

2017-2018

Fredericktown R-1 Schools Comprehensive School Improvement Plan

Preface

By definition, a plan is a “detailed scheme, program or method worked out beforehand of an object or objective.” A Comprehensive School Improvement Plan (CSIP) is a “plan” which focuses on the improvement of the district’s student achievement/performance levels, programs and services. A CSIP is created by a district to serve as a “road map” to the long-range improvement the district hopes to realize over a five-year period.

The CSIP committee members were a combination of relevant stakeholders. This approach to committee formulation was undertaken in order to insure the necessary diversity of input needed to develop a viable plan that was truly comprehensive in nature.

The comprehensive plan represents the vision of the district’s staff, parents, students, Board of Education and key stakeholders in the community. It includes important long-range improvement objectives and specific action steps to be considered over a five- year period. Any action step that requires new policy or appropriation of additional funds will be presented to the Board of Education for approval.

For a Comprehensive School Improvement Plan to be effective it must be a viable document. It must be revisited on an annual basis in order to review and make any needed modifications, determine and budget for action steps and evaluate progress. Areas that indicate a deficiency or

concern will be incorporated into the CSIP. A plan that is both comprehensive and strategic in nature is a plan that is doable and provides for accountability or results.

The Fredericktown R-1 School District has re-evaluated their long range plan for the following reasons:

- To shape or create the future rather than to allow the future to simply happen. It is proactive rather than a reactive process. Some of the previous goals were met, un-met goals were modified, and new goals needed to be developed based on changes that have occurred with the district.
- To focus on improvement related to student achievement/performance, long range facility and financial needs, and complex educational program adjustments.
- To tie together a series of short-range (yearly) goals and activities in order to achieve a complex or larger goal.
- To break complex improvements into manageable steps.
- To analyze a complex goal and identify the essential, related components which are necessary to achieve the larger goal and which must be implemented in order for the larger, more complex goal to be realized.
- To focus the efforts of the people involved (teachers, parents, community, etc.) on a vision of the future, thereby encouraging a team effort to solving concerns.

Fredericktown R-1 Schools Belief Statements

Vision:

The Fredericktown R-1 School District: Where Learning Takes Priority.

Mission:

The mission of the Fredericktown R-1 School District is to develop highly qualified educators who while working alongside community members motivate students for high achievement in preparation for college and careers.

Goals:

1. All students who graduate from the Fredericktown R-1 School District will be college and career ready.
2. The Fredericktown R-1 School District will work together with staff, parents, students and community members to provide a safe, positive, and respectful learning environment.
3. The Fredericktown R-1 School District will ensure that all staff is highly qualified.
4. The Fredericktown R-1 School District will work to achieve Accredited with Distinction by the guidelines established in the Missouri School Improvement Process.

Fredericktown R-1 Strengths and Weaknesses

Strengths:

Building Level Initiatives:

- Instructional Coaches at all buildings
- Co-Teaching model for special education students
- MTSS program in all buildings
- A+ Program
- A+ Credit Recovery software used in the BRAVO program and in the Bridges program
- Parent Portal at all buildings
- High School offers dual credit courses
- Positive Behavior Intervention Support at Preschool, Elementary and Intermediate
- Data Teams and Common Formative Assessments

- Fredericktown R-1 Preschool
- Career Exploration Class for High School Special Education Students
- Alternative school for Middle School and High School students
- Anti-Bulling Club at the High School
- JROTC
- Braided Funding Pilot Preschool Project

Other Initiatives:

- Professional Learning Communities at all buildings
- High number of students participating in a wide variety of extra-curricular activities at all levels
- District commitment to analyzing, funding and increasing technology for students and staff
- Instructional climate at all buildings as evident by district's motto: "Learning for Life"
- 21st Century Learning Center afterschool program/tutoring available at all buildings
- Focus on safety and security at all levels
- Registered nurse on site at all buildings
- Three full time school-based social workers.
- High quality, research-based instructional strategies being used at all buildings
- Focused professional development is an ongoing, district initiative
- Existing School and Community partnerships
- District Wellness program
- Vertical Teaming
- Alice Intruder Training for District Staff
- An automated call-based alert system, in place for district employees and parents

Weaknesses:

- Athletic facilities need improvement
- Funding to maintain and enhance district's technology needs including ways to improve/upgrade and keep pace as technology moves forward
- Lack of paved parking at the Elementary and Intermediate buildings
- Intermediate and High School have classrooms housed in trailers
- Staff salaries are low

Analysis of Internal/External Factors

Internal Analysis – Sources of internal assessment data

District Evaluation of programs and activities
School report cards
Surveys of parents, students and faculty
Achievement test results
Persistence to graduation data
Attendance reports
Data from at-risk programs
Professional Development Plan
Common Assessments/Data Team Process
Title I LEA Plan
Consolidated Federal Grants Application
Positive Behavior Intervention Support reports
Financial reports
Teacher Evaluation Data

External Analysis – Sources of external assessment data

Demographic data including DESE District Profile
Technology surveys and articles
MSIP final report
State and Federal requirements
Advanced Questionnaire Data
Annual Performance Report

Student Achievement

Goal 1: All students who graduate from the Fredericktown R-1 School District will be college and career ready.

Objective 1: The district and each building will match or exceed the percentage of total students scoring proficient and advanced on the previous year's communication arts, mathematics, and science MAP test state standardized assessment or end of course exam.

MSIP Standards: 6.1, 6.2, 6.3, 6.4, 6.5, 6.7

Persons Responsible: Assistant Superintendent, Building Principals,

Funding Source: Title II.A, Local Funds, Basic Formula, State Monies, Schoolwide Pool, Title I.A

Strategy 1.1:

The district will monitor and analyze formative and summative assessment results to determine the need for changes in curriculum, instruction, or assessment.

Action Steps:

1. Assessment results will be analyzed to determine the need for curricular or instructional changes.
2. Administrators and teachers will continue to explore the usage and implementation of proficiency scales and their alignment to assessments.
3. Data will be used to analyze performance on the standardized assessments.
4. Results of data analysis will be used by buildings to develop school improvement goals.
5. Curricular and/or instructional changes based on data analysis will be monitored for effectiveness.
6. Ongoing, job embedded professional development will be provided to address weaknesses found through analysis of data.
7. Administrators and teachers will follow guidelines in the district's Assessment Plan and will include end of course high school exams.
8. Professional development regarding effective classroom assessments will be provided for all teachers.
9. Common assessments and scoring guides will be used to monitor the mastery of grade level expectations.
10. Teachers will utilize the Data Team cycle process to ensure student mastery of power standards and adjust instructional practices as needed.
11. Teachers will identify strengths and weaknesses of question types and Depth of Knowledge levels.
12. The district will provide release time for teachers to analyze data.
13. Teachers and special area groups will meet at least monthly to discuss and monitor SMART goal progress.

14. Building administrators will meet with teachers and special area groups quarterly to discuss and monitor SMART goal progress.

Strategy 1.2:

The district will teach test taking strategies to all students.

Persons Responsible: Assistant Superintendent, Building Principals, Teachers

Funding Source: Title II.A, Local Funds, Basic Formula-State Monies, Schoolwide Pool, Title I.A, Special Education Part B Entitlement.

Action Steps:

1. Teachers will utilize standardized assessment released items during the year.
2. Test taking tips will be shared with all students immediately prior to the administration of any standardized test.
3. Charts, providing test-taking tips will be prepared and posted in all classrooms.
4. Teachers will incorporate the use of rigorous, open-ended constructed response items on a regular basis.
5. Students will receive regular and explicit instruction on how to read and follow test directions that appear on standardized assessments and end of course exams including multiple choice practice on spelling tests.
6. Teachers will incorporate "power words" that appear frequently on standardized tests.
7. Students will receive regular instruction on how to complete standardized performance-related events.

Strategy 1.3:

Incentive programs will be used at all attendance centers to improve performance on achievement tests.

Persons Responsible: Building Principals, Teachers

Funding Source: 21st Century, Local Funds, Basic Formula-State Monies, Schoolwide Pool, Title I.A

Action Steps:

1. Principals and teachers will utilize incentive programs in an effort to motivate students as they take standardized achievement tests.
2. Incentive programs will be monitored annually and modified as needed.

