

# **ARCHIE R-V SCHOOL DISTRICT**

## *Comprehensive School Improvement Plan*

2018-2022



“Learning for Life”

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# 2018-2022

## REVIEW COMMITTEE MEMBERS

<b>Mr. Jeff Kramer</b>	<b>Titus Ward</b>
Superintendent of Schools	Student
<b>Christy Lightfoot</b>	<b>Chesnie Baker</b>
Parent	Student
<b>Jonas Jones</b>	<b>David Dixon</b>
Parent/School Board	Special Ed. Teacher
<b>Leslie Shrewsbury</b>	<b>Grant Dixon</b>
Parent/School Board	Student
<b>Marilyn Yoakum</b>	<b>Bryon Cecil</b>
Support Staff	Activities Director
<b>Dee Botkin</b>	<b>Coy Dalton</b>
Counselor	High School Principal
<b>Jamie Smith</b>	<b>Tamara Silvey</b>
Middle School Math Teacher	Elem. Principal
<b>Mindy Wilkins</b>	<b>Lee Harmon</b>
High School Math Teacher	Special Programs Dir.
<b>Deanna Bradley</b>	<b>Kim Sutton</b>
Special Ed. Teacher	Parent/Director of Academic Services

### LEGEND

P = Progress Made

C = Completed Activity

O = Ongoing Activity

# ARCHIE R-V SCHOOL DISTRICT

## Mission & Vision Statements

### MISSION

*It is the mission of the Archie R-V School district to strive for excellence in instruction, promote optimum student achievement, ensure that every child learns, insure mastery of essential skills, provide for the development of moral values, assure equal opportunity, develop the skills of citizenship, and to implement an educational plan based upon best practices.*

### MISSION ABBREVIATED

*“Learning for Life”*

### VISION

- *The Archie R-V School District will graduate students who are college and career ready, providing them the ability to be highly successful*
- *The Archie R-V School District will practice collaboration as its guiding principle in decision making with the focus on student academic achievement*
- *The Archie R-V School District recognizes the unique qualities of all individuals in the school community.*

## CSIP GOALS

### Maximize Academic Achievement for all Students

*Develop and enhance academic programs to ensure that each student can meet their personal academic and career goals*

Goal I: The District will earn all academic achievement points on the Annual Performance Report (APR).					
Strategy A: Analyze state student assessment results in order to modify and adapt District Curriculum.					
Action Steps		18-19	19-20	20-21	21-22
#1	District administrators and testing coordinators will analyze and disseminate all available student data from the Missouri Comprehensive Data Site				
#2	Teams will meet with district administrators and testing coordinators to assess and plan for areas of need.				
#3	Align Archie R-V School District curriculum in all core subject areas at all grade levels with the Missouri Learning Standards.				
#4	Content and/or grade level teams will identify, commit to, and implement research-based instructional strategies monitored by District administrators.				
Goal II: Students will graduate college and career ready as evidenced through 95% graduation rate, 95% satisfaction on senior exit interviews and six-month follow-up survey data.					
Strategy A: Identify student career interests in order to provide a successful post-secondary transition.					
Action Steps		18-19	19-20	20-21	21-22
#1	Conduct and utilize student career interest surveys to provide knowledge and skills for a successful post-secondary transition.				
#2	Develop an Archie High School Plan of Study with each student beginning in 8th grade, which focuses on their chosen career and/or academic pathway. The plans will be shared with parents at enrollment night.				
#3	High School advisors and guidance resources will conduct career exploration aligned to Missouri Career Pathways.				
#4	Director of Academic Services will create and introduce a student interest document for all teachers to access in order to enhance student/teacher connections.				
#5	Implement an orientation plan for students and parents for postsecondary education, including FAFSA and institution choice.				
#6	Conduct a student survey to identify career interests for the annual career day.				
Strategy B: Provide a rigorous and relevant curriculum, which includes the skills to be highly competitive in a global society.					
Action Steps		18-19	19-20	20-21	21-22
#1	Revise and implement new courses to reflect skills needed by students to be college and career ready.				
#2	Evaluate programs and courses for alignment to 21st Century Skills reflected in the Missouri Learning Standards.				
#3	Provide professional development that focuses on the Missouri Learning Standards, College/Career Readiness, Next Generation Science Standards, and 21st Century Skills required of each student.				
Strategy C: Enhance Career and Technical Programs.					
Action Steps		18-19	19-20	20-21	21-22
#1	Conduct a needs assessment to determine the career and technical program goals for expansion and delivery.				
#2	Schedule Science, Technology, Engineering and Math days to promote Project Lead the Way, providing an opportunity for students to experience future courses.				
#3	Select Student Ambassadors to speak with 8th grade students about PLTW courses available in high school.				
#4	Identify high demand careers to determine feasibility for secondary level programs of study.				
#5	PLTW teachers inform staff about the courses that are available to the students at Archie annually.				

