

ARCHIE R-V SCHOOL DISTRICT

Comprehensive School Improvement Plan

2014-2018



“Learning for Life”

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2014-2018 REVIEW COMMITTEE MEMBERS

Aaron Cantrell Board of Education/Parent	Dr. Sean Smith Superintendent of Schools
Jeff Kramer High School Principal	Jami Smith Middle School Teacher
Tamara Silvey Elementary Principal	Michelle Gaddie Elementary Teacher/Parent
Lee Harmon Director of Special Services/Parent	Teresea Jackson Elementary Teacher/Parent
Brad Diehl High School Teacher/Parent	Michelle Chitwood Parent
Kim Sutton Director of Academic Services/Parent	Julie Smith Parent
Lara Veerkamp High School Teacher	Sandy Debrick HS Teacher/Parent
Linda Logue Retired Educator/Community Member	Tonya Houchen Parent
Brenda Jurgens Retired Educator/Community Member	Leslie Iseman Student
Beth Shipley Elementary Teacher	Jordan Gaddie Student

Archie R-V School District

Vision, Mission & Commitment Statements

MISSION

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

MISSION ABBREVIATED

Learning for Life...

VISION

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

Maximize Academic Achievement for all Students

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

Goal I: Annually, on state assessments the District and each school will earn all points available to it as measured on the Annual Performance Report (APR).						
Strategy A: Differentiate instruction based on analysis of student assessment results						
Action Steps		14-15	15-16	16-17	17-18	18-19
#1	Analyze and disseminate all available student data from the Missouri Comprehensive Data Site in order to guide instruction					
#2	Develop and implement a literacy focus across the curriculum, which includes informational text in all courses					
#3	Align Archie R-V School District curriculum in all core subject areas at all grade levels with the Missouri Learning Standards					
#4	Identify, implement and monitor research-based instructional strategies					
#5	Identify, implement and monitor research-based enrichment/remediation programs					

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Goal II: Students will graduate college and career ready as evidenced through 95% graduation rate, 95% satisfaction on senior exit interviews and six-month follow-up survey data.

Strategy A: Implement early identification of student career interests and provide the knowledge and skills for a successful post-secondary transition.

Action Steps		14-15	15-16	16-17	17-18	18-19
#1	Expand the use Aspire assessment results with students and parents.					
#2	High school advisors and guidance resources will conduct career exploration aligned to Missouri Career Pathways.					
#3	Implement an orientation plan for students and parents for post-secondary education, including FAFSA and institution choice.					
#4	Develop multi- year plan of study with each student, which focuses on their chosen career pathway.					
#5	Conduct student surveys throughout each student's school experience to ensure relevance in course(s) of study.					

Strategy B: Provide a rigorous and relevant curriculum, which includes the skills to be highly competitive in a global society.

Action Steps		14-15	15-16	16-17	17-18	18-19
#1	Revise and implement new courses to reflect skills needed by students to be college and career ready.					
#2	Evaluate programs and courses for alignment to 21 st Century Skills reflected in the Missouri Learning Standards.					
#3	Provide professional development that focuses on the Missouri Learning Standards, College/Career Readiness, Next Generation Science Standards, and 21 st Century Skills required of each student.					

Strategy C: Enhance Career and Technical Programs.

Action Steps		14-15	15-16	16-17	17-18	18-19
#1	Conduct a needs assessment to determine the career and technical program goals for expansion and delivery.					
#2	Develop Science, Technology, Engineering and Math courses that meet the society demands for the 21 st Century.					
#3	Communicate to stakeholders the demand for Science, Technology, Engineering and Math careers for the 21 st Century.					
#3	Research future high demand careers to determine feasibility for secondary level programs of study.					