Strategy 1.4:

District common formative assessments will be developed, administered and analyzed in grades K-12 for communication arts, mathematics, social studies and science.

Persons Responsible: Assistant Superintendent, Building Principals, Teachers

Funding Source: Title II.A, Local Funds, Basic Formula-State Monies, Schoolwide Pool, Title I.A

Action Steps:

1. Teachers will determine and teach student power standards in communication arts, math, and science.

2. Curriculum frameworks, annotated editions of the frameworks, DESE Grade Level Objectives and standardized assessments Achievement Level Descriptors will be used for reference when developing assessments.
3. Students will be tested on the essential learner outcomes at least quarterly.
4. Teachers will use formative assessment results to improve instruction and to ensure student mastery of power standards.

Strategy 1.5:

Academic intervention programs will be developed, maintained, and made available to all students not mastering Missouri Learning Standards.

Persons Responsible: Building Principals, Teachers

Funding Source: 21st Century, Local Funds, Title II.A, Basic Formula-State Monies, Schoolwide Pool, Title I.A, MO Preschool Project

Action Steps:

1. Administration and teachers at each building will develop criteria for students to qualify for services in intervention programs.
2. Effectiveness of the support programs will be evaluated on an annual basis.
3. The district will evaluate Title I programs and restructure if necessary, to best support all students in the areas of reading and writing and mathematics.
4. Intervention strategies will be provided to all students identified as at-risk based on district universal screeners.

Strategy 1.6:

All buildings will implement and monitor higher order thinking skills.

Persons Responsible: Assistant Superintendent, Building Principals, Teachers

Funding Source: Title II.A, Basic Formula-State Monies, Schoolwide Pool, Title I.A

Action Steps:

1. Teachers will be trained to implement higher order thinking skills strategies.
2. Students in all classes will be taught higher order thinking skills.
3. Principals will monitor the implementation of higher order thinking skills strategies using the NEE.
4. All buildings will implement and monitor higher order thinking skills strategies.
5. Assessments must be aligned to the higher order thinking skills found in each learner objective.

Strategy 1.7:

Teachers will utilize effective teaching practices.

Persons Responsible: Assistant Superintendent, Building Principals, Teachers, Instructional Coaches

Funding Source: Title II.A, Basic Formula-State Monies, Schoolwide Pool, Title I.A

Action Steps:

1. Teachers will be trained in the development and use common assessments and scoring guides.
2. Scoring guides used by standardized assessment scorers will be used in all classrooms.
3. Teachers will use district approved curriculum guides when planning daily instruction with the Build Your Own Curriculum.
4. Teachers will be trained in the development and use of scoring guides.
5. Teachers will require students to read and write daily in all classes.
6. Teachers will relate science and math to real-life and use hands-on activities.
7. Students will use computer-assisted instruction in all classes when appropriate.
8. Students will frequently be asked to explain in writing their thinking process when solving problems.
9. Supplemental support will be provided for all students not mastering grade level expectations.
10. Teachers will continue to meet in vertical teams to discuss curricular needs, strategies, and expectations.
11. Teachers will engineer effective classroom discussions, questions and learning tasks that elicit evidence of learning.

Strategy 1.8:

Teachers will implement the 8 mathematical practices embedded within the Missouri Learning Standards on a daily basis.

Persons Responsible: Assistant Superintendent, Building Principals, Teachers

Funding Source: Title II.A, Basic Formula-State Monies, Schoolwide Pool, Title I.A

Action Steps:

1. Teachers will instruct students to make sense of problems and persevere in solving them.
2. Teachers will guide students on how to reason abstractly and quantitatively.
3. Teachers will have students construct viable arguments as a part of their assignments.
4. Teachers will model with mathematics.
5. Teachers will instruct students to use appropriate tools strategically (tools, pictures, drawings and objects) to solve problems.
6. Teachers will encourage students to attend to precision in their problem solving.
7. Teachers will demonstrate how to look for and make use of structure.
8. Teachers will guide students to look for and express regularity in repeated reasoning.

Strategy 1.9:

The district will align curriculum to the Missouri Learning Standards

Persons Responsible: Assistant Superintendent, Building Principals, Teachers

Funding Source: Special Education Part B Entitlement, Title II.A, Basic Formula-State Monies, Schoolwide Pool, Title I.A,

Action Steps:

1. All district curriculum will be aligned to the Missouri Learning Core Academic Standards.

2. The district will establish a curriculum revision committee for each curricular area.
3. The district will offer professional development to curriculum committees on curriculum design.
4. The district will spiral instruction to ensure vertical alignment.
5. Common assessments will match the rigor of state assessments.
6. The district will evaluate and revise common assessments.
7. The district will provide test prep materials to all students in tested grade levels.
8. The district will implement curriculum revision plan.

Strategy 1.10:

The district will offer professional development to staff on instructional strategies to meet the needs of all students.

Persons Responsible: Assistant Superintendent, Building Principals, Teachers, Counselors, Instructional Coaches

Funding Source: Special Education Part B Entitlement, Title II.A, Basic Formula-State Monies, Schoolwide Pool, Title I.A, 21st Century, MO Preschool Project

Action Steps:

1. The district Professional Development Committee will conduct a needs assessment annually.
2. Staff will implement best practices based on professional development.
3. Funds will be allocated specifically for professional development.
4. Teachers will be exposed to the best practices such as Inquiry Based Learning, Differentiated Instruction, Multiple Intelligence, and learning styles.

Strategy 1.11:

The district will utilize a three-tiered model to meet the needs of all students.

Persons Responsible: Special Education Directors, Building Principals, Teachers

Funding Source: Prop C, Special Education Part B Entitlement, Title II.A, Basic Formula-Classroom Trust Fund, Schoolwide Pool, Title I.A

Action Steps:

1. Enrichment and remediation will be provided regularly within units of instruction.
2. The district will continue to implement an intervention block time into schedules.
3. Buildings will utilize Student Support Teams (SST) Teams.
4. Buildings will monitor at-risk students.
5. The district will utilize counselors, Title I and at-risk teachers to support the process.

Strategy 1.12:

All district students will be at, above grade level or demonstrating improvement in their reading performance.

Persons Responsible: Assistant Superintendent, Building Principals, Teachers, Instructional Coaches

Funding Source: Prop C, Basic Formula—Classroom Trust Fund, Title II.A, Basic Formula-State Monies, Schoolwide Pool, Title I.A

Action Steps:

1. Students identified as at risk will receive interventions in deficient skill areas.
2. At risk students will be progress monitored regularly to evaluate the effectiveness of intervention and modifications will be made if and when necessary.
3. Teachers and building principals K-5 will meet regularly to collaborate about students reading ability.
4. Students below level and who are not making progress with designated interventions will be referred to building SST/At Risk/RTI teams for further assessment analysis, and/or intervention recommendations.

Strategy 1.13:

The district will make every effort to maintain small class sizes, ensuring more individualized instruction and support for every child.

Persons Responsible: Board of Education, Superintendent, Assistant Superintendent

Funding Source: Title II.A, Basic Formula-State Monies, Schoolwide Pool, Title I.A

Action Step:

1. Principals will monitor class sizes and student enrollment on an ongoing basis. The director of Federal programs will utilize Title II.A funds to maintain reduced class sizes if applicable.

Objective 2: The district will maintain 90% attendance rate of at least 90% of all students. MSIP Standards: 9.6

Strategy 2.1:

The district will develop and implement an attendance plan to increase students attendance in each building.

Persons Responsible: Superintendent, Assistant Superintendent, Building Principals, Teachers, School-Based Social Workers

Funding Source: Special Education Part B Entitlement, Title I.A, Local Funds, 21st Century, MO Preschool Project, Basic Formula-State Monies,, Title IV.A,

Action Steps:

1. The district will regularly evaluate the district-wide attendance policy.
2. Each building will monitor daily attendance and provide incentives for excellent attendance.
3. Partner with parents, school-based social workers and community resources to assist with chronic absenteeism.
4. Implement programs which foster positive relationships between students and staff.
5. Increase student awareness and compliance with the district attendance policy and expectations.
6. Provide professional development to educators on programs and strategies designed to increase student attendance.

