

Mountain Grove School District

Comprehensive School Improvement Plan



2017-2023

(Revised - July, 2017)

“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 2017-2023 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. 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. Teacher Opinion Survey
13. Teacher Exit Survey
14. Professional Development Needs Assessment Survey

District Improvement Committee

Committee Member	Position/Affiliation	Category
Jim Dickey	Superintendent	Administration/Parent
Susan Edwards	Curriculum Director	Administration
Tom Johns	Director of Support Services	Administration
Richard Nelson	Technology Director	Administration/Elementary Parent
J.T. Hale	OMTC Director	Administration
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
Lisa Watson	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
Sarah Peterson	High School Counselor	Guidance/Counseling
John Emery	O.M.T.C. Teacher	Vocational Instructor
Dillon Massey	High School Student	Student
Jayden Jordan	High School Student/ Student Advisor to B.O.E.	Student
Kim Darrah	High School Parent	Parent/Business/Community
Chris Emery	Elementary Parent	Parent
Marlisa McGowan	Middle School Parent	Parent/Medical Community
Karen Rippee	Chamber of Commerce Director	Business/Community

Goal 1: Student Performance	The District will develop and enhance quality educational/instructional programs to improve performance and empower students to meet their personal academic and career goals.
Strategy 1	Align resources to increase state assessment scores, district created assessments, and all other relevant assessment methods used to affirm high academic achievement in all grade levels.
Performance Measures	<ul style="list-style-type: none"> • Percent of students scoring proficient/advanced on Communication Arts and Mathematics MAP grades 3 - 8. • Percent of students scoring proficient/advanced on Science MAP grades 5 and 8. • Percent of students scoring proficient/advanced on all End of Course Exams (EOC). • Number of students taking the ACT and the percentage of those students with a composite score at or above the state average. • Percentage of graduates scoring proficient on a Technical Skills Attainment assessment (TSA).
Person(s) Responsible	Superintendent, Curriculum Director, Building Principals, Classroom Teachers
Funding Sources	District, State, and Federal (Title I, IIA, IV, V, Perkins)
Timeline	7/1/17 – 6/1/23
Action Plan	<ul style="list-style-type: none"> • Identify the resources needed; provide additional support, and provide Professional Development for all subject areas to ensure teachers have research-based, proven instructional methods and resources. • Utilize a yearly review of the resources used to determine whether they meet the needs of the district and relevancy to applications in subject/grade levels. • Monitor student progress through regular administration of assessments to determine student growth with a systematic collection of data from the assessments as a means of making improvements in the instructional programs. • Establish programs and resources necessary to support low achieving students from Pre-K through 12th grade with a focus on showing growth.
Target	<ul style="list-style-type: none"> • The MAP indexes for the grade level communication arts and mathematics assessments will increase annually to meet DESE “2020 Target” status • The MAP indexes for 5th and 8th grade science assessments will increase annually to meet DESE “2020 Target” status. • The MAP indexes for Algebra 1, Biology, English 2, and Government EOC’s will increase annually to meet DESE “2020 Target” status. • Annual average ACT composite score will be at or above the state average. • Annual average TSA scores will be at or above the state average.

Goal 1: Student Performance	The District will develop and enhance quality educational/instructional programs to improve performance and empower students to meet their personal academic and career goals
Strategy 2	Ensure that curriculum and support services prepare students to be college and career ready
Performance Measures	<ul style="list-style-type: none"> • CCR Assessments data from Annual Performance Report (APR) • Advanced Placement Data from Annual Performance Report (APR) • Post-Secondary Placement Data from Annual Performance Report (APR) • Attendance and Graduation Data from Annual Performance Report (APR) • Percentage of students participating in Skilled Technical Science (STS) Programs
Person(s) Responsible	Superintendent, Curriculum Director, Building Principals, Guidance Counselors, Classroom Teachers
Funding Sources	District, State, and Federal (Title I, IIA, IV, V, Perkins)
Timeline	7/1/2017 – 6/1/2023
Action Plan	<ul style="list-style-type: none"> • Evaluate course/program curriculum for alignment to the 21st century skills reflected in business and industry standards and Missouri learning standards. • Monitor student progress and collect data from a variety of sources to ensure students are competitive in both college and career ready assessments. • Integration of technology in all grade levels will occur to ensure students have the knowledge and skills necessary to be prepared for college and careers. • Determine core “life skills” (how to complete a job application, financial planning, etc.) that could become a curricular component within multiple courses. Implement, measure success, and adjust accordingly. • Monitor student attendance rates and graduation rates and develop systems to provide student support for both areas from Pre-K to 12th grade.
Target	<ul style="list-style-type: none"> • CCR Assessments data status on APR will be considered “2020 Target” • Advanced Placement data status on APR will be considered “2020 Target” • Post-Secondary Placement data status on APR will be considered “2020 Target” • Graduation Rate status on APR will be considered “2020 Target” • Attendance Rate status on APR will be considered “2020 Target” • 50% of 11th and 12th grade students will participate in STS programs