Maximize Academic Achievement for all Students

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

Goal III: Each student will be a self-directed learner that evaluates individual learning goals						
Strategy A: Implement a plan to facilitate the involvement in goal setting and the monitoring of their individual learning goals.						
Action Steps		14-15	15-16	16-17	17-18	18-19
#1	Each student will be assigned an adult that will assist them in assessing their own learning and the development of their individual learning goals.					
#2	Initiate a system(s) that formalize student ownership of learning K-12 including but not limited to student-led conferences & portfolios.					
#3	Students will evaluate their own learning and communicate to the appropriate stakeholders during parent/teacher conferences.					
Goal IV: Focusing on local assessment results, structure collaborative teacher teams to meet identified team goals.						
Strategy A: Implement frequent and structured teacher collaboration time.						
Action Steps		14-15	15-16	16-17	17-18	18-19
#1	Annually, the district calendar will provide whole-day and partial-day time for teacher professional development and collaboration.					
#2	Provide professional development for building and district leaders in Learning Communities related to collaboration, structures and goal setting.					
#3	Implement established collaboration and goal setting protocols among teacher teams and each Building Leadership Team.					
Strategy B: Utilize research-based practices to develop and implement common formative and summative assessments						
Action Steps		14-15	15-16	16-17	17-18	18-19
#1	Provide professional development that emphasizes the connection between instruction and assessment.					
#2	Systematically monitor and evaluate formative and summative assessment with all stakeholders.					
#3	Collaboratively create, administer, score and review formative and summative assessments.					

Maximize Academic Achievement for all Students

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

Goal V: Implement a guaranteed and viable curriculum that contains essential standards and learning targets in all courses and grade levels.						
Strategy A: Develop learning targets based upon essential standards to frame classroom instruction.						
Action Steps		14-15	15-16	16-17	17-18	18-19
#1	Curriculum will be developed utilizing a backward design process in order to directly link instruction to desired assessment outcomes.					
#2	Curriculum will be designed to include essential learning standards with student friendly language.					
#3	Curriculum will integrate literacy across subject areas, including a focus on acquiring academic language by students.					
#4	Each school will develop writing standards by grade-level and a transition between learning levels in the writing process.					
#5	Provide professional development and student instruction for the use of learning targets to master essential standards.					
#6	Pacing guides will be revised and utilized to monitor student progress toward learning targets.					
#7	Student achievement will be assessed utilizing standards-based scoring guides to assist students in the evaluation of their own learning.					

Facilities, Support and Instructional Resources

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

Goal I: Annually, increase student and staff access to technology as evidenced by the annual census of technology and district inventory reports.						
Strategy A: Identify and secure resources to provide adequate and equitable access to instructional technology						
Action Steps		14-15	15-16	16-17	17-18	18-19
#1	Regularly investigate and apply for grants and alternative resource options to fund technology resources.					
#2	Focus budget resources toward instructional technology.					
#3	Ensure that each student and staff member has access to technology that is instructionally relevant and safe.					
#4	Ensure district network hardware and connectivity provides seamless technology use for instruction and assessment.					
#5	Provide wireless capabilities district-wide.					
Strategy B: Develop a progressive plan for implementing new technology						
Action Steps		14-15	15-16	16-17	17-18	18-19
#1	Determine long term and short term goals for district technology.					
#2	Assign specific target dates and personnel to ensure the implementation of new technology when acquired.					
#3	Ensure that each staff member is provided relevant professional development on the use and implementation of instructional technology.					
Strategy C: Maximize current technology and resources to increase usage						
Action Steps		14-15	15-16	16-17	17-18	18-19
#1	Ensure that each staff member is provided relevant professional development on the use of current instructional technology.					
#2	Develop a plan to provide each student increased access to relevant technology that supports the instructional goals of the district and student.					