7. Investigate the possibility of students on suspension to access alternative school program.

Objective 3: The district and each building will increase student achievement each year as demonstrated by increasing the numbers of students in the top two levels of achievement on standardized testing in communication arts, mathematics, and science for all students in targeted subgroups, specifically, special education and low socioeconomic subgroups. MSIP Standards: 6.1, 6.4, 7.1

Strategy 3.1:

The Special Education Department will utilize approved assessment accommodations during the administration of state and district assessments as specified in the IEP.

Persons Responsible: Special Education Teachers

Funding Source: Basic Formula-State Monies, Schoolwide Pool, Title I.A

Action Steps:

1. Special education teachers will utilize state approved assessment accommodations when developing Individual Education Plans.

Strategy 3.2:

Utilize Missouri Learning Standards in IEP development to implement math and communication arts curriculum.

Persons Responsible: Assistant Superintendent, Building Principals, Special Education Directors, Special Education Teachers

Funding Source: Local Funds, Basic Formula-State Monies, Schoolwide Pool, Title I.A

Action Steps:

1. All special education teachers will utilize SpedTrack to ensure alignment to curriculum in IEP development.

2. All special education teachers will be monitored for utilization of Missouri Learning Standards in IEP development.

3. Teachers will utilize of constructed response questions and performance events.

Strategy 3.3:

Students K-5 will be screened through appropriate pre-referral, intervention/at-risk teams for placement in appropriate programs.

Persons Responsible: Special Education Directors, Building Principals, Teachers, Screening teams

Funding Source: Title II.A, Local Funds, Basic Formula-State Monies, Schoolwide Pool, Title I.A

Action Steps:

1. Students K-5 who are considered at-risk will be referred to the building level Intervention Team for pre-referral screenings.

2. Students K-5 who are identified as at-risk will receive appropriate interventions/programming.

3. Intervention Teams will be monitored for appropriate screening procedures and placement of students.

Objective 4: The district will provide opportunities that enhance learning for all groups of students. MSIP Standards: 6.4, 7.1, 7.2

Strategy 4.1:

The district will provide opportunities that enhance learning for all groups of students.

Persons Responsible: Assistant Superintendent, Special Education Directors, Building Principals, Teachers, Special Education teachers

Funding Source: Local Funds, Basic Formula-State Monies, Schoolwide Pool, Title I.A, Special Education Part B Entitlement,

Action Steps:

1. The district will continue to support the Parents As Teachers program.
2. The district will provide early childhood education for district students.
3. The district will seek to maintain classroom size at the minimum level as defined by MSIP Standards.
4. The district will continue and seek to expand dual credit classes and classes offered through articulation agreements with institutions of higher education.
5. The district will continue to provide recognition for student achievements in academics and extracurricular activities.
6. After school tutoring experiences will be structured, focused, and will be offered to all students in need of academic support.
7. The district will take purposeful steps toward learning about and implementing strategies which foster differentiated instruction.
8. The district will continue to provide differentiated instruction for gifted/talented students while minimizing disruptions to the students' classroom schedule.
9. The district will incorporate co-teaching in grades K-12 to include special needs students in regular education.
10. District will explore enrichment education in all grades with Intervention/Enrichment in each building.
11. District will implement problem solving teams (TST) in each building.
12. Grade levels and/or departments will meet monthly to collaborate about student needs and develop action plans to differentiate instruction.

Strategy 4.2:

The district will ensure that at least 59% of students with disabilities are involved in the general education curriculum at least 80% of the time.

Persons Responsible: Special Education Directors, Building Principals, Teachers, Special Education Teachers

Funding Source: Special Education Part B Entitlement, Local Funds, Basic Formula-State Monies, Schoolwide Pool, Title I.A

Action Steps:

1. The district will increase the partnering of special education and regular education teachers in a coteaching environment to ensure special education students are being served in the least restrictive environment.

Objective 5: The district and each building will provide increased opportunities for the improvement of teaching and learning. MSIP Standard: 6.3

Strategy 5.1:

All teachers will implement research based literacy strategies in all content areas.

Persons Responsible: Assistant Superintendent, Building Principals, Teachers

Funding Source: Title II.A, Basic Formula-State Monies, Schoolwide Pool, Title I.A

Action Steps:

1. Teachers will ensure students are prepared to read college and career-related text by increasing the percentage of informational text read according to grade level with the expectation that 70% of all text read at the high school level will be informational.
2. Content area teachers outside of the ELA classroom will emphasize literacy experiences when planning for and teaching content.
3. Teachers will utilize domain specific texts in science, history/social studies and technical subjects.
4. Teachers will require students to write informative/explanatory and argumentative pieces.
5. Teachers will ensure students read grade-appropriate text around which instruction is centered.
6. Teachers will create more time in curriculum for close and careful reading of text.
7. Teachers will provide appropriate and necessary support to make the central text accessible for students reading below grade level.
8. Teachers will encourage students to engage in rich and rigorous conversations around common text.
9. Teachers will ensure classroom experiences stay deeply connected to the text.
10. Teachers will encourage students to develop habits for making evidentiary arguments based upon the text, both in conversation and in writing, to assess their comprehension of a text.
11. Teachers will ensure writing instruction emphasizes the use of evidence to inform or make an argument.
12. Teachers will develop writing assignments that include short, focused research projects K-1
13. While narrative still has an important role, teachers will provide opportunities for students to develop skills through written arguments that respond to the ideas, events, facts, etc., presented in the text they listened to or read.
14. Teachers will create a curriculum where students are challenged to constantly build vocabulary they need to access grade-level complex text.
15. Teachers will strategically focus instruction on comprehension of pivotal and commonly found words in the desired Tier 2 vocabulary level.
16. Teachers will focus on Tier 2 Vocabulary rather than Tier 3 Vocabulary.

17. Teachers will work to constantly build their students' ability to access more complex texts across content areas.

Strategy 5.2:

The district will continue to adapt/adopt instructional strategies proven effective in educational research.

Persons Responsible: Superintendent, Assistant Superintendent, Building Principals

Funding Source: Title II.A, Local Funds, Basic Formula-State Monies, Schoolwide Pool, Title I.A

Action Steps:

1. The district will examine current educational research for effective instructional strategies.
2. The district will purchase a variety of resources on effective instructional strategies for use by principals and teachers.
3. Study groups and peer coaching will be used to expand knowledge of instructional strategies.
4. Action Research will be used to determine the effectiveness of instructional strategies.
5. The district will continue to implement of Positive Behavior Supports (PBS) Model in grades K-5.

Objective 6: The district and each building will meet or exceed all standards and indicators that pertain to scholastic preparedness, career preparation, and educational persistence (MSIP 9.3 through 9.6). MSIP Standards: 9.4, 9.5, 9.6

Strategy 6.1:

All buildings will use recognition programs or other incentives to maintain a high level of student attendance and academic achievement.

Persons Responsible: Building Principals

Funding Source: Local Funds, Basic Formula-State Monies, Schoolwide Pool, Title I.A

Action Steps:

1. All buildings will focus on building positive school climates and establishing an emotional connection with students.
2. Buildings will develop recognition programs for students with exemplary attendance.

Strategy 6.2:

This district will increase the number of student scoring at or above the national average on the American College Testing Exam (ACT).

Persons Responsible: Building Principals, High School Teachers, Counselors

Funding Source: Local Funds, Basic Formula-State Monies

Action Steps:

1. FHS will provide ACT preparation classes for students.

2. The district utilize after-school tutoring to provide additional academic support to students with academic deficiencies.
3. All Juniors will take the ACT assessment.
4. The district will incorporate a variety of higher order ACT prep questions as a part of regular classroom assessments.
5. The district will analyze student assessment data to revise curriculum, inform instruction, and better prepare students for standardized assessments.

Strategy 6.3:

The district will provide students with preparation courses in Post Secondary Education and Career and Vocational programs.