# Maximize Academic Achievement for all Students

*Develop and enhance academic programs to ensure that each student can meet their personal academic and career goals*

Goal III: Each student will be a learner that evaluates individual learning goals.					
Strategy A: Implement a plan to use his/her current achievement level to set and evaluate individual learning goals.					
Action Steps		18-19	19-20	20-21	21-22
#1	Each student will be assigned an adult that will assist them in assessing their own learning and the development of their individual learning goals.				
#2	Initiate a system(s) that formalize student ownership of learning K12 including, but not limited to, student-led conferences & portfolios.				
#3	Students will evaluate their own learning and communicate to the appropriate stakeholders during parent/teacher conferences.				
Goal IV: Collaborative teams will use local assessment results to set and evaluate identified goals.					
Strategy A: Implement frequent and structured teacher collaboration time.					
Action Steps		18-19	19-20	20-21	21-22
#1	Annually, the district calendar will provide whole-day and partial-day time for teacher professional development and collaboration.				
#2	Provide professional development for building and district leaders related to collaboration, structures and goal setting.				
#3	Implement established collaboration and goal setting protocols among teacher teams and each Building Leadership Team.				
#4	Building administrators and teacher leaders will meet with content teams and grade level teams to set collaboration expectations and structure to be used.				
Strategy B: Differentiate instruction based on analysis of local and state assessment results.					
Action Steps		18-19	19-20	20-21	21-22
#1	Provide professional development that emphasizes the connection between instruction and assessment.				
#2	Create formative and summative assessments that align to district priority standards.				
#3	Systematically monitor and evaluate formative and summative assessments with collaborative teams.				
#4	Content and/or grade level teams will identify, commit to, implement, and monitor- research-based instructional strategies monitored by District administrators.				
Goal V: Implement a living curriculum that contains priority standards and "I can" statements in all courses and grade levels.					
Strategy A: Develop "I can" statements based upon priority standards to develop and guide classroom instruction.					
Action Steps		18-19	19-20	20-21	21-22
#1	Common Assessments will be created and revised according to the district's priority standards and local/state assessment results.				
#2	Curriculum will be designed to include "I can" statements aligned to priority standards.				
#3	K-12 will develop writing expectations and writing process that will be used in all content areas district-wide.				
#4	Teachers and students will collaborate to set and monitor individual goals throughout each quarter.				
#5	"I can" statements will be posted or available to set and monitor goals throughout each unit.				
#6	Archie Curriculum Alignment resources pages will be created for every unit in all courses.				

# Facilities, Support, & Instructional Resources

*Provide and maintain appropriate instructional resources, support services, and safe facilities*

<b>Goal I: Annually, increase student and staff access to technology as evidenced by the annual census of technology and district inventory reports.</b>							
<b>Strategy A: Identify and secure resources to provide adequate and equitable access to instructional technology.</b>							
<b>Action Steps</b>				<b>18-19</b>	<b>19-20</b>	<b>20-21</b>	<b>21-22</b>
#1	Regularly investigate and apply for grants and alternative resource options to fund technology resources.						
#2	Focus budget resources toward additional instructional technology.						
#3	Ensure that each student and staff member has access to technology that is instructionally relevant and safe.						
#4	Ensure district network hardware and connectivity provides seamless technology use for instruction and assessment.						
#5	Provide wireless capabilities district-wide.						
<b>Strategy B: Develop a progressive plan for implementing new technology</b>							
<b>Action Steps</b>				<b>18-19</b>	<b>19-20</b>	<b>20-21</b>	<b>21-22</b>
#1	Determine long term and short term goals for district technology.						
#2	Assign specific target dates and personnel to ensure the implementation of new technology when acquired.						
#3	Ensure that each staff member is provided relevant professional development on the use and implementation of instructional technology.						
<b>Strategy C: Maximize current technology and resources to increase usage</b>							
<b>Action Steps</b>				<b>18-19</b>	<b>19-20</b>	<b>20-21</b>	<b>21-22</b>
#1	Ensure that each staff member is provided relevant professional development on the use of current instructional technology.						
#2	Develop a plan to provide each student increased access to relevant technology that supports the instructional goals of the district and student.						
#3	Ensure elementary students receive access to the fundamentals of keyboarding at the appropriate grade						
<b>Goal II: The budget and long-range finance blueprint will align available resources with priorities identified in the Comprehensive School Improvement Plan</b>							
<b>Strategy A: District will seek alternative sources of revenue.</b>							
<b>Action Steps</b>				<b>18-19</b>	<b>19-20</b>	<b>20-21</b>	<b>21-22</b>
#1	Annually, conduct a study to identify and seek alternative sources of funding that are available at the local, state and national levels.						
#2	Advocate at the state and federal level for revisions to statutes and/or regulations to improve funding for K-12 school districts.						
<b>Strategy B: Promote community understanding of budgetary constraints and their impact on district programming.</b>							
<b>Action Steps</b>				<b>18-19</b>	<b>19-20</b>	<b>20-21</b>	<b>21-22</b>
#1	Present to faculty, staff, administration, Board of Education, parents, and community members current fiscal information.						
#2	Communicate to stakeholders through committee outreach.						
<b>Strategy C: Ensure that all district facilities are safe, secure and well maintained.</b>							
<b>Action Steps</b>				<b>18-19</b>	<b>19-20</b>	<b>20-21</b>	<b>21-22</b>
#1	Review annually the general condition of all district facilities by maintenance staff with report to Superintendent and Board of Education.						
#2	Establish long-term maintenance and facility needs plan.						