Facilities, Support and Instructional Resources

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

Goal II: The budget and long-range finance blueprint will align available resources with priorities identified in the Comprehensive School Improvement Plan						
Strategy A: District will seek alternative sources of revenue.						
Action Steps		14-15	15-16	16-17	17-18	18-19
#1	Annually, conduct a study to identify and seek alternative sources of funding that are available at the local, state and national levels.					
#2	Advocate at the state and federal level for revisions to statutes and/or regulations to improve funding for K-12 school districts.					
Strategy B: Promote community understanding of budgetary constraints and their impact on district programming.						
Action Steps		14-15	15-16	16-17	17-18	18-19
#1	Present to faculty, staff, administration, Board of Education, parents and community members current fiscal information.					
#2	Communicate to stakeholders through committee outreach.					
Strategy C: Ensure that all district facilities are safe, secure and well maintained.						
Action Steps		14-15	15-16	16-17	17-18	18-19
#1	Review annually the general condition of all district facilities by maintenance staff with report to Superintendent and Board of Education.					
#2	Communicate to all stake holders short, medium and long-term facility needs.					
#3	Ensure that all learning spaces are conducive to optimal student learning.					
#4	Establish long-term maintenance and facility needs assessment.					
#5	Ensure that the security of the physical campus is maintained at all times utilizing necessary technology and resources.					
#6	Address potential areas for improving access for students with special needs.					

Governance

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

Goal I: Annually, seek feedback through polls, surveys and advisory committees that measure levels of trust and satisfaction of parents and patrons regarding overall educational program of District.

Strategy A: Solicit feedback from stakeholders related to satisfaction, concerns and ideas for the purpose of identifying trends and communicating plans for improvement.

Action Steps		14-15	15-16	16-17	17-18	18-19
#1	Conduct annual surveys to garner public input about specific issues to identify district-wide opinion trends.					
#2	Utilize Advisory Committees to seek feedback on specific topics related to the programs of the district with report to Board of Education.					

Goal II: Annually, evaluation of all District programs by the Board of Education.

Strategy A: Ensure the Board of Education is kept informed of program strengths and areas for growth.

Action Steps		14-15	15-16	16-17	17-18	18-19
#1	Annually, the Board of Education will hold a work session to review programs with respective administrators and staff.					
#2	Monthly, district programs will be reviewed by the Board of Education.					

Goal III: Annually, evaluation of goals, strategies and action steps in the Comprehensive School Improvement Plan to ensure alignment with District programs, policies and procedures.

Strategy A: The Board of Education will monitor the progress of stated goals in the Comprehensive School Improvement Plan on an annual basis through public input.

Action Steps		14-15	15-16	16-17	17-18	18-19
#1	Solicit feedback from stakeholders at least annually regarding the stated goals and strategies in CSIP through representatives of the community.					
#2	The Board of Education will dedicate time at the end of each year to meet in analyzing the district's progress toward its stated goals as well as stakeholder feedback.					
#3	Utilize focus/advisory groups to seek feedback on specific goals and programs and ensure the feedback is reported to the Board of Education.					

Governance

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

Goal IV: Each individual school will develop School Improvement Plans aligned to the goals, strategies and action steps of the District’s Comprehensive School Improvement Plan.

Strategy A: Each school will develop and implement a Building Improvement Plan (BIP) directly tied to the goals in the Comprehensive School Improvement Plan.

Action Steps		14-15	15-16	16-17	17-18	18-19
#1	Develop school-specific goals related to the overarching goals of the district.					
#2	Gather input from stakeholders regarding the development of goals centered around school-specific programs.					
#3	Utilize data and feedback from focus and advisory groups to inform school-specific goal development.					
#4	Ensure that school-level goals are Strategic, Measurable, Attainable, Results oriented and Time bound (SMART)					

Highly Qualified Instructional Staff

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

Goa I: Promote a working environment that is safe and equitable for all staff.						
Strategy A: Implement an educator evaluation system that aligns to research on best practices						
Action Steps		14-15	15-16	16-17	17-18	18-19
#1	Implement Network for Educator Effectiveness evaluation tool in all classrooms.					
#2	Annually select indicators of student learning at the school level for every classroom.					
#3	Provide ongoing training of evaluators in the educator evaluation process on an annual basis.					
#4	Implement the use of student survey in the evaluation of teaching staff as outlined in the Network for Educator Effectiveness.					
#5	Implement Network for Educator Effectiveness administrator evaluation tool for all administrators.					
#6	Implement the use of staff surveys in the evaluation of site-level leadership as outlined in the Network for Educator Effectiveness.					
Strategy B: Ensure the documentation of required teacher and classified staff training.						
Action Steps		14-15	15-16	16-17	17-18	18-19
#1	Identify professional development that is required for certified and classified staff members.					
#2	Develop a process that allows the Archie R-V School District to deliver and document all required training for all staff.					
#3	Ensure that a comprehensive induction process is in place for all new teachers and for those new to the district.					
Strategy C: Actively recruit highly qualified staff						
Action Steps		14-15	15-16	16-17	17-18	18-19
#1	Explore and utilize multiple platforms to recruit staff.					
#2	Ensure that all staff are highly qualified as measured by No Child Left Behind.					

