-range facilities plan and annually inspect facilities to determine safety, adequacy, and appropriateness for district programs.					
III.C.1	Strategy 1: The Facility & Grounds Committee will review facility and grounds issues within the district annually and make suggestions for future projects and plans.					
III.C.1.a	Action Step a: The district will continue to provide and upgrade security cameras and a monitoring system to enhance student safety and building security.	7/2017	6/2022	Assess needs based on concerns. Secure bids, costs, etc. from qualified vendors.	Equipment purchases.	Administration
III.C.1.b	Action Step b: The district will investigate the need for additional classrooms/resource rooms at the elementary campus to meet programming needs.	7/2017	6/2022	Conduct a facilities audit to survey future need for additional classroom/resource rooms for programming needs. Incorporate audit findings into design documents.	Building designed for program needs.	Superintendent and Building Administrators
III.C.1.c	Action Step c: The district will continue roof replacement per the long range building facilities plan.	7/2017	6/2022		Roof replacements made.	Superintendent and BOE

III.C.1.d	Action Step d: The district will replace/remodel district restrooms, with ADA specifications in mind.	7/2017	6/2022	Determine costs, timelines, etc. for proposed improvements.	Remodeled restrooms.	Administration and Director of Maintenance
	Action Step e: The district will conduct a formal facilities "walk through" to determine any maintenance needs.	7/2017	6/2022	Superintendent and head maintenance director conduct quarterly walk-thru to note any repairs needed.	Log of any noted maintenance issues and actions taken.	Administration, Director of Maintenance and BOE
III.C.2	Strategy 2: A district-wide safety and crisis plan is in place.					
III.C.2.a	Action Step a: A district-wide Safety Committee will meet at least twice each year to review safety plans, crisis plans, and other safety concerns.	7/2017	6/2022	Meet twice annually and report results to superintendent	Updated safety and crisis plan.	Superintendent & Safety Committee members
IV	**IV. PARENT AND COMMUNITY INVOLVEMENT: Promote, facilitate, and enhance parent, student, and community involvement in the LEA/District education programs.**					
IV.A	**Objective A: The district will annually increase parent and/or guardian participation in their children's education. This will be measured by 90% attendance at one evening event (Parent conferences or open house).**					
IV.A.1	Strategy 1: Annually the district will provide at least four (4) opportunities for parents/guardians to learn about the intellectual and developmental needs of their children at all ages and/or to participate constructively in their children's education.					
IV.A.1.a	Action Step a: The district will continue to provide open house events, fall parent-teacher conferences, family literacy nights, Kindergarten screenings, A+ orientation nights, rising 9th grade orientation and Financial aid information.	7/2017	6/2022	Calendar, website, School Messenger messages, and newsletters advertise events.	Sign-in/attendance.	Administrators and building committee members
IV.A.2	Strategy 2: The district will continue to maintain and further develop a plan to integrate technology driven communication tools for parent access to student and district information.					
IV.A.2.a	Action Step a: The district will provide training in the use of district technology resources to parents and district patrons.	7/2017	6/2022	Plan a Technology literacy night for interested parents and patrons.	Parent/Patron sign-in.	Technology Committee

IV.A.2.b	Action Step b: The district will continue to provide communication through the use of School Messenger, SIS Parent Portal, and the district web page.	7/2017	6/2022	Ongoing Process.	Parental sign ups and web counter.	Central Office and Webmaster
IV.A.2.c	Action Step c: The district will make computer labs available and provide training to parents and patrons on how to access and utilize district technology such as Parent Portal, School Reach, etc. at three different opportunities during the year - Open House, PT conference in October and PT conferences in February.	7/2017	6/2022	Library staff available for one on one training.	Library staff will be available to assist parents.	
IV.B	**Objective B: The district will build relationships with other local groups, agencies, and organizations to provide educational, career education, recreational, cultural, enrichment, and/or other services for the local community to address student, district and community needs.**					
IV.A.2.d	Action Step d: The district will work collaboratively with the local library to provide literacy/technology opportunities/events to be shared with the public.	7/2017	6/2022	Implement plan.	Sign in of participants.	TC members, IT staff, library staff, and local librarian
IV.B.1	Strategy 1: The district will work cooperatively with local youth agencies and Henry County Health Dept. to provide information, access, and opportunities for interested district students. Review policy.					
IV.B.1.a	Action Step a: The district will continue to allow youth agencies to send information home with the students through the school.	7/2017	6/2022	Monitor distribution of data by local agencies.	Information sent home.	Principals
IV.B.1.b	Action Step b: The district will continue to allow youth agencies access to district facilities to hold practices or conduct meetings.	7/2017	6/2022	Monitor calendar of access and compliance with expectations.	Facilities are made available.	Principals
IV.B.2	Strategy 2: The district will work closely with the local Parks & Recreation Department to promote community sports programs and related opportunities for district students.					
IV.B.2.a	Action Step a: The district will continue to partner with the local Parks & Recreation Department for the use of the softball/baseball complex.	7/2017	6/2022	Secure extension of agreement.	Facility is available to the district.	WHS Principal, Activities Director, and City Administrator for
IV.B.3	Strategy 3: The district will work cooperatively with the local Ministerial Alliance and other such agencies as deemed appropriate to provide related programs, needed items for students, and other community events that benefit district students.					
IV.B.3.a	Action Step a: The district will send a list of supplies needed by students to the Ministerial Alliance each year.	7/2017	6/2022	Ongoing Process	List provided.	Building Secretaries and Counselors
IV.B.3.b	Action Step b: The district will have teacher and administrative representatives at the community Back to School Bash.	7/2017	6/2022	Be available to help with incoming families and students.	Attendance by teachers and administrators.	Administration