# Facilities, Support, & Instructional Resources

*Provide and maintain appropriate instructional resources, support services, and safe facilities*

Strategy C: Ensure that all district facilities are safe, secure and well maintained.					
Action Steps		18-19	19-20	20-21	21-22
#4	Ensure that all learning spaces are conducive to optimal student learning.				
#5	Ensure that the security of the physical campus is maintained at all times utilizing necessary/mandated technology and resources.				



## Governance

*Govern the District in an effective & efficient manner that provides leadership to benefit students, staff, and patrons*

<b>Goal I:</b> Annually, seek feedback through polls, surveys and advisory committees that measure levels of trust and satisfaction of parents and patrons regarding overall educational program of District.							
<b>Strategy A:</b> Solicit feedback from stakeholders related to satisfaction, concerns, and ideas for the purpose of identifying trends and communicating plans for improvement.							
<b>Action Steps</b>				<b>18-19</b>	<b>19-20</b>	<b>20-21</b>	<b>21-22</b>
#1	Conduct annual surveys to garner public input about specific issues related to the CSIP.						
#2	Conduct annual surveys to garner public input to identify district-wide opinion trends						
#3	Utilize Advisory Committees to seek feedback on specific topics related to the programs of the district with report to Board of Education.						
<b>Goal II:</b> The Board of Education will evaluate all district programs annually.							
<b>Strategy A:</b> Ensure the Board of Education is kept informed of program strengths and areas for growth.							
<b>Action Steps</b>				<b>18-19</b>	<b>19-20</b>	<b>20-21</b>	<b>21-22</b>
#1	Annually the Board of Education will review programs with respective administrators and staff.						
<b>Goal III:</b> Annually evaluate goals, strategies, and action steps in the Comprehensive School Improvement Plan to ensure alignment with District programs, policies and procedures.							
<b>Strategy A:</b> The Board of Education will monitor the progress of stated goals in the Comprehensive School Improvement Plan on an annual basis.							
<b>Action Steps</b>				<b>18-19</b>	<b>19-20</b>	<b>20-21</b>	<b>21-22</b>
#1	Review feedback from stakeholders annually regarding the stated goals and strategies in CSIP.						
#2	The Board of Education will meet at the end of each year to analyze the district's progress toward its stated goals.						
#3	Utilize focus/advisory groups to seek feedback on specific goals and programs and ensure the feedback is reported to the Board of Education.						
<b>Goal IV:</b> Each individual school will develop School Improvement Plans aligned to the goals, strategies and action steps of the District's Comprehensive School Improvement Plan.							
<b>Strategy A:</b> Each school will develop and implement a Building Improvement Plan (BIP) directly tied to the goals in the Comprehensive School Improvement Plan.							
<b>Action Steps</b>				<b>18-19</b>	<b>19-20</b>	<b>20-21</b>	<b>21-22</b>
#1	Develop school specific goals related to the overarching goals of the district.						
#2	Gather input from stakeholders regarding the development of goals centered around school-specific programs.						
#3	Utilize data and feedback from focus and advisory groups to inform school-specific goal development.						