Highly Qualified Instructional Staff

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

Goal II: Provide a salary and benefit package to staff, competitive in comparison to the size and geographic region.						
Strategy A: Implement certified and classified salary schedules that are sustainable.						
Action Steps		14-15	15-16	16-17	17-18	18-19
#1	Determine placement of all Archie R-V School District classified staff on new salary schedules					
#2	Provide a quality, affordable benefit package that meets the needs of employees					
#3	Collaborate annually with TEAM Archie to develop salary options for certified and classified staff					
Goal III: Ensure that all employees are provided “high quality” professional development aligned to the National Staff Development Council’s best practices.						
Strategy A: Provide job-embedded professional development programs for all staff aligned to the Comprehensive School Improvement Plan and individual Building Improvement Plans to enhance student learning.						
Action Steps		14-15	15-16	16-17	17-18	18-19
#1	Determine individual building level professional development needs by utilizing the input of the Building Leadership Teams.					
#2	Implement individual building professional development needs by utilizing “experts” within the school district					
#3	Determine district-wide professional development focus through district-wide Building Leadership Team meetings					
#4	Develop an evaluative system to determine the impact of professional development on student learning at each building.					
#5	Conduct vertical and horizontal collaboration to ensure district alignment and standardization of curriculum and student learning					

Parent & Community Involvement

Promote, develop and enhance programs for community involvement in District programs

Goal I: Increase communication with District students, parents and patrons through varying technologies.						
Strategy A: Solicit feedback from stakeholders related to satisfaction, concerns, and ideas for the purpose developing plans for improvement and sharing program progress						
Action Steps		14-15	15-16	16-17	17-18	18-19
#1	Conduct annual survey to garner public input regarding specific issues to identify district-wide opinion trends.					
#2	Utilize advisory committees representing all stake holders to seek feedback on specific programs in the district.					
Strategy B: Investigate emerging technologies for communication to the school community.						
Action Steps		14-15	15-16	16-17	17-18	18-19
#1	Investigate social media platforms to communicate with district stakeholders.					
#2	Investigate the use of video communications for staff and community members through district website and social media.					
#3	Ensure that district website has up-to-date and relevant information to communicate to district stakeholders.					

Parent & Community Involvement

Promote, develop and enhance programs for community involvement in District programs

Goal II: Increase the number of community members volunteering at individual school and district functions as reported by individual program.						
Strategy A: Welcome, inform and train volunteers to effectively assist students and staff.						
Action Steps		14-15	15-16	16-17	17-18	18-19
#1	Develop and implement a volunteer program to individual school needs.					
#2	Implement uniform volunteer application procedures.					
#3	Develop and implement consistent volunteer training procedures that are specific to the area in which the individual is assisting.					
Strategy B: Communicate volunteer opportunities and the impact volunteers have on the school community.						
Action Steps		14-15	15-16	16-17	17-18	18-19
#1	Communicate to stake-holders opportunities and process for volunteering through various electronic and print media.					
#2	Identify individuals volunteering in specific programs and communicate their accomplishments to the school community.					
#3	Plan and conduct a Volunteer Appreciation Day.					
Strategy C: Provide an inclusive environment to encourage family involvement in their child's education.						
Action Steps		14-15	15-16	16-17	17-18	18-19
#1	Identify options for "at-home" involvement and communicate through various media.					
#2	Meet the parent involvement requirement of Title IA.					
#3	Work with community groups to provide childcare during parent meetings, school events and activities.					