

Salem R-80 School District

Comprehensive School Improvement Plan



Board Adopted November 24, 2014

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Introduction

As a component of the implementation of the Fifth Cycle Missouri School Improvement Program review process, all districts are required by the Missouri Department of Elementary and Secondary Education to develop a Comprehensive School Improvement Plan that will direct the overall improvement of its educational programs and services. The Salem R-80 School District began this process in March of 2014. The purpose of the plan is to focus on the future goals of the District that need to be developed and implemented over the next five years. It is a plan that centers on improvement of the District with a strong focus on enhancing student achievement and performance levels.

Planning Process

The CSIP Committee initially met in March of 2014. The committee discussed the process for developing a Comprehensive School Improvement Plan and identified data sources to analyze to help determine areas for improvement. The committee also worked in small groups to determine the purpose of the district and proposed a new mission statement. In the next few meetings, the committee analyzed both internal and external factors to identify areas in need of improvement. The committee identified nine areas of focus and then combined those areas into three goals. Those goals are identified in the plan.

CSIP Committee

Steve Carvajal – Superintendent
John McColloch – Assistant Superintendent
John Smith – High School Principal
Scott Roberts – High School Assistant Principal
Bobbie Jo Lewis – Junior High Principal
Clay Moody – Junior High Assistant Principal
Melanie Wisdom – Upper Elementary Principal
Kriste Crocker – William Lynch Elementary Principal
Alexis Crocker – Student
Angela Barnes – High School Teacher
Bernie Sirios – School Board President/Parent
Darlene Dahms – Parent
Denita Williams – Parent
Dustin Howard – School Board Member/Parent
Holly Erway – School Board Member/Parent
Jason Crocker – Parent
Kate McBride – Parent
Kevin James – Parent
Kristen Stites – Upper Elementary Teacher
Lisa Jadwin – William Lynch Elementary Teacher
Ray Walden- Economic Developer
Larry Maxwell- School Board Member

Mission Statement

The mission of Salem R-80 Schools is to ensure every chance for every child to become a safe, respectful, responsible learner for the 21st Century.

Beliefs/Vision

We believe that ALL students:

- Can learn
- Should graduate high school college and career ready
- Are unique individuals with their own intrinsic values
- Should understand democratic principles

We believe that the learning environment:

- Is safe and caring
- Provides an equal opportunity for all students
- Is collaborative and student-focused
- Provides support services to accommodate all student needs
- Establishes high expectations for all students
- Is enhanced by an effective partnership between the home, community and school

We believe that the district must:

- Employ the best staff available
- Effectively use student data and formative assessment
- Promote and encourage good character, citizenship and community involvement
- Provide and maintain ideal physical facilities
- Provide all students access to current instructional methodologies and technology
- Prepare students for a global 21st Century workforce

Data Analysis

The plan will focus on improvement by assessing its present status and comparing that status to what it wants to become in the future. The committee analyzed internal and external factors to help identify areas for improvement.

Internal Analysis

Annual Performance Report (APR)
Missouri Assessment Program Results
Discipline Data
Attendance Data
Graduation Data
Extra-curricular opportunities
Teacher Tenure
District Survey Results
Technology Availability
Program Evaluation Reports

External Analysis

Poverty
Community Demographics
Technology in the Community
State Requirements
Federal Requirements
Missouri Learning Standards

Goal 1

Student Achievement – The Salem R-80 School District will develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.

Objective 1 – The districts MAP Performance Index (MPI) will be “On Track” for the 2020 targets or will experience a 3% of MPI Gap increase annually in academic achievement and subgroup achievement in all tested areas based on the Missouri Assessment Program. MSIP: P1, P2, R1, R2, R3, R4, TL1, TL2, I1, I2, I3, I5, I7, I11, G1, G4, G8, G10

Persons Responsible: Assistant Superintendent, Principals, Technology Director, Teachers

Funding Sources: Title IA, Title IIA, Title VI, Local Funds, Basic Formula – State Monies

Strategy 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. Results of data analysis will be used by buildings to develop school improvement goals.
2. Ongoing professional development will be provided to address weaknesses found through data analysis.
3. Common assessments and scoring guides will be used at each grade level to monitor the mastery of the Measurable Learner Objectives.
4. Teachers will utilize the Data Team cycle process on early release Mondays to ensure mastery of the Measurable Learner Objectives and adjust instructional practices as needed.
5. Building administrators will meet with the Data Teams to discuss and monitor SMART goal progress.

Strategy 2: Academic intervention programs will be developed, maintained, and made available to all students not mastering Missouri Learning Standards.

