

# **Mountain Grove School District**

## **Comprehensive School Improvement Plan**



***2012-2017***

(Revised - May, 2015)

**“Commitment To Excellence”**

## **District Mission Statement**

*The Mountain Grove R-III School District will provide an education that empowers graduates to be adaptive life-long learners.*

### **Planning Process**

The Mountain Grove R-III School District Comprehensive School Improvement Plan (CSIP) has been designed for a five year period with an annual review focus. An annual review by the School Board and Administration will assure that appropriate educational and financial accountability is in place for proper program planning and implementation. Revisions and updates to this document are made annually.

The CSIP Committee utilizes a number of resources to evaluate the district's programs and services. The committee also utilizes information from district curriculum committees. Sources of information utilized in the review and development of the 2012-2017 CSIP included:

1. MSIP Cycle 5 Standards Manual
2. Annual Performance Report data
3. District Report Card data
4. ACT test result summaries
5. Drop-out rate information (disaggregated)
6. MSIP Advance Questionnaire (AQ) surveys of students, parents, and staff
7. District ADA/504 Transition Plan
8. Board review of program evaluations
9. District Technology Plan, Safety Plan, Assessment Program, Professional Development Plan, District Wellness Plan, Federal Programs Advisory Committee, Guidance and Counseling Program
10. Parents as Teachers Program
11. Professional Development Needs Assessment Survey

## District Improvement Committee

<b>Committee Member</b>	<b>Position/Affiliation</b>	<b>Category</b>
Jim Dickey	Superintendent	Administration/Parent
Susan Edwards	Curriculum Director	Administration
Tom Johns	Director of Support Services	Administration/High School Parent
Richard Nelson	Technology Director	Administration/Elementary Parent
J.T. Hale	OMTC Director	Administration/Parent
Reta Tyrrell	Director of Special Education	Administration
Marcia Stumpff	High School Principal	Administration
Lori Golden	Middle School Principal	Administration/Parent
Missy Glenn	Elementary Principal	Administration/Parent
Howard Hawkins	School Board President	Board of Education
Mark Hyde	School Board Member	Board of Education
Kelli Johnson	Middle School Library/Media Center Specialist	Teaching Staff
Victoria Hayes	Elementary Teacher	Teaching Staff
Kristen Foster	Elementary Teacher	Teaching Staff
Lori Stenzel	Middle School Teacher	Teaching Staff
Marie MacLeod	Middle School Teacher	Teaching Staff
Nick Openshaw	High School Teacher	Teaching Staff
Craig Kondracki	High School Counselor	Guidance/Counseling
Lisa Watson	O.M.T.C. Teacher	Vocational Instructor
Eli Moore	High School Student	Student
Shaela Walters	High School Student	Student
Kim Darrah	High School Parent	Parent/Business/Community
Chris Emery	Elementary Parent	Parent

Goal 1: Student Performance	All students will demonstrate proficiency or higher in the core academic areas.
Performance Indicator	1. Improve student performance as measured by MAP (Grade Level and EOC), and ACT.
Performance Measures	1. Percent of students scoring proficient/advanced on Communication Arts and Mathematics MAP grades 3 - 8.
	2. Percent of students scoring proficient/advanced on Science MAP grades 5 and 8.
	3. Percent of students scoring proficient/advanced on all End of Course Exams (EOC).
	4. Number of students taking the ACT and the percentage of those students with a composite score at or above the state average.
Person(s) Responsible	Superintendent, Curriculum Director, Building Principals, Classroom Teachers
Funding Sources	District, State, and Federal (Title I, Title IIA, Title VI)
Timeline	7/1/12 – 6/1/17
Action Plan	<ul style="list-style-type: none"> <li>• Ensure the written, taught and tested curriculums are aligned and remain aligned to local, state, and national standards.</li> <li>• Monitor and improve the appropriate use and frequency of effective instructional practices in all classrooms.</li> <li>• Ensure an effective model of formative assessment is occurring in all classrooms.</li> <li>• Implement a Professional Learning Community (PLC) at each building.</li> <li>• Lengthen school day to include intervention/enrichment time for all students.</li> <li>• Research reading interventions for students who are below appropriate reading levels in grades 5 – 12.</li> <li>• Reimburse students (once during high school career) who take the ACT and obtain a composite score at or above the state average.</li> </ul>
Target	<ul style="list-style-type: none"> <li>• The MAP indices for the grade level communication arts and mathematics assessments will increase annually to meet DESE “2020 Target” status</li> <li>• The MAP indices for 5<sup>th</sup> and 8<sup>th</sup> grade science assessments will increase annually to meet DESE “2020 Target” status.</li> <li>• The MAP indices for Algebra 1, Biology, English 2, and Government EOC’s will increase annually to meet DESE “2020 Target” status.</li> <li>• Annual average ACT composite score will be at or above the state average.</li> </ul>