Persons Responsible: Assistant Superintendent, Building Principals, Teachers, Counselors

Funding Source: Local Funds, Basic Formula-State Monies

Action Steps:

1. KABMS and FHS will ensure that all students are exposed to Career Paths and have access to Career Fairs and other information.
2. FHS will ensure that all students parents, and members of the community are informed about Career and Vocational course offerings at Fredericktown High School and UNITEC.
3. Counselors will work with the vocational center to ensure accurate record keeping on students as they take classes and enter the work force.
4. All buildings use age appropriate career preparation activities to increase levels of career awareness.
5. Buildings will provide field trip opportunities and educational seminars to encourage more students to take vocational courses.
6. All students at FHS will take the ASVAB to help determine potential career paths.
7. The district will provide professional development opportunities for teachers interested in and/or teaching vocational courses.
8. Fredericktown High School teachers and counselors will encourage students to take advanced level courses.
9. The district will present educational seminars to promote enrollment in advanced placement courses.
10. The district will educate and inform school community on advanced courses.
11. The district will provide professional development opportunities for teachers interested in or already teaching post secondary courses.

Strategy 6.4:

The district will establish programs to ensure that all students graduate.

Persons Responsible: Board of Education, Superintendent, Assistant Superintendent, Building Principals

Funding Source: At-Risk Program, Local Funds, Basic Formula-State Monies, A+ Schools

Action Steps:

1. The high school will maintain a comprehensive dropout prevention program to include follow up letters and personal contacts to students who have dropped out.
2. The middle school will encourage all students to become involved in extracurricular activities.
3. Students will have access to A+ and credit recovery opportunities as needed.
4. Students will have access to additional educational opportunities through MOVIP.
5. The district will implement and monitor a wide variety of at-risk programs including alternative education.
6. Failing grades will be monitored and additional academic support will be provided for students.

Strategy 6.5:

The district will continue to implement programs which are designed to improve opportunities for post secondary education and employment for students with disabilities.

Persons Responsible: Special Services Directors, Building Principals, Special Education Teachers, Teachers
Funding Source: Special Education Part B Entitlement, Local Funds, Basic Formula-State Monies

Action Steps:

1. Students will be surveyed as to their post-secondary goals before the age of 16.
2. Transition plans will be developed as a part of the IEP process prior to a student's 16th birthday.

Objective 7: Technology will be fully integrated into the curricula and instruction for all students by June 2015. MSIP Standards: 6.1, 6.2, 6.3, 6.4, 6.8, 7.1, 7.2, 7.3

Strategy 7.1:

District curriculum will include activities and processes that use technology to support career and post-secondary planning.

Persons Responsible: Assistant Superintendent, Technology Director, Instructional Coaches, Building Principals, Teachers
Funding Source: Local Funds

Action Steps:

1. The district will assess the need for expanded course offerings in MS and HS for workplace readiness skills related to technology literacy and will develop a plan for implementing.
2. HS students will continue to utilize online resources for interest inventories, career searches, college searches, etc. to assist with post-secondary planning.

Strategy 7.2:

A variety of technology resources will be used to deliver, monitor, and assess student achievements to provide immediate feedback and address various learning needs.

Persons Responsible: Assistant Superintendent, Instructional Coaches, Building Principals, Teachers

Funding Source: Local Funds, Basic Formula-State Monies

Action Steps:

1. The district will incorporate technology instruction in the instruction/enrichment programs at each building.
2. The district will continue to investigate and implement additional technology resources to monitor student progress and achievement.
3. Teachers will utilize technology resources to provide student feedback that moves learners forward.

Objective 8: The district will investigate the possibility of utilizing local technology literacy assessment based on NET*S to determine the percentage of students (at a particular grade level) that are scoring proficient on technology literacy standards. MSIP Standards: 6.1, 6.2, 6.3, 6.4

Strategy 8.1:

The district will research the use of assessments for technology competency based on NET*S (National Educational Technology Standards for Students) rubrics at various grade levels.

Persons Responsible: Assistant Superintendent, Technology Director, Instructional Coaches, Building Principals, Teachers

Funding Source: Prop C, Local Funds, Basic Formula-State Monies, Basic Formula—Classroom Trust Fund

Action Steps:

1. Utilize the NETS*S achievement rubric to guide and monitor student technology literacy.
2. As part of the curriculum revision process the district will look at implementing a formal technology literacy assessment to be given at particular grade levels.

Strategy 8.2:

The district will revise the written curriculum to include the NET*S standards and achievement rubrics for grades K-12.

Persons Responsible: Assistant Superintendent, Technology Director, Instructional Coaches, Building Principals, Teachers

Funding Source: Prop C, Local Funds, Basic Formula-State Monies, Basic Formula—Classroom Trust Fund

Action Steps:

1. Incorporate informational technology literacy skills based on NETS and rubrics for student, grades K -12 into the written curriculum.
2. Students will continue to use software such as MS Office w/ Learning Essentials, Photoshop, Illustrator, etc. for publishing and communication.

Objective 9: The district will strive to achieve that 100% of students will meet the technology literacy standards by the end of 8th grade as measured by a local technology literacy assessment based on NETS*S. MSIP Standards: 6.2, 6.3, 6.4

Strategy 9.1:

The district will revise the written curriculum to include the NETS*S standards and achievement rubrics for grades K-12.

Persons Responsible: Assistant Superintendent, Technology Director, Instructional Coaches, Building Principals, Teachers
Funding Source: Prop C, Local Funds, Basic Formula-State Monies, Basic Formula—Classroom Trust Fund

Action Step:

1. Incorporate informational technology literacy skills based on NETS and rubrics for students, grades K-12, into the written curriculum.
2. Technology committee will meet regularly to discuss how technology literacy standards are being met at each grade level.
3. The students in grades 3,5 and 8 will complete a survey to serve as the local technology literacy assessment.

Objective 10: The district will identify students who are eligible for services under the McKinney-Vento Act as homeless. MSIP Standard: 6.4

Strategy 10.1:

The Homeless Coordinator will be appointed annually by the Board of Education.

Persons Responsible: Board of Education, Superintendent
Funding Source: Local Funds, Schoolwide Pool, Title I.A, Basic Formula-State Monies

Action Steps:

1. The Homeless coordinator will inform all staff of the duties and responsibilities of the district homeless students.
2. The Homeless Coordinator will work with the parents, district and local agencies to meet the needs of homeless students.

Strategy 11.1:

The district provides special education services for all students residing at the institution.

Persons Responsible: Special Education Directors
Funding Source: Title I.D

Action Steps:

1. Services will be provided to each student based on his/her IEP.

2. Student-to-teacher ratio is approximately 10:1 due to the students' high academic/social/emotional/ behavioral needs.

Strategy 11.2:

The teachers will align the curriculum to each respective building level curriculum to ensure that students receive the same level of rigor and instruction provided at the building level.

Persons Responsible: Assistant Superintendent, Special Education Directors

Funding Source: Title I.D

Strategy 11.3:

District staff will create an Individualize Educational Plan for all students with specific goals to master relating to their categorical disability.

Persons Responsible: Special Education Directors, Process Coordinators

Funding Source: Title I.D

Action Steps:

1. District staff will coordinate and provide related services based on individual students' eligibility.
2. All students will receive extensive counseling services.

Strategy 11.4:

A Special Education Process Coordinator will be housed at the institution to maintain special education documents, including all student's individualized education program documents.

Persons Responsible: Special Education Directors

Funding Source: Title I.D

Action Steps:

1. Staffing meetings will be held with teachers to review student's records and determine appropriate placement within the school and special education services.

Strategy 11.5:

Students who reside in the institution that are state placed and parental rights have been terminated, the district will ensure a surrogate parent is assigned to each student to serve as the educational decision makers for the students.

Persons Responsible: Special Education Directors, Process Coordinators

Funding Source: Title I.D

Action Steps:

1. The district will communicate on a regular basis with the assigned surrogate.

Strategy 11.6:

The district will maintain communication with each student's court-appointed case manager.