# Parent & Community Involvement

*Promote, develop, & enhance programs for community involvement in District programs*

Goal I: Increase communication with District students, parents and patrons through varying technologies.					
Strategy A: Solicit feedback from stakeholders related to satisfaction, concerns, and ideas for the purpose of developing plans for improvement and sharing program progress.					
Action Steps		18-19	19-20	20-21	21-22
#1	Conduct annual survey to garner public input regarding specific issues to identify district-wide opinion trends.				
#2	Utilize advisory committees representing all stakeholders to seek feedback on specific programs in the district.				
Strategy B: Utilize multiple technology platforms for communication to the Archie community.					
Action Steps		18-19	19-20	20-21	21-22
#1	Create a communications committee made up of various stakeholders within the district.				
#2	Communications committee will utilize social media platforms to communicate with district stakeholders.				
#3	Communications committee will update the district website and social media to showcase student accomplishments and other relevant information.				
Goal II: Increase the number of community members volunteering at individual school and district functions.					
Strategy A: Appoint a committee to organize and execute the volunteer program.					
Action Steps		18-19	19-20	20-21	21-22
#1	Develop and implement a volunteer program to meet individual school needs.				
#2	Implement uniform volunteer application procedures.				
#3	Develop and implement consistent volunteer training procedures that are specific to the area in which the individual is assisting.				
Strategy B: Communicate volunteer opportunities and the impact they have on the community.					
Action Steps		18-19	19-20	20-21	21-22
#1	Communicate to stakeholders opportunities and process for volunteering through various platforms.				
#2	Identify individuals volunteering in specific programs and communicate their accomplishments to the school community.				
#3	Plan and organize various ways to show appreciation for volunteers.				
Strategy C: Provide an inclusive environment to encourage community involvement in the students' education.					
Action Steps		18-19	19-20	20-21	21-22
#1	Create new and continue existing opportunities that invite parents/community members to take an active role in the students' education and seek out additional opportunities (i.e. Back-to-School Night, E-news, student portal).				
#2	Advertise and promote opportunities for the community/families to be involved in the students' education (i.e. handouts, social media posts, etc)				
#3	Advertise and implement opportunities for students to be of service to the community (i.e. Senior Citizen Luncheon, Community Work Day, Food Drive, etc).				

# Highly Qualified Instructional Staff

*Recruit, attract, & retain highly qualified staff to carry out the District's goals and objectives*

<b>Goal I: Promote a working environment that is safe and equitable for all staff.</b>							
<b>Strategy A: Continue to use the educator evaluation system that aligns to research on best practices.</b>							
<b>Action Steps</b>				<b>18-19</b>	<b>19-20</b>	<b>20-21</b>	<b>21-22</b>
#1	Continue using the Network for Educator Effectiveness (NEE) as an evaluation tool for all teaching staff and administrators.						
#2	Annually select indicators of student learning at the school level for every classroom.						
#3	Provide ongoing training of evaluators in the educator evaluation process on an annual basis.						
#4	Annually survey students in the evaluation of teaching staff as outlined in the Network for Educator Effectiveness.						
#5	Annually survey staff in the evaluation of site-level leadership as outlined in the Network for Educator Effectiveness.						
<b>Strategy B: Ensure that teachers and classified staff are completing and documenting effective professional development.</b>							
<b>Action Steps</b>				<b>18-19</b>	<b>19-20</b>	<b>20-21</b>	<b>21-22</b>
#1	Complete annual individualized professional development plans required by NEE for all certified staff members.						
#2	Develop a process that allows the Archie R-V School District to deliver and document additional professional development training for all staff.						
#3	Implement a comprehensive induction process for all new teachers and for those new to the district.						
#4	Determine individual building level professional development needs by utilizing the input of the Building Leadership Teams						
#5	Conduct vertical and horizontal collaboration to ensure district alignment and standardization of curriculum and student learning.						
<b>Goal II: Provide a competitive salary and benefit package to recruit and employ highly qualified staff.</b>							
<b>Strategy A: Implement certified and classified salary schedules that are sustainable.</b>							
<b>Action Steps</b>				<b>18-19</b>	<b>19-20</b>	<b>20-21</b>	<b>21-22</b>
#1	Provide competitive salary schedules to all Archie R-V School District staff members.						
#2	Provide a quality, affordable benefit package that meets the needs of employees.						
#3	Representatives of all stakeholders will annually develop salary options for staff members.						
<b>Strategy B: Employ highly qualified staff</b>							
<b>Action Steps</b>				<b>18-19</b>	<b>19-20</b>	<b>20-21</b>	<b>21-22</b>
#1	Utilize multiple platforms to recruit and employ highly qualified staff.						
#2	Ensure that all staff are highly qualified as measured by the Missouri Department of Education.						