Code	Description				Evidence	Responsible
IV.B.3.c	Action Step c: The district will utilize School Messenger to relate important community events to the public.				School Messenger participants.	Administration
IV.B.4	Strategy 4: The district will sponsor a Career Education Day utilizing area business leaders and owners to share opportunities for careers and employment for high school students.	7/2017	6/2022	Ongoing Process		
IV.B.4.a	Action Step a: Sponsor a Career Day with local businesses to share career and employment opportunities within the community or collaborate with outside agencies to provide a career fair opportunity.	07/01/17	06/01/22	Plan and set-up Career Day.	Students attend Career Day.	Counselors
IV.C	**Objective C: The district will engage and collaborate with students, staff, parents, and patrons to share ideas, suggestions, and concerns with the district and to participate and provide input through committee participation.**					
IV.C.1	**Strategy 1: Patrons will be provided opportunities and venues to participate on committees, share ideas, give input, and provide suggestions and/or share concerns with the Board of Education.**					
IV.C.1.b	Action Step b: The district will work closely with organizations such as PTO, Athletic Booster club, Music Booster Club, and others to provide opportunities for the community to improve the educational, recreational, and cultural lives of our students.	07/01/17	06/01/22	Ongoing Process.	Patron participation at the events.	Administration & organization presidents
IV.C.1.c	Action Step c: The district will continue to create and sponsor school surveys for the community to take part in each year.	07/01/17	06/01/22	Provide surveys as needed to community.	Completed and returned surveys.	Administration
IV.C.1.d	Action Step d: The district will continue to invite parents and community patrons to participate on committees such as CSIP, Safety, Technology, NAC, Advisory committees, etc.	07/01/17	06/01/22	Invite patron participation.	Patron participation at the events.	Administration
V	**V. GOVERNANCE: Govern the LEA/District in an efficient and effective manner providing leadership and representation to benefit the students, staff, and patrons of the district.**					
V.A	**Objective A: The district will follow an annual, systematic process for reviewing and evaluating the district CSIP document.**					
V.A.1	Strategy 1: The district will align budget allocations to CSIP goals and objectives.				Approved budget in June tied directly to CSIP goals & objectives.	
V.A.1.a	Action Step a: The Finance Committee will review budgetary matters pertaining to the CSIP at their regularly scheduled quarterly meetings.	7/2012	06/01/22	Conduct quarterly Finance Committee meetings.	Agenda item at quarterly meetings.	Superintendent & BOE

V.A.2	Strategy 2: The district will develop a CSIP calendar of events for review at monthly BOE meetings to ensure that timelines, benchmarks, etc. are being met.				
V.A.2.a	Action Step a: The district will provide CSIP monitoring system training.	07/01/17	Sept/Oct: all staff trained.	CSIP in use, all staff trained, sign-in sheets from training.	Superintendent
V.A.2.b	Action Step b: The CSIP progress will be reported on monthly during BOE meetings.	07/01/17	06/01/22	Board minutes reflect reports each month as scheduled. CSIP will be reported on quarterly during the year.	Superintendent & BOE
V.A.2.c	Action Step c: The district will schedule a Community Engagement meeting annually to share CSIP and other district data with community patrons.	07/01/17	06/01/22 Invitation list, press releases, School Messenger invitations and posting on web site.	Sign in sheets.	Superintendent & BOE
V.A.2.d	Action Step d: The CSIP committee will meet quarterly to review progress on goals, objectives, strategies, and action steps.	07/01/17	06/01/22	Team notes and updates.	Superintendent & CSIP Committee members
V.A.2.e	Action Step e: District enrollment and attendance numbers will be reported monthly as part of the Superintendent's report.	07/01/17	06/01/22	Building reports/Board packet.	Administration
V.B	Objective B: The BOE will annually review data to the Program Evaluation Schedule to guide district level decisions regarding curriculum, programs, resources, and services offered.				
V.B.1	Strategy 1: The district will review APR, School Report Card, ACT data, PLC, DRA, and other pertinent data at regular intervals through the year.				
V.B.1.a	Action Step a: APR data will be presented at the October or November Board meeting annually.	07/01/17	06/01/22	Board Minutes; Also posted on web site for public access.	Administration
V.B.1.b	Action Step b: The School Report Card will be presently annually at the December meeting.	07/01/17	06/01/22	Board Minutes; Also posted on web site for public access.	Administration
V.B.1.c	Action Step c: MAP and EOC test data will be presented to the Board at the October or November meeting each year.	07/01/17	06/01/22	Board Minutes; Also posted on web site for public access.	Administration
V.B.1.d	Action Step d: District administrators will provide regular summaries of staff evaluations and employment recommendations to the BOE as required by statute and BOE policy.	07/01/17	06/01/22	Board Minutes, closed session.	Administration
V.C	**Objective C: The BOE will maintain current policies.**				
V.C.1	Strategy 1: The BOE will review new and revised MSBA model policies.				
V.C.1.a	Action Step a: The board will review and take action on new and revised policies as provided by MSBA within eight weeks.	07/01/17	06/01/22 Utilize MSBA's policy service to recommend changes and review amendments to policies.	Updated board policies will be accessible through the district's website.	School Board
V.C.2	Strategy 2: The BOE will explore the viability and practical application of establishing a five year cycle of policy discussion and review.				