Goal 2: Improve Graduation Rate	All students will persist in their efforts to complete an educational program.
Performance Indicator	1. Improve Graduation rate as measured by the APR.
Performance Measures	1. Percent of students persisting to graduation.
Person(s) Responsible	Superintendent, Curriculum Director, Building Principals, Guidance Counselors, Classroom Teachers
Funding Sources	District, State, and Federal (Title I, Title IIA, Title VI)
Timeline	7/1/12 – 6/1/17
Action Plan	<ul style="list-style-type: none"> <li>• Yearly analysis of progress toward meeting persistence to graduation rate of 100%.</li> <li>• Research earlier interventions for students at-risk for dropping out of school.</li> <li>• Research reading interventions for students who are below appropriate grade levels.</li> <li>• Provide opportunities for parents to be actively involved in the education of their children.</li> </ul>
Target	<ul style="list-style-type: none"> <li>• Incrementally improve the rate of students persisting to graduation from 96.1% (2012) to 100% by 2017.</li> </ul>

Goal 2: Improve Graduation Rate	All students will persist in their efforts to complete an educational program.
Performance Indicator	2. Increase student participation in Skilled Technical Science (STS) Programs.
Performance Measures	1. Percentage of 11 <sup>th</sup> and 12 <sup>th</sup> grade students participating in STS Programs.
	2. Percentage of graduates scoring proficient on a Technical Skills Attainment assessment (TSA).
Person(s) Responsible	Superintendent, Curriculum Director, OMTC Director, Guidance Counselors
Funding Sources	District, State, and Federal (Perkins)
Timeline	7/1/12 – 6/1/17
Action Plan	<ul style="list-style-type: none"> <li>• Develop Personal Plans of Study.</li> <li>• Continue to develop and implement Programs of Study.</li> <li>• Continue Program Evaluations to include student and staff surveys.</li> </ul>
Target	<ul style="list-style-type: none"> <li>• Annually increase the percentage of 11<sup>th</sup> and 12<sup>th</sup> grade students participating in STS programs by .5% annually to reach the district goal of 80% by 2017.</li> <li>• 2 % or more annual improvement of the percentage of graduates scoring proficient on a TSA.</li> </ul>

Goal 2: Improve Graduation Rate	All students will persist in their efforts to complete an educational program.
Performance Indicator	3. Increase student participation in Extra/Co-Curricular Programs
Performance Measures	1. Percentage of students participating in Extra/Co-Curricular Programs.
Person(s) Responsible	Superintendent, Curriculum Director, Building Principals, Guidance Counselors, Classroom Teachers
Funding Sources	District, State
Timeline	7/1/12 – 6/1/17
Action Plan	<ul style="list-style-type: none"> <li>• High School Advisor/Advisee program will promote active membership in extra/co-curricular programs.</li> <li>• Middle School teachers will promote active memberships in extra/co-curricular programs.</li> <li>• Counselors and SWPBS teams will identify and encourage involvement of “at-risk” students.</li> <li>• Program sponsors will identify and complete at least one community service project with their students annually.</li> <li>• Move softball to spring.</li> <li>• Implement After School Archery program</li> <li>• Implement Tennis program.</li> </ul>
Target	<ul style="list-style-type: none"> <li>• 85% of students in grades 5 – 12 will be actively involved in 1 or more extra/co-curricular activity by the year 2017.</li> </ul>

Goal 2: Improve Graduation Rate	All students will persist in their efforts to complete an educational program.
Performance Indicator	4. Increase regular student attendance at school.
Performance Measures	1. District attendance rate.
	2. Elementary, Middle, and High School attendance rates.
Person(s) Responsible	Superintendent, Curriculum Director, Building Principals, Guidance Counselors
Funding Sources	District, State, and Federal (Title I, Title IIA, Title VI)
Timeline	7/1/12 – 6/1/17
Action Plan	<ul style="list-style-type: none"> <li>• Quarterly analysis of progress toward attendance target.</li> <li>• Principals will track attendance improvements at each building.</li> <li>• Track building efforts aimed at improving persistence to graduation.</li> <li>• PBS teams will monitor student attendance and provide appropriate recognitions.</li> <li>• Guidance counselors will provide conferences with students, parents, and teachers to share appropriate intervention strategies.</li> <li>• Work with Go.Edustar to create report for tracking the new 90/90 attendance.</li> <li>• Partner with Judge Craig Carter and the 44<sup>th</sup> Judicial Circuit Truancy Court.</li> <li>• Explore the possibility of funding a “Tracker” for the purpose of encouraging students with truancy issues.</li> </ul>
Target	<ul style="list-style-type: none"> <li>• 90% of our students will be in attendance at least 90% of the time.</li> </ul>