Goal 1: Student Performance	The District will develop and enhance quality educational/instructional programs to improve performance and empower students to meet their personal academic and career goals
Strategy 3	Implement a comprehensive Pre-K through 12 th grade curriculum addressing 21 st century skills.
Performance Measures	<ul style="list-style-type: none"> • Percent of students scoring proficient/advanced on Communication Arts and Mathematics MAP grades 3 - 8. • Percent of students scoring proficient/advanced on Science MAP grades 5 and 8. • Percent of students scoring proficient/advanced on all End of Course Exams (EOC). • Number of students taking the ACT and the percentage of those students with a composite score at or above the state average. • Percentage of graduates scoring proficient on a Technical Skills Attainment assessment (TSA).
Person(s) Responsible	Superintendent, Curriculum Director, Building Principals, Guidance Counselors, Classroom Teachers
Funding Sources	District, State, and Federal (Title I, IIA, IV, V, Perkins)
Timeline	7/1/2017 – 6/1/2023
Action Plan	<ul style="list-style-type: none"> • Design curriculum to include essential learning outcomes and student-friendly learning targets in all curricular areas. • Utilize an online venue for staff, students and parent access to the district curriculum. • Implement differentiated instruction and tiered interventions to identify and help struggling students meet district-specified growth targets.
Target	<ul style="list-style-type: none"> • The MAP indexes for the grade level communication arts and mathematics assessments will increase annually to meet DESE “2020 Target” status • The MAP indexes for 5th and 8th grade science assessments will increase annually to meet DESE “2020 Target” status. • The MAP indexes for Algebra 1, Biology, English 2, and Government EOC’s will increase annually to meet DESE “2020 Target” status. • Annual average ACT composite score will be at or above the state average. • Annual average TSA scores will be at or above the state average.

Goal 1: Student Performance	The District will develop and enhance quality educational/instructional programs to improve performance and empower students to meet their personal academic and career goals
Strategy 4	Offer the highest quality educational and instructional programs, using evidence- and research-based teaching methodologies.
Performance Measures	<ul style="list-style-type: none"> • Percent of students scoring proficient/advanced on Communication Arts and Mathematics MAP grades 3 - 8. • Percent of students scoring proficient/advanced on Science MAP grades 5 and 8. • Percent of students scoring proficient/advanced on all End of Course Exams (EOC). • Number of students taking the ACT and the percentage of those students with a composite score at or above the state average. • Percentage of graduates scoring proficient on a Technical Skills Attainment assessment (TSA). • Number of Extra/Co-Curricular Offerings and % of students participating.
Person(s) Responsible	Superintendent, Curriculum Director, Building Principals, Guidance Counselors
Funding Sources	District, State, and Federal (Title I, IIA, IV, V, Perkins)
Timeline	7/1/2017 – 6/1/2023
Action Plan	<ul style="list-style-type: none"> • PLC teams will identify best research-based teaching practices, work collaboratively to disseminate the information and meet frequently to measure effective implementation. • Professional development will focus on providing resources and educational opportunities for teachers to determine best practices in their specific area. • A focused approach on student growth will be implemented as a means of determining the effectiveness of instructional programs. • Provide students with extra and co-curricular opportunities; to include fine arts, sports and other areas of interest as a means of broadening a child's educational experiences.