Persons Responsible: Special Education Directors, Process Coordinators

Funding Source: Title I.D

Action Steps:

1. School personnel will communicate with each student's court-appointed case manager in regards to Part C of the Individualize Educational Plan.
2. Post graduation educational opportunities will be discussed and included in the student's transition plan, when appropriate for the student.

Strategy 11.7:

The district will provide opportunities for vocational rehabilitation for students who qualify.

Persons Responsible: Special Education Directors, Process Coordinators

Funding Source: Title I.D

Action Steps:

1. Post graduation educational opportunities will be discussed and included in the student's transition plan, when appropriate for that student
2. Vocational Rehabilitation personnel will meet with eligible students to discuss programming and employment opportunities post graduation.
3. The district will continue to seek partnerships between local businesses where students were given the opportunity to receive work release during the day.

Objective 13: Student achievement will increase each year as demonstrated by increasing the numbers of students in the top two levels of MAP and EOC achievement while decreasing the numbers of students in the bottom two levels. MSIP Standards: 6.1, 6.2, 6.3

Strategy 12.1:

Students will use a variety of technology resources for project-based, collaborative and inquiry-based instructional activities improving student achievement, developing 21st century skills, and promoting life-long learning.

Persons Responsible: Assistant Superintendent, Building Principals, Teachers

Funding Source: Local Funds, Basic Formula-State Monies, Schoolwide

Pool, Title I.A

Action Steps:

1. All students will participate in instructional activities driven by technology-enriched curriculum that results in high academic achievement and performance.

2. The Instructional Coaches will develop and provide technology rich materials that will enhance all curricular areas through links on district website and monthly newsletters.
3. The district will continue to expand technology resources, including equipment, instructional software, and online resources within each building that meets the assessed needs of students and supports high levels of academic achievement.
4. The Instructional Coaches will create and/or model technology rich lessons for teachers of all grade levels.
5. The district will prepare all students to participate in standardized online assessments.

Highly Qualified Staff

Goal 2: Fredericktown R-1 School District will ensure that all staff is highly qualified.

Objective 1: The district and each building will provide increased opportunities for instructional improvement through meaningful professional development opportunities. MSIP Standard: 6.7

Strategy 1.1:

The district will ensure that all employees have adequate opportunities for professional development.

Persons Responsible: Board of Education

Funding Source: District Funds, Title II.A, Schoolwide Pool, Title I.A, Basic Formula-State Monies

Action Steps:

1. The district will provide training for all employees relating to equity issues for gender, ethnicity and religious preferences.
2. The district will encourage the use of effective Professional Development (PD) models including book studies, study groups, peer coaching, action research, attendance at workshops and professional reading.
3. The district will support an annual PD workshop.
4. The district will support professional development and job specific training for support staff.
5. The district will provide training for teachers in the areas of substance abuse and Crisis Prevention Intervention (CPI).

6. The district will utilize instructional coaches at all buildings.
7. The district will provide a comprehensive Mentor-Mentee program for teachers new to the profession.
8. The district will provide a New Teacher Institute for new certified staff each year.
9. The district will provide a comprehensive training for all substitute teachers in the district.

Strategy 1.2:

Teachers will receive specific training using current assessment information to plan instruction, use the curriculum process, curriculum alignment and classroom assessments.

Persons Responsible: Assistant Superintendent, Buildings Principals, Professional Development Committee

Funding Source: Prop C, District Funds, Early Child Parents as Teachers, Schoolwide Pool, Title I.A, Basic Formula-State Monies, Basic Formula—Classroom Trust Fund

Action Steps:

1. The district will provide training on reading and analyzing all high-stakes assessment data.
2. Teachers will utilize data and work collaboratively to align curriculum and assessments to state standards.
3. The district will maintain and follow a written plan and schedule for curriculum revision.

Objective 2: 100 percent of all administrators and teachers will be appropriately certificated for their assignments. MSIP Standard: 5.1

Strategy 2.1:

Teacher and Administrator certification will be monitored to make sure that 100 percent of certificated assignments are held by people with appropriate certification.

Persons Responsible: Board of Education, Assistant Superintendent, Building Principals

Funding Source: Prop C, Title I.A, Title II.A, Local Funds, Basic Formula-State Funds, Basic Formula-Classroom Trust Fund

Action Steps:

1. The Core Data Coordinator will frequently monitor teacher and administrator certification by reporting to the Department of Elementary and Secondary Education (DESE).

Objective 3: The district will retain high quality employees. MSIP Standard: 3.1, 3.2, 4.1, 4.2, 4.3, 5.1, 6.7

Strategy 3.1:

The district will examine and compare the resources of surrounding districts to those of the Fredericktown R-I School District.

Persons Responsible: Board of Education, Superintendent, Building Principals

Funding Source: Local Funds, Basic Formula-State Funds, Basic Formula-Classroom Trust Fund

Action Steps:

1. The district will examine the feasibility of increasing all average salaries to correlate with the COC average salaries
2. The district will continue to increase non-certified salaries at the same percentage as certified salaries.
3. The district will examine the feasibility of developing a tuition reimbursement for all staff.
4. The district will develop and administer a staff needs surveys that focuses on technology, facilities, student performance, parent and community involvement, governance and professional development.

Objective 4: The district will recruit highly qualified staff. MSIP Standard: 5.1

Strategy 4.1:

The district will annually review and evaluate current recruitment procedures.

Persons Responsible: Assistant Superintendent, Building Principals

Funding Source: Prop C, Local Funds, Basic Formula-State Funds, Basic Formula-Classroom Trust Fund

Action Steps:

1. The district will continue to post open classified positions on SuccessLink.

Objective 5: The district will provide professional development opportunities for teachers and administrators annually, based on needs survey, to effectively integrate technology into teaching and learning. MSIP Standards: 6.3, 6.4, 6.7, 6.8

Strategy 5.1:

The district will provide professional development that promotes differentiated learning through use of technology that will sustain and allow for growth in technology integration.

Persons Responsible: Assistant Superintendent, Technology Integration Specialist, Professional Development Committee

Funding Source: PD-Professional Learning Comm Basic Partnership, Local Funds

Action Steps:

1. The district will evaluate the effectiveness of current technology training and utilize the results of a training needs survey to seek out specific professional development opportunities.
2. The district will continue to provide training on technology integration for inquiry-based learning.
3. The district will offer administrators training on new instructional technologies.

4. The district will continue to develop and provide online tutorials for specific technology skills and utilize web-based training through online resources.
5. The district will utilize training offered by outside organizations.
6. The district will utilize teachers with advanced technology skills as trainers and mentors for other district staff members.

Objective 6: All teachers and students will have access to technology that supports high quality instruction proportionate with state averages. MSIP Standards: 6.1, 6.4, 6.7, 6.8, 7.1, 7.2, 7.3, 7.4

Strategy 6.1:

Current technology tools and resources will be readily available to support curriculum objectives.

Persons Responsible: Superintendent, Assistant Superintendent, Technology Staff

Funding Source: Local Funds, Basic Formula-State Monies

Action Steps:

1. Technology will be reviewed and evaluated annually by the technology committee.
2. The district will continue to add technology tools throughout the district as funding allows.
3. Each attendance center will have at least one current, Internet connected, multimedia computer lab with grade level specific instructional software.
4. Each attendance center will have access to instructional streaming media.
5. Every district computer will have current software as funding allows.

Objective 7: District staff will improve their proficiency in using technology. MSIP Standards: 6.4, 6.7, 6.8

Strategy 7.1:

The district will provide professional development for administrators, teachers and support staff that will result in a greater proficiency in technology.

Persons Responsible: Assistant Superintendent, Technology Staff

Funding Source: Prop C, Local Funds, Basic Formula-State Funds, Basic Formula-Classroom Trust Fund

Action Steps:

1. The district will consider training times other than during the school day.
2. The district will include technology proficiency in the district's staff needs assessment and implement a computer-based skills assessment to help pursue professional development opportunities.
3. The district will establish minimum requirements for professional development for technology proficiency that are aligned with National Education Technology Standards (NETS)

for teachers and administrators and provide a tiered technology training program with levels ranging from basic to advanced.

4. The district will evaluate the effectiveness of current technology training and expand the program to include administrators, teachers and support staff as funding allows.