Goal 3: Governance	Ensure effective and efficient use of resources: high quality, fiscally-responsible services will be provided.
Performance Indicator	1. Recruit, develop, and retain high quality staff.
Performance Measures	1. Percent of staff satisfied with job.
	2. Percent of staff satisfied with professional development.
	3. Percent of staff retained.
	4. Percent of non-teacher salary/benefits meeting/exceeding competitive market.
	5. Rank of teacher salary schedule as compared to area school districts.
Person(s) Responsible	Superintendent, Curriculum Director, Support Services Director, Special Programs Director, Special Education Director, Building Principals
Funding Sources	District, State, and Federal (Title I, Title IIA, Title VI)
Timeline	7/1/12 – 6/1/17
Action Plan	<ul style="list-style-type: none"> <li>• Conduct annual professional development needs assessment survey.</li> <li>• Develop an instrument to measure employee job satisfaction and review annually.</li> <li>• Gather historical R-III data and compare to state and national retention trends.</li> <li>• Annually review salaries of non-teachers in the competitive market to determine gap areas.</li> <li>• Annually review teacher salary schedules of SCA and other area schools to determine gap areas.</li> <li>• Develop an exit survey/interview for teachers leaving the district.</li> </ul>
Target	<ul style="list-style-type: none"> <li>• At least 90% of teachers surveyed will be satisfied with district professional development.</li> <li>• 100% of quality staff will be retained (staff who retire will not be counted against retention percentage).</li> <li>• Meet or exceed salary/benefit packages for non-teachers based on competitive market.</li> <li>• The Mountain Grove Schools teacher salary schedule will rank 1<sup>st</sup> among the SCA and area schools.</li> </ul>

Goal 3: Governance	Ensure effective and efficient use of resources: high quality, fiscally-responsible services will be provided.
Performance Indicator	2. Ensure a safe and nurturing environment for learning.
Performance Measures	1. Percentage of secondary students with positive perceptions of the environment.
	2. Percentage of parents satisfied with facilities and grounds.
	3. Employee and patron accident reports.
	4. Student accident reports.
Person(s) Responsible	Superintendent, Curriculum Director, Director of Support Services
Funding Sources	District, State, and Federal (Title VI)
Timeline	7/1/12 – 6/1/17
Action Plan	<ul style="list-style-type: none"> <li>• Design and implement survey tool for performance measure 1 and 2.</li> <li>• Maintain and annually revise the District Emergency Operations Plan (EOP).</li> <li>• Conduct school safety committee meetings annually</li> <li>• Conduct and evaluate Missouri DESE mandated Emergency Drills.</li> <li>• Conduct and evaluate quarterly facility inspections.</li> <li>• Disaggregate accident reports for analysis.</li> </ul>
Target	<ul style="list-style-type: none"> <li>• At least 90% of secondary students surveyed will have positive perception of their school environment.</li> <li>• At least 90% of parents surveyed will be satisfied with facilities and grounds.</li> <li>• Decrease accident rate for all stakeholders</li> </ul>

Goal 3: Governance	Ensure effective and efficient use of resources: high quality, fiscally-responsible services will be provided.
Performance Indicator	3. Maximize the use of financial resources for student learning.
Performance Measures	1. Per pupil instructional spending
	2. Percent of total operating expenditures focused on instruction.
Person(s) Responsible	Superintendent, Curriculum Director, Director of Support Services
Funding Sources	District, State, and Federal (Title I, IIA, VI)
Timeline	7/1/12 – 6/1/17
Action Plan	<ul style="list-style-type: none"> <li>• Annual budgeted FTE increases to move closer to or meet state MSIP desirable standards.</li> <li>• Analyze budgets annually.</li> <li>• Monitor non-instructional expenditures annually to determine areas of reduction or elimination based on continuous improvement.</li> <li>• Research per pupil expenditures of highest performing schools in Southwest Missouri.</li> <li>• Review and revise procedures for inventorying supplies, materials, and equipment.</li> </ul>
Target	<ul style="list-style-type: none"> <li>• At least 50% of operating funds focused on instruction</li> <li>• Annual, positive end-of-year balance for all funds.</li> </ul>

Goal 3: Governance	Ensure effective and efficient use of resources: high quality, fiscally-responsible services will be provided.
Performance Indicator	4. Provide and maintain facilities that are conducive to learning.
Performance Measures	1. Number of buildings at or above district standards.
	2. Stakeholder satisfaction.
Person(s) Responsible	Superintendent, Director of Support Services
Funding Sources	District, State, and Federal (Title VI)
Timeline	7/1/12 – 6/1/17
Action Plan	<ul style="list-style-type: none"> <li>• Maintain and update Facilities master plan.</li> <li>• Maintain and update facilities study.</li> <li>• Maintain, update, and analyze demographics studies.</li> <li>• Develop and implement stakeholder satisfaction survey tool.</li> </ul>
Target	<ul style="list-style-type: none"> <li>• Adequate classroom space is provided for all educational programs.</li> <li>• At least 90% of stakeholders surveyed will indicate a high level of satisfaction with facilities.</li> </ul>