Action Steps:

1. Administrators and teachers at each building will develop criteria for students to qualify for services in intervention programs.
2. Effectiveness of the intervention support programs will be evaluated on an annual basis.
3. Each building will implement intervention time into their daily schedule.
4. Students who are considered at-risk will be referred to the building Intervention Team for pre-referral screenings.
5. Students who are identified as at-risk will receive appropriate interventions/programming.

Strategy 3: The district will align curriculum to the Missouri Learning Standards

Action Steps:

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

2. Common assessments will match the rigor of state assessments.
3. Common assessments will be evaluated and revised as needed.
4. The district will implement a curriculum revision plan.

Strategy 4: All buildings will implement and monitor higher order thinking skills.

Action Steps:

1. Teachers will be trained to implement higher order thinking skills.
2. Students in all classes will be taught higher order thinking skills.
3. Principals will monitor the implementation of higher order thinking skills strategies.
4. Assessments will be aligned to higher order thinking skills found in each Measurable Learner Objective.

Strategy 5: All teachers will implement research based literacy strategies in all content areas.

Action Steps:

1. Content area teachers outside of the ELA classroom will emphasize literacy experiences when planning for and teaching content.
2. Teachers will require students to write informative/explanatory and argumentative pieces.
3. Teachers will create time for close and careful reading of text.
4. Teachers will engage students in rich and rigorous conversations around common text.
5. Professional development on implementing research based literacy strategies will be provided.

Strategy 6: The district will provide opportunities that enhance learning for all groups of students.

Action Steps:

1. The district will offer Title I preschool services to eligible district children.
2. The district will seek to maintain classroom size at the minimum level as defined by MSIP Standards. Title IIA funds will be used to reduce class sizes if applicable.
3. Title 1 funds will be used to supplement math instruction through the intervention program.
4. Title 1 funds will be used to supplement reading instruction through early literacy and reading recovery.
5. After school tutoring experiences will be structured, focused, and will be offered to all students in need of academic support.
6. Grade levels and departments will meet to collaborate about student needs and develop plans to differentiate instruction.

Strategy 7: The district will use technology creatively across all grade levels and subjects to empower students to think critically and engage in their own learning.

Action Steps:

1. Title VI funds will be utilized to supplement technology in the classroom.
2. The district will incorporate information technology literacy skills based on NET*S for grades K-12 into the written curriculum.

3. As part of the district’s curriculum revision process, strategies will be developed and included that help students acquire 21st century skills such as information and communication technology, media literacy, and workplace readiness.
4. The district will explore the possibility of a one-to-one environment.

Objective 2 – The district will maintain 90% attendance rate for 90% of all students. MSIP: P4

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

Funding Sources: Title IA, Title IIA, Title VI, Local Funds, Basic Formula – State Monies

Strategy 1: The district will implement an attendance plan to increase students’ attendance in each building.

Action Steps:

1. Each building will monitor daily attendance and provide incentives for excellent attendance.
2. Parents will be contacted when students are absent.
3. Building principals, counselors, and teachers will partner with parents and utilize community resources to assist with chronic absenteeism.
4. Each building will implement programs which foster positive relationships between students and staff.

Objective 3 – The district’s graduation rate will be “On Track” for the 2020 target or will increase by 3% each year as measured by MSIP 5. MSIP: P5

Person Responsible: Superintendent, Assistant Superintendent, Principals, Counselors, Teachers

Funding Sources: Title IA, Title IIA, Title VI, Local Funds, Basic Formula – State Monies

Strategy 1: The district will establish programs to help ensure that all students graduate.

Action Steps:

1. The high school will identify students at risk in terms of timely graduation at each grading period and will provide targeted intervention for those students.
2. Each building will provide differentiated instruction to meet the varying needs of all students to improve persistence to graduation.
3. The district will utilize the Missouri Options Program to provide an alternate path to graduation for students that meet the requirements.
4. Students will have access to credit recovery opportunities as needed.

Objective 4 – The district’s status for College and Career Readiness will be “On Track” for the 2020 target or will experience a 15% Gap increase annually as measured by MSIP 5. MSIP: P3, R3, I1, I2, I3, I4, I5, I9

Person Responsible: Superintendent, Assistant Superintendent, Principals, Counselors, Teachers

Funding Sources: Title IA, Title IIA, Title VI, Local Funds, Basic Formula – State Monies

Strategy 1 – The district will implement early identification of career interests and students’ progress related to mastery of college and career readiness skills, to enable students to make informed decisions which will promote a successful transition to post-secondary programs and careers.