Target	<ul style="list-style-type: none">• The MAP indexes for the grade level communication arts and mathematics assessments will increase annually to meet DESE “2020 Target” status• The MAP indexes for 5th and 8th grade science assessments will increase annually to meet DESE “2020 Target” status.• The MAP indexes for Algebra 1, Biology, English 2, and Government EOC’s will increase annually to meet DESE “2020 Target” status.• Annual average ACT composite score will be at or above the state average.• Annual average TSA scores will be at or above the state average.• 85% of students in grades 5 – 12 will be actively involved in 1 or more extra/co-curricular activity.
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Goal 2: Instructional Resources, Facilities, and Support Services	The District will provide and maintain appropriate instructional resources, support services, and functional and safe facilities.
Strategy 1	Optimize the use of established technology and integrate the use of emerging technology to enhance student learning and staff productivity.
Performance Measures	<ul style="list-style-type: none"> • Technology census data • Professional development needs assessment • Teacher opinion survey • Student surveys • District Technology Survey
Person(s) Responsible	Superintendent, Technology Director, Support Services Director, Curriculum Director, Building Principals
Funding Sources	District, State, Federal Programs (Title I, IIA, IV, V, Perkins)
Timeline	7/1/2017 – 6/1/2023
Action Plan	<ul style="list-style-type: none"> • Revise District Technology Plan • Research new/current technology trends and equipment for use and possible adoption into the district. • Provide staff members with professional development in how to effectively integrate technology into lesson plans to support and enhance learning. • Review and upgrade existing network bandwidth and infrastructure to support the demands of technology equipment. • Enhance curriculum to include instruction for students regarding the proper use of technology tools.
Target	<ul style="list-style-type: none"> • Sufficient access to instructional technology (Mobil Chromebook labs in every core area classroom grades 3 – 12) • Sufficient bandwidth for effective campus operations (currently 100meg) • 90% of teachers will perceive themselves to be proficient in instructional technology integration

Goal 2: Instructional Resources, Facilities, and Support Services	The District will provide and maintain appropriate instructional resources, support services, and functional and safe facilities.
Strategy 2	District financial, facilities and transportation planning will ensure all buildings and vehicles are safe, secure and modern, and that all facilities and vehicles are neat, clean, and well-maintained.
Performance Measures	<ul style="list-style-type: none"> • Staff and student safety surveys • Teacher opinion survey • Employee and patron accident reports • Student accident reports • Parent surveys • State bus inspection results • DESE transportation efficiency rating
Person(s) Responsible	Superintendent, Director of Support Services
Funding Sources	District, State
Timeline	7/1/2017 – 6/1/2023
Action Plan	<ul style="list-style-type: none"> • Evaluate systems and create plans to continue the integration of safe and secure facilities and transportation services. • Analyze enrollment and projected capacities of existing facilities and resources to design a plan that will maximize efficient and educationally sound use of district resources. • Update the 10-year facilities plan for maintaining the current facilities, including potential upgrades to meet curricular and community needs, while utilizing sound financial practices.
Target	<ul style="list-style-type: none"> • At least 90 % of students surveyed will have positive perceptions of their school environment • AT least 90 % of parents surveyed will be satisfied with facilities, grounds, and transportation services • Decrease accident rates for all stakeholders • Maintain 100% rating on bus inspections • Maintain 1.2 or lower on DESE efficiency rating

Goal 2: Instructional Resources, Facilities, and Support Services	The District will provide and maintain appropriate instructional resources, support services, and functional and safe facilities.
Strategy 3	Promote a healthy, positive, and supportive learning environment for students.
Performance Measures	<ul style="list-style-type: none"> • Staff and student safety surveys • Teacher opinion survey • Employee and patron accident reports • Student accident reports • Parent surveys • District Attendance Rate
Person(s) Responsible	Superintendent, Director of Support Services, Curriculum Director, Building Principals, Guidance Counselors
Funding Sources	District, State, Federal (Title I, IIA, IV, V, Perkins)
Timeline	7/1/2017 – 6/1/2023
Action Plan	<ul style="list-style-type: none"> • Provide a Comprehensive Guidance Program that will ensure the needs of all students are met by facilitating their academic, personal/social, and career development as well as helping create positive and safe learning climates in the schools. • Provide staff and students with training to support best practices in school safety. • Periodically review the District Wellness Program in Board Policy ADF to ensure that guidelines for healthy practices are being implemented in the district • Seek ways to further incentivize positive student outcomes, including student attendance, positive behavior, and academic progress. • Implement School Resource Officer (SRO) program.
Target	<ul style="list-style-type: none"> • At least 90 % of students surveyed will have positive perceptions of their school environment • AT least 90 % of parents surveyed will be satisfied with safety and overall climate of the school • Decrease accident rates for all stakeholders • Decrease bullying incidents at all buildings • At least 90% of our students will have a 90% attendance rate (90/90)