5. The district will continue to develop and provide online tutorials and utilize Web-based training for specific technology skills.

Objective 8: One hundred percent of teachers will meet criteria necessary to be deemed "Highly Qualified" as defined by DESE. MSIP Standard: 5.1

Strategy 8.1:

The Core Data coordinator will check course codes and teacher certification areas to ensure that coding is correct and consistent.

Persons Responsible: Core Data Specialist

Funding Source: Title I.A, Title II.A, Local Funds, Basic Formula-State Funds, School Improvement Grant (g) (SIG)

Action Step:

1. The district core data coordinator will attend ongoing trainings and will communicate with DESE representatives and other specialists to ensure that all teachers are coded to courses that are eligible to be taught with the teacher's current certification.

Strategy 8.2:

Prior to hiring, the Administrative team will follow and implement the human resources document ensuring all staff meet highly qualified requirements as defined by DESE.

Persons Responsible: Building Principals

Funding Source: Local Funds, Basic Formula-State Funds, Basic Formula-Classroom Trust Fund

Action Step:

1. Teachers hired in the Fredericktown R-I District will be highly qualified.

Strategy 8.3:

The district will inform teachers who are not highly qualified of these requirements and will assist teachers in developing and implementing a plan complete with timeline, to become highly qualified.

Persons Responsible: Assistant Superintendent, Building Principals

Funding Source: Title I.A, Title II.A, Local Funds, Basic Formula-State Funds,

Action Step:

1. Central Office staff will closely monitor teacher certification. Central Office and building principals will facilitate communication and provide information that will assist teachers in meeting certification requirements.

Facilities, Support & Instructional Resources

Goal 3: The Fredericktown R-1 School District will work together with staff, parents, students and the community members to provide a safe, positive and respectful learning environment.

Objective 1: The district and each building will provide increased opportunities for the improvement of teaching and learning. MSIP Standards: 9.5, 9.6

Strategy 1.1:

The district will provide facilities necessary to meet the needs of students.

Persons Responsible: Board of Education, Superintendent, Building Principals, Maintenance Director

Funding Source: Prop C, Local Funds, Basic Formula-State Funds,

Action Steps:

1. The district will maintain a long-range plan for facilities that will meet the needs of students.
2. The district will ensure that facilities are maintained appropriately to accommodate the needs of students and visitors at all school events.
3. Head custodians in each building will conduct weekly inspections of buildings to ensure cleanliness and disinfection.
4. The district will provide employees equipment and supplies in sufficient quantities to ensure cleanliness in all buildings and grounds.

5. The district will ensure that students receiving special services have adequate classroom space and instructional resources.

Strategy 1.2

The district will ensure that all facilities are safe.

Persons Responsible: Board of Education, Superintendent, Building Principals, Maintenance Director, School Resource Officers, District Staff
Funding Source: Local Funds, Basic Formula-State Funds,

Action Steps:

1. The district will assess the safety needs of the district playgrounds.
2. The district will annually assess the pick up and drop off procedures and areas at all facilities.
3. The district will annually assess school safety procedures including building level crisis plans.

Objective 2: The district and each building will meet or exceed all standards and indicators that pertain to scholastic preparedness, career preparation, and educational persistence. MSIP Standards: 9.5, 9.6

Strategy 2.1:

The school social workers will be utilized by all attendance centers to maintain high levels of achievement.

Persons Responsible: Building Principals

Funding Source: Local Funds, Basic Formula-State Funds, Schoolwide Pool, Title I.A

Action Steps:

1. Lumen reports will be used to highlight students with excessive absenteeism. Those students will be referred to the school social worker.
2. The principals will notify the social workers when students could benefit from their services.
3. Outside agencies will be contacted by the social workers if school intervention is not successful.
4. School-based social workers will arrange for parent transportation to meetings if transportation is unavailable.

Strategy 2.2:

The district will continue to support at-risk students.

Persons Responsible: Board of Education, Superintendent, Building Principals

Funding Source: Local Funds, Basic Formula-State Funds, Title I.A, Title I.D, Schoolwide Pool

Action Steps:

1. The district will support At-Risk Programs currently in place and seek to ensure that the needs of all at-risk students are met.
2. The district will schedule opportunities to get to know families prior to the onset of each school year with open house activities and home visits for targeted at-risk students.

3. District social workers will be involved in assisting with at-risk students as soon as a need is evident.
4. The district will continue to offer evening credit recovery.

Strategy 2.3:

Annually, the district will monitor class enrollments including librarians and counselors to ensure class size standards and total enrollment requirements that meet or exceed MSIP standards.

Persons Responsible: Board of Education, Superintendent, Building Principals

Funding Source: Local Funds, Basic Formula-State Funds, Title I.A, Title I.D, Schoolwide Pool

Strategy 2.4:

The district will provide resources to students who reside in local institutions for neglected or delinquent children.

Persons Responsible: Board of Education, Superintendent, Special Services Directors

Funding Source: Title I.D

Action Steps:

1. The district will be allocated Title I.D monies to assist in providing services to meet the special education needs of the students residing in the institution.
2. The district will complete the Annual Survey of Children in Local Institutions for Neglected or Delinquent Children or in Correctional Institutions, Title I, ESEA form.
3. The district will complete the Title I.D LEA Delinquent Institution Program Form each year. This form reflects assurances between the LEA and Correctional Facility and consultation between the two entities.
4. The district staff will attend meetings conducted by the institution to ensure services and compliance for students.

Objective 3: All teachers and students will have instructional resources and equipment to support and extend all curriculums.

Strategy 4.1:

Annually, the district will identify, obtain and/or secure the resources needed that will support quality educational programs and services for equitable access throughout the district.

Persons Responsible: Superintendent, Assistant Superintendent, Building Principals

Funding Source: Local Funds, Basic Formula-State Funds, Title I.A, Schoolwide Pool, Title II.A

Action Steps:

1. The district will develop an annual needs survey to assess the resources needed to support a quality education program.
2. The district will have staff complete the needs assessment survey yearly.
3. The district will use the survey data to improve instructional resources to support a quality

educational program.

4. The district will purchase the resources necessary to support and extend district curriculum needs.
5. The district will support the acquisition of new books and instructional supplies for all buildings by utilizing teacher input in regards to curriculum needs, purchasing books to support student reading levels, and basing purchases on the classification standards set forth by DESE.

Objective 4: The district will continue to support and utilize a Health Services program with nursing stations in the four main attendance centers. MSIP Standards: 8.12, 8.15

Strategy 4.1:

The district will continue to develop and update the plan for providing health services to students, faculty and staff.

Persons Responsible: Superintendent, Building Principals, School Nurses, District Health Advisory Committee

Funding Source: Prop C, Local Funds, Basic Formula-State Funds, Basic Formula- Classroom Trust Fund

Action Steps:

1. A school nurse will be designated as the lead person in charge of facilitating, updating and monitoring the plan.
2. The medical records component of the Lumen will be utilized for maintaining all student medical records.
3. All security and privacy practices will be observed as required by HIPAA.

Parent & Community Involvement

Goal 4: Promote, facilitate, and enhance parent, student, and community involvement in LEA/District educational programs.

Objective 1: The district will promote, facilitate and enhance parent and community involvement in district educational programs. MSIP Standard: 7.5

Strategy 1.1:

The district will share strategies to encourage parent involvement in their child's educational development.

Persons Responsible: Building Principals, Teachers

Funding Source: Title I.A, Local Funds, Basic Formula-State Funds, 21st CCLC

Action Steps:

1. The district will schedule opportunities to get to know families prior to the onset of each school year with newsletters and open house celebrations.
2. The district will continue to schedule opportunities to familiarize families, prior to the onset of each school year, to the technology opportunities through newsletters and open house demonstrations.
3. Use the district's web site to inform parents through announcements and calendar events that will also be emailed to parents who subscribe.
4. The district will continue to develop incentive programs for elementary students and/or their parents that will increase the amount of parental involvement in their child's mathematics development.
5. Continue to provide information through newsletters/public relations that will provide frequent information to parents about the importance of math and their contribution to their child's success.
6. The district will offer mathematics awareness through workshops, family nights and newsletters to parents and guardians in grades K-8.