Action Steps –

1. The district will ensure that all students are exposed to career paths and have access to career fairs and other information.
2. The high school will create action steps in its BSIP to evaluate student performance throughout high school using a range of assessments to present a valid reflection of student achievement (ASVAB, ACT, COMPASS, PLAN, EOC.)
3. This district will provide college planning services through the Missouri College Advising Corp.
4. The district will maintain A+ eligibility.

Strategy 2 – The district will provide a rigorous and relevant program of study, including access to career and technical programs to promote success in post-secondary experiences.

Action Steps –

1. The district will ensure that all students and parents are informed about Career and Vocational course offerings at Salem High School and Rolla Technical Institute.
2. The district will evaluate course curricula and programs of study for alignment to 21st Century skills.
3. The district will promote enrollment in advanced placement and dual credit courses.

Goal 2

The Salem R-80 School District will attract, retain, and develop a high quality staff.

Objective 1 – The district will provide for a minimum of 30 hours of high quality professional development per academic year. MSIP: TL2, I7, G2, G8, G9, G10

Persons Responsible: Assistant Superintendent, Principals, Professional Development Committee

Funding Sources: Title IA, Title IIA, Title VI, Local Funds, Basic Formula – State Monies

Strategy 1 – Certified staff will participate in job-embedded, systemic, professional development activities which are focused on increasing student achievement and critical in developing high quality staff.

Action Steps –

1. The district will provide the New Tiger Program for new certified staff each year.
2. The district will support a comprehensive Mentor-Mentee program for teachers new to the district and profession.
3. The Professional Development Committee will use evaluation results, student data, and needs assessments to plan professional development activities.
4. The district will continue early release Mondays to allow teachers time to collaborate on student achievement, best practices, and progress monitoring.
5. All certified staff will create and implement professional growth plans as a part of their evaluation process.
6. The effectiveness of the district professional development program will be evaluated using student achievement data and other measures.

Objective 2 – The district will recruit, develop, and retain staff that meets 100% highly qualified status as defined by DESE. MSIP: R7, R8, R9, R10

Persons Responsible: Superintendent, Assistant Superintendent, Principals, Core Data Coordinator

Funding Sources: Title IA, Title IIA, Title VI, Local Funds, Basic Formula – State Monies

Strategy 1 – The district will develop, deploy, and maintain consistent recruiting and selection processes that support a high quality workforce.

Action Steps -

1. Administrators will attend teacher recruitment fairs.
2. The district will post open classified positions on Successlink and on the district website.
3. The district will partner with community resources, such as the Salem Chamber of Commerce, to promote and share information about the community.
4. Administrators will seek training on interview processes to identify highly-qualified candidates who are focused on increasing student achievement.

Strategy 2 – The district will develop and retain highly qualified staff.

Action Steps –

1. Evidence of professional growth will be part of all certified evaluations in the district.
2. Title VI funds will be used to supplement the purchase of the Perform evaluation tool.
3. The buildings will develop strategies that enhance staff satisfaction and recognition.
4. The Core Data Coordinator will check course codes and teacher certification.
5. Administrators will utilize human resource documents to ensure all staff are highly qualified prior to hiring.
6. Central Office staff will closely monitor teacher certification and may use Title funds to support the teacher certification process.
7. Any teacher in the emerging category on any indicator will participate in an improvement process.

Goal 3

The Salem R-80 School District will promote, facilitate, and enhance parent and community involvement in the district to support a safe, effective learning environment.

Objective 1 – At least 80% of parents/guardians will participate in district and building activities/programs as measured by participation sign-in sheets. MSIP: G6, G8, G9, G11

Persons Responsible: Superintendent, Assistant Superintendent, Principals, Counselors, Teachers, Technology Director

Funding Sources: Title IA, Title IIA, Title VI, Local Funds, Basic Formula – State Monies

Strategy 1 – The integration of home-school-community will be supported by the district, in which communication, partnership and involvement are encouraged.

Action Steps –

1. The district will provide regular communication to parents about their child’s educational progress.
2. The district will provide regular communication to parents about educational programs, activities, and events in the district.
3. The district will continue to keep the school website updated to keep parents and the community informed.
4. Teachers will update the SIS grade book weekly.
5. Parent involvement/activity nights will be offered at each building.
6. The Title 1 buildings will have a signed parent compact that outlines the shared responsibility of how the parent/school/student relationship will work.
7. Each building will develop action steps for communicating with families of at-risk students.

Strategy 2 – The district will utilize community resources to support a safe environment.

Action Steps –

1. The district will continue to contract with the local police department to provide security at the buildings.
2. Title VI funds will be used to supplement safety education with district students.
3. The district will utilize community resources to support at-risk students.