Ref	Description			Evidence	Responsible
V.C.2.a	Action Step a: Board will discuss reviewing policy updates semi-annually or annually at scheduled or special meetings.	07/01/17	06/01/22	Board agenda item and discussion. Decision to move forward on five year rotation or continue with status quo.	School Board
V.D	**Objective D: The BOE will annually evaluate the Superintendent using a performance-based evaluation tool aligned with state standards.**				
V.D.1	Strategy 1: The BOE and Superintendent will mutually establish goals no later than August of each year.				
V.D.1.a	Action Step a: Board District goals set	07/01/17	06/01/22	Board goals set in June for following fiscal year.	School Board
V.D.1.b	Action Step b: Superintendent goals set	07/01/17	06/01/22	Super goals presented to board at July meeting.	Superintendent
V.D.2	Strategy 2: The BOE and Superintendent will discuss performance at least twice each year prior to the formal written evaluation.	07/01/17	06/01/22	August informal discussion and feedback. November informal discussion and feedback. Formal evaluation in January.	Superintendent & BOE
V.D.3	Strategy 3: The formal written evaluation of the Superintendent will occur no later than January of each year.	07/01/17	06/01/22	Evaluation given and contract action in minutes.	Superintendent& BOE
V.D.4	Strategy 4: The decision regarding the extension, no extension, or termination of the Superintendent's contract will be made no later than the January board meeting.	07/01/17	06/01/22	Contract action in minutes.	School Board
V.E	**Objective E: The BOE will provide the annual budget necessary to maintain an efficient and effective educational program that is focused on meeting district CSIP goals.**				
V.E.1	Strategy 1: The district will provide appropriate budgets to support quality educational programs and upkeep of current district initiatives.				
V.E.1.a	Action Step a: District will set aside 1% for PD each year.	07/01/17	06/01/22	Recommended and/or required by DESE.	Superintendent & BOE
V.E.1.b	Action Step b: District will budget for the Steps 4 Students Program.	07/01/17	06/01/22	Plan for year is developed.	Superintendent& BOE
V.E.1.c	Action Step c: District will budget necessary funds to provide for curriculum revision.	07/01/17	06/01/22	Determine needs, Select desired vendor & plan for implementation, provide funds.	Superintendent & BOE
V.E.1.d	Action Step d: District will provide an eight year cycle of replacement for technology, textbooks, equipment, and classroom furniture.	07/01/17	06/01/22	Implementation of cycle through budget process.	Superintendent& BOE
V.E.1.e	Action Step e: District will provide a competitive salary and fringe benefits package.	07/01/17	06/01/22	Superintendent will gather data from local and conference schools for comparison. Staff surveyed for additional benefits desires.	Superintendent & BOE
V.E.2	Strategy 2: The district will maintain annual budget reserves of at least 15%.	07/01/17	06/01/22	In Approved annual budget.	
V.F.	Objective F: Board of Education members participate in continued training and professional development.				

V.F.1	Strategy 1: New Board Members will receive training within 12 months.	07/01/17	06/01/22	Information and requirement for training given to newly elected members in April.	Completion of Training - certificates awarded.	Superintendent & BOE
V.F.1.a	Action Step a: Local Orientation occurs within 1 month	07/01/17	06/01/22	Board President will meet with new members by June. Superintendent will meet with new members by August.	Referenced in superintendent's report and recorded in minutes.	Superintendent & BOE
V.F.1.b	Action Step b: Formal Board training will occur within 12 months by Law, 6 months encouraged			All new board members will be trained in first twelve months by law, suggested within 6 months. New Board members will share a trip report after training.	Training Certificates.	Board members
V.F.2	Strategy 2: Board members will participate in ongoing continuing Ed and Professional Development	07/01/17	06/01/22	Training needs identified for non conference items. arrangements made for local presentations or outside presenters to come in. Board invited to staff training events. Board members attend annual MSBA or MARE Conferences, Spring and Fall Meetings, June Leadership Training for Continuing Ed or PD.	Reports of attending member in board meetings, credits in record, Trip	Board members