Objective 2: The district and each building will provide increased opportunities for the improvement of teaching and learning. MSIP Standards: 6.3, 7.5, 7.6

Strategy 2.1:

The district will enlist the involvement of the community to provide enhanced learning opportunities for all groups of students.

Persons Responsible: Superintendent, Assistant Superintendent, Building Principals

Funding Source: Title I.A, Local Funds, Basic Formula-State Funds, Schoolwide Pool

Action Steps:

1. The district will support student participation in community service activities.
2. The district will continue to work with and expand opportunities for business partnerships as well as individual volunteers.
3. The district will formally recognize businesses and community organizations that support the school district.

Strategy 2.2:

The district will improve communication at all levels with all stakeholders.

Persons Responsible: District Administration, Building Administration, Classroom Teachers

Funding Source: Local Funds, Title I.A, Basic Formula-State Monies, Schoolwide Pool

Action Steps:

1. Monthly communication will be published (written or electronic) by each attendance center.
2. Individual classrooms and/or programs will publish newsletters (written or electronic).
3. Parent teacher conferences will be held in the fall and spring at each attendance center.
4. Parent advisory committees will continue at each attendance center.
5. Progress reports will be issued or made available through SISK12 Parent Portal at every building for every student.
6. The district and all attendance centers will maintain a user friendly Web site and ensure information is continually updated.
7. Surveys will be used with students, teachers and parents to gather opinions on school issues.
8. The district will utilize the local media for recognizing and rewarding students and staff for their achievements.
9. The district will publish a monthly school calendar in the local newspaper.
10. The district will utilize an automated call-based parental alert system.

Strategy 2.3:

The district will promote parental involvement.

*Persons Responsible: Superintendent, Assistant Superintendent, Building Principals
Funding Source: Title I.A, Local Funds, Basic Formula-State Funds, Schoolwide Pool*

Action Steps:

1. At the start of each year, parents will be provided information about goals and objectives for each classroom including Common Core Standards.
2. Each attendance center will hold an annual open house and/or orientation prior to the beginning of school year.
3. All attendance centers will seek student mentors and parent volunteers to assist teachers and/or students during the school day.
4. The district will provide information to parents on the Common Core State Standards as the district begins to incorporate the standards into the district's curriculum.

***Objective 3: The district and each building will increase communication and involvement with parents whose students are enrolled in at-risk programs including, but not limited to, Title I.A, Credit Recovery, Alternative School and MSIP
Standards: 6.5, 7.5***

Strategy 3.1:

Each building will create a plan to improve communication with at-risk families.

*Persons Responsible: Building Principals, Teachers, Counselors
Funding Source: Title I.A, Local Funds, Basic Formula-State Funds, Basic Formula-Classroom Trust Fund*

Action Steps:

1. The district will schedule opportunities to get to know families prior to the onset of each school year with open house celebrations, off campus activities, and special programs.

2. The district will develop options for communicating with parents who are not literate.
3. Attendance centers will strive to extend personal invitations to encourage parent participation and involvement in school events.

Strategy 3.2:

Each building will create a plan to encourage involvement of parents whose students are enrolled in an at-risk programs, including but not limited to, Title I.A, Credit Recovery, Alternative School.

Persons Responsible: Building Principals, Teachers, Counselors

Funding Source: Title I.A, Local Funds, Basic Formula-State Funds, Basic Formula-Classroom Trust Fund

Action Steps:

1. Attendance centers will explore options for creating focus/support groups for parents.
2. Attendance centers will utilize parents that are actively involved in their child's education to encourage participation of non-involved families.
3. Attendance centers will implement a systems of recognizing families for active participants in school functions
4. The district will implement the 21st CCLC after school program.

Objective 4: The district will integrate technology-driven tools to enable parents and stake holders to be informed on student information and progress. MSIP Standards: 7.5, 7.6

Strategy 4.1:

The district will continue to use a variety to technology tools and resources including, but not limited to, email, website, parent portal and surveys to enhance communication between school and home.

Persons Responsible: Superintendent, Assistant Superintendent, Building Principals, Technology Integration Specialist, Technology Director, Classroom Teachers

Funding Source: Title II.D, Local Funds, Basic Formula-State Funds, 21st CCLC

Action Steps:

1. The district will continue to further promote the parent use of Lumen parent portal to view grades and communicate with teachers.
2. The district will provide training for parents and stake holders on how to use the district website and parent portal at school functions, tutorials posted on the website, and through email.
3. The district will expand the district website to include information on all faculty and staff including email and phone numbers.
4. The district will train and support teachers to maintain class and group websites that includes information, schedules, calendars, and homework.

Objective 5: The district will provide or arrange with other local groups, agencies,

and organizations to provide educational, career education, recreational, cultural, enrichment, and/or other services for the local community. MSIP Standards: 7.5, 7.6, 7.7

Strategy 5.1:

The district will provide opportunities to parents and community members to use district technology tools and resources to develop new skills to meet their continuing education needs as well as to visit instructional rooms to view student work that makes effective use of technology.

Persons Responsible: Superintendent, Assistant Superintendent, Building Principals, Teachers, Technology Integration Specialist, Technology Director

Funding Source: Local Funds, Basic Formula-State Funds

Action Steps:

1. The district will work with local community colleges, agencies, and community groups to develop a plan to offer computer training to patrons and parents of the community to help them improve their technology skills.
2. The district will provide opportunities for parents and community members to observe effective use of technology through events such as open house, curriculum nights and grade level presentations.

Governance

Goal 5: Govern the LEA/District in an efficient and effective manner providing leadership and representation to benefit the students, staff, and patrons of the district.

Objective 1: Annually, the district will increase access to technology resources by refining the process for identifying and allocating funds for acquiring resources to meet improvement plan goals. MSIP Standards: 6.4, 6.6, 6.8, 8.7, 8.8

Strategy 1.1:

The district will continue to establish policies and procedures for technology use that support effective instruction and that are in compliance with federal and state requirements.

Persons Responsible: Superintendent, Assistant Superintendent, Building Principals, Technology Director, District

*Technology Committee, Finance Manager
Funding Source: Local Funds, Basic Formula-State Funds*

Action Steps:

1. The district will continue to submit a Census of Technology Core Data Report to DESE each year.
2. The Technology Department will revise the faculty/staff user agreement and review the requirements through emails and newsletters.

Strategy 1.2:

The district will maintain a dedicated budget for technology which is sufficient to obtain the hardware, software, infrastructure, connectivity, and maintenance needed to support all educational programs and administrative services.

*Persons Responsible: Board of Education, Superintendent, Assistant Superintendent, Building Principals, Technology Director, District Technology Committee, Finance Manager
Funding Source: Local Funds, Basic Formula-State Funds,*

Action Steps:

1. The district technology committee will work with the district administrators, technology director and finance director to determine annual budget needs for technology.
2. Building administrators and the technology director will ensure procedural safeguards to protect and inventory technology equipment.

Strategy 1.3:

The district will establish an adequate budget for professional development activities related to the effective and safe use of technology that is aligned with the NETS for teachers and administrators.

*Persons Responsible: Building Principals, Technology Director, Professional Development Committee
Funding Source: Local Funds, Basic Formula-State Funds,*

Action Step:

1. Each year the Technology Director, Administrative Team, and Professional Development Committee will submit a budget request for technology training.

Strategy 1.4:

The district will continue to seek supplemental funding for technology through available federal, state, local and business grants.

*Persons Responsible: Superintendent, Assistant Superintendent, Building Principals, Technology Director, Instructional Coaches
Funding Source: Local Funds, Basic Formula-State Funds*

Action Step:

1. Continue to work with technology vendors to take advantage of manufacturer funding through grants, rebate programs, etc.

Objective 2: The district will continue to provide leadership in the implementation and use of district's technology resources. MSIP Standards: 6.1, 6.3, 6.4, 6.7, 6.8, 7.2, 8.1, 8.6

Strategy 2.1:

The district will continue to designate a technology department to oversee, coordinate and support the district's technology implementation.