Goal 3: Governance	The Board of Education and Administration will ensure effective and efficient use of resources: high quality, fiscally-responsible services will be provided.
Strategy 1	Recruit, Retain, and develop highly qualified staff to carry out the district's mission, goals, and objectives.
Performance Measures	<ul style="list-style-type: none"> • Percent of staff satisfied with job • Percent of staff satisfied with professional growth opportunities • Percent of staff retained • Percent of non-teacher salary/benefits meeting/exceeding competitive market • Rank of teacher salary schedule as compared to area school districts
Person(s) Responsible	Superintendent , Director of Support Services, Curriculum Director
Funding Sources	District, State, and Federal (Title I, IIA, Perkins)
Timeline	7/1/2017 – 6/1/2023
Action Plan	<ul style="list-style-type: none"> • Annually review the salary schedule and benefits package, using current market data that aligns with peer group. • Provide new teacher mentoring program for 1st and 2nd year teachers. • Conduct annual Professional Development Needs Assessment Survey. • Develop and implement an annual survey for ALL staff to determine employee job satisfaction. • Provide opportunities for professional growth through GOCS and SWRPDC. • Collect and analyze data from current exit interview process to provide information for future staff recruitment.
Target	<ul style="list-style-type: none"> • At least 90% of teachers surveyed will be satisfied with district professional development. • 100% of quality staff will be retained (staff who retire will not be counted against retention percentage). • Meet or exceed salary/benefit packages for non-teachers based on competitive market. • The certified salary schedule will rank number 1 among SCA Schools (currently ranked 3rd)

Goal 3: Governance	The Board of Education and Administration will ensure effective and efficient use of resources: high quality, fiscally-responsible services will be provided.
Strategy 2	Provide avenues for information sharing and public input that ensure widespread public awareness and understanding of district decisions, programs, and progress on key performance indicators.
Performance Measures	<ul style="list-style-type: none"> • Staff surveys • Student surveys • Parent surveys
Person(s) Responsible	Superintendent, Curriculum Director, Director of Support Services, Building Principals
Funding Sources	District, State
Timeline	7/1/2017 – 6/1/2023
Action Plan	<ul style="list-style-type: none"> • Revise and implement existing communication plan. Reassess annually. • Enhance environment to stimulate more active two- way communication between staff and administration – through both formal and informal initiatives – and staff engagement to support the goals of the district. • Improve overall appearance and usability of district website.
Target	<ul style="list-style-type: none"> • Publish Communication Plan on district web page and notify all district stakeholders through various media outlets. • Staff surveys will reflect at least 90 % satisfaction with overall district communication and transparency. • Student surveys will reflect at least 90 % satisfaction with overall district communication and transparency. • Parent surveys will reflect at least 90 % satisfaction with overall district communication and transparency.

Goal 3: Governance	The Board of Education and Administration will ensure effective and efficient use of resources: high quality, fiscally-responsible services will be provided.
Strategy 2	Maximize the use of financial resources for student learning.
Performance Measures	<ul style="list-style-type: none"> • Per pupil instructional spending • Percent of total operating expenditures focused on instruction
Person(s) Responsible	Superintendent
Funding Sources	District, State, Federal (Title I, IIA, IV, V, Perkins)
Timeline	7/1/2017 – 6/1/2023
Action Plan	<ul style="list-style-type: none"> • Annual budgeted FTE increases to move closer to, or meet state MSIP desirable standards. • Analyze budgets annually. • Monitor non-instructional expenditures annually to determine areas of reduction or elimination based on continuous improvement. • Review and revise procedures for inventorying supplies, materials, and equipment.
Target	<ul style="list-style-type: none"> • At least 50% of operating funds focused on instruction • Annual, positive end-of-year balance for all funds