Persons Responsible: Board of Education, Superintendent, Assistant Superintendent, Building Principals, Technology Director, District Technology Committee, Finance Manager Funding Source: Local Funds, Basic Formula-State Funds

Action Step:

1. Technology personnel will be added as needed to maintain effective and timely support of technology resources.

Strategy 2.2:

The district will establish and update effective long-range strategies detailing how technology supports teaching and learning, and administrative processes and how it help to meet the goals, objective, and strategies of the district's CSIP.

Persons Responsible: Board of Education, Superintendent, Assistant Superintendent, Building Principals, Technology Director, District Technology Committee, Finance Manager Funding Source: Local Funds, Basic Formula-State Funds

Action Steps:

1. The district will maintain a district level long range technology planning committee with broad representation (teachers, administrators, support staff, students, parents, community leaders, board of education and business experts) who will meet throughout the year.
2. A district technology committee composed of Tech Department staff and teachers from each building will meet twice a year to discuss technology needs.

Objective 3: The district will develop short and long-range strategies for budget planning, capital, expenditures and financial needs assessment. MSIP Standard: 8.4

Strategy 3.1:

Review building personnel needs annually to meet changing needs.

Persons Responsible: Superintendent, Assistant Superintendent, Building Principals, Finance Manager Funding Source: Local Funds, Basic Formula-State Funds, Schoolwide Pool, Title I.A

Action Steps:

1. Principals will submit personnel needs that will adequately meet student enrollment.
2. Review and prioritize personnel needs annually.
3. As funds allow, add teachers and/or support staff to meet building needs, program needs and MSIP standards.

Strategy 3.2:

Develop a three-to-five year preliminary budget plan with needs assessment.

Persons Responsible: Board of Education, Superintendent, Assistant Superintendent, Building Principals, Finance Manager Funding Source: Local Funds, Basic Formula-State Funds

Action Steps:

1. Develop a three-to-five year plan to anticipate major capital projects including facility maintenance and improvements.

Strategy 3.3:

The district will continue "Professional Learning Communities" in all buildings.

*Persons Responsible: Superintendent, Assistant Superintendent, Building Principals
Funding Source: Local Funds, Basic Formula-State Funds, Schoolwide Pool, Title I.A, Title II.A*

Action Steps:

1. Each building will have a school mission statement.
2. Each building will have a school vision statement.
3. Each building will develop shared commitments for all stakeholders.
4. Each building will develop S.M.A.R.T. goals with action steps.
5. The district will continue to provide collaboration time through common planning time as well as release time.
6. The district will continue to provide K-12 vertical team opportunities throughout the school year.

Technology

Goal 6: Provide and maintain instructional resources appropriate to meet the needs of 21st century learners.

Objective 1: The district and each building will provide increased opportunities for the use of appropriate technology to enhance teaching and learning. MSIP

Standards: 6.4, 6.5, 6.6, 6.7, 7.6, 8.2

Strategy 1.1:

The district will maximize opportunities for access to technology.

*Persons Responsible: Superintendent, Assistant Superintendent, Building Principals, Technology Director
Funding Source: Title I.A, Local Funds, Basic Formula-State Funds, Schoolwide Pool*

Action Steps:

1. The district will continue to commit funds to support the acquisition and maintenance of technology including infrastructure, hardware and software.
2. The district will participate in the E-rate program.
3. The district will continue to provide adequate support personnel for technology.
4. The district will support the acquisition of additional SMART Boards and wireless networking.
5. The district will study and explore alternative sources for technology.
6. The district will study and explore best practices for the implementation of one-to-one technology initiatives.

Objective 2: The district technology department will provide quality assistance and support, in a timely manner, in order to maintain a satisfactory teaching and learning environment for all faculty, staff, and students. MSIP Standards: 6.4, 6.5, 6.6, 6.7, 7.6, 8.2

Strategy 2.1:

The district will provide quality assistance and support, in a timely manner, to maintain satisfactory technology access for all faculty, staff and students.

*Persons Responsible: Superintendent, Assistant Superintendent, Building Principals, Technology Director
Funding Source: Title I.A, Local Funds, Basic Formula-State Funds, Schoolwide Pool*

Action Steps:

1. Continue to review equipment replacement/additions to assess meeting the technology needs of all users.
2. The technology department will communicate regularly to evaluate, prioritize and implement support.
3. The technology department will investigate, evaluate and implement hardware/software solutions that improve efficiency and increase productivity as related to technology support.
4. The technology department will facilitate email services for faculty and staff.
5. Email services for students will be provided as needed to support the learning process.

Strategy 2.2:

The district will provide and implement the appropriate technology to improve efficiency of administration, data management and communication.

*Persons Responsible: Superintendent, Assistant Superintendent, Building Principals, Technology Director
Funding Source: Title I.A, Local Funds, Basic Formula-State Funds, Schoolwide Pool*

Action Steps:

1. Continue to implement and maintain intra/inter network based data management systems and communication conduit for efficient and effective administration.
2. The district technology department will analyze, support, secure and maintain all ancillary information systems such as, but not limited too, purchasing, inventory and payroll.
3. The district technology department will develop protocols for purchasing, tracking, upgrading, and disposing of technology hardware.

Strategy 2.3:

The district will ensure that all employees have adequate opportunities for technology-specific professional development.

*Persons Responsible: Superintendent, Assistant Superintendent, Building Principals, Technology Director
Funding Source: Title I.A, Local Funds, Basic Formula-State Funds, Schoolwide Pool*

Action Steps:

1. The district will continue to support professional development for staff that will include focus areas on technology.
2. The district will continue to support professional development for technology department staff.

Objective 3: Implement and maintain network based data management systems and communication conduits for efficient and effective administration. MSIP Standards: 6.4, 6.5, 6.6, 6.7, 7.6, 8.2

Strategy 3.1:

The district will ensure adequate resources are available to maintain all network-based data management systems.

*Persons Responsible: Board of Education, Superintendent, Assistant Superintendent, Building Principals, Technology Director
Funding Source: Title I.A, Local Funds, Basic Formula-State Funds, School wide Pool*

Action Steps:

1. The district will analyze, support, secure, and maintain all ancillary information systems (Purchasing, inventory, payroll, etc.)
2. The district will maintain, support, and secure district's email system.
3. The district will review, evaluate, maintain, secure, and upgrade network infrastructure.
4. The district will review, evaluate, maintain, secure, and upgrade data storage, file servers, etc.
5. The district will analyze, support, secure and maintain the student information system. (Lumen)
6. The district will analyze, support, secure, and maintain the food services system/database.
7. The district will maintain a list of all educational software and investigate ways to ensure continuity across the district.

Objective 4: All teachers and students will have instructional resources, appropriate technology, and equipment to support and extend all curriculums. MSIP Standards: 6.4, 6.5, 6.6, 6.7, 7.6, 8.2

Strategy 4.1:

Annually, the district will identify, obtain and/or secure the technological resources needed that will support quality educational programs and services for equitable access throughout the district.

*Persons Responsible: Board of Education, Superintendent, Assistant Superintendent, Building Principals, Technology Director
Funding Source: Title I.A, Local Funds, Basic Formula-State Funds, Schoolwide Pool*

Action Steps:

1. The district will develop an annual technology needs survey to assess the resources needed to support a quality education program.
2. The district will have staff complete the technology needs assessment survey yearly.
3. The district will use the technology survey data to improve instructional resources to support a quality educational program.
4. The district will purchase the resources necessary to support and extend district curriculum needs.
5. The district will explore the use of digital books and instructional supplies.

Strategy 4.2:

The district will use the MSIP advanced questionnaire along with a local survey conducted annually to assess the appropriate and safe use of technology resources by students and staff.

*Persons Responsible: Board of Education, Superintendent, Assistant Superintendent, Building Principals, Technology Director
Funding Source: Title I.A, Local Funds, Basic Formula-State Funds, Schoolwide Pool*

Action Steps:

1. A technology survey component will be developed and included in the district-wide comprehensive CSIP survey to be conducted annually.
2. At least 85 percent of staff and students will indicate use of appropriate and safe technology tools and resources that promote personal academic and career needs.