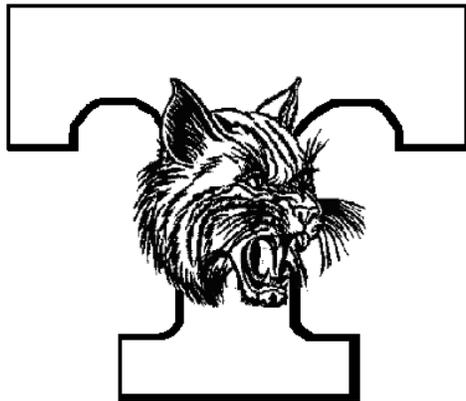


**Thayer R-II School  
District Comprehensive  
School Improvement Plan**



**2014-2015**

## ESSENTIALS OF STRATEGIC PLANNING Comprehensive School Improvement (CSIP)

In strategic planning the Board of Education is responsible for ensuring the school district's goals and objectives clearly articulate the board's expectations and are sufficient to guide the continuous improvement process in the district.

### PRIMARY PURPOSE:

- To improve and monitor achievement and performance
- To be proactive and elevating
- To continually improve outcomes

### COMPREHENSIVE SCHOOL IMPROVEMENT PLAN or CSIP:

- Mandated by DESE
- Ensures accountability
- Provides clear “end in mind” for district - What do we want to accomplish; helps board clarify the district's purpose
- Addresses critical areas of need based on current performance and trends
- Provides foundation for future decision making
- Make data-driven decisions
- One of governing documents - Goals for the district included and holds superintendent accountable to see that progress is made
- Provides guidance for a budget that supports what you want to accomplish
- Continuous and to be used as a living document, is to be used and reported on at regular intervals
- Five year plan; update CSIP every year (completely rewrite every five years)
- Regular monitoring provides opportunity for board and superintendent to make strategic decisions throughout the year and from one year to the next
- Reports during board meetings - make reference to specific CSIP goals and objectives
- Board sets goals and objectives and solicits and considers suggestions from administration, parents, students, community and staff
- Board approves plan; schedule periodic updates on board agenda
- If you don't have CSIP, other documents are not as meaningful

### MAIN REQUIRED ELEMENTS OF THE CSIP:

- Planning process
- District mission, vision and beliefs
- Data analysis - trends, strengths, concerns (Internal: student achievement, facilities, assessment, PD, technology) (External: political, legal, environmental, socio-economic issues)
- Overarching goals
- Measurable objectives
- Strategies, action steps, timelines, standards (performance, resource, process), persons responsible and funding

## Annual Performance Report (APR)

APR Total Points 2014 --- 140

Thayer R-II Points 2014 --- 133.5

Percent of points --- 95.4%

### MSIP 5 Standards that we are accountable for in 2013:

	Points Possible:	Thayer Points Earned:
1. Academic Achievement	56.0	52.0
2. Subgroup Achievement	14.0	12.0
3. College and Career Ready (CCR)	30.0	29.5
4. Attendance	10.0	10.0
5. Graduation	30.0	30.0

***Thayer Comprehensive School Improvement Plan meeting  
Thursday, November 7<sup>th</sup>, 2014***

*Please sign in as a committee member of the Thayer Schools  
Comprehensive School Improvement Plan Committee*

<i>Name:</i>	<i>Position:</i>	<i>Initial:</i>
Tonya Woods	Superintendent	
Cliff Hawkins	High School Principal	
Susan McNeal	Elementary Principal	
Randy Ward	Board Member	
Wendy Carhart	Board Member	
Karen Cotham	Board Member	
Nikki Cunningham	Technology Teacher	
Juanita Dunlap	Spanish Teacher	
Monica Martin	High School Secretary and Parent	
Ayden Henry	High School Student	
Valerie Pitts	Advisory Committee	
Teresa Poulette	District Technology Coordinator	
Adam Rouse	High School Counselor	
Betty Shrable	Special Education Director	
Rhonda Simpson	Advisory Committee	
Shelley Underwood	Family and Consumer Science Teacher	
Marcus Orf	Agriculture Teacher	
Connie Ward	Nutrition Coordinator	
Donnie Thornton	Sixth Grade Teacher	
Leah Rolen	Second Grade Teacher and Parent	
Jurnee Rolen	Elementary Student	
Debbie Hyde	Advisory Committee	
Carolyn Lowery	Elementary Librarian	
Andrea Nicholson	Advisory Committee	
Carol Pitts	High School Librarian	
Stephanie Hall	Curriculum Director	
Bill Honeycutt	Board Member	
Megan Pitts	Elementary Counselor	
Allen Pender	School Board President	

**Mission Statement  
of the  
Thayer R-II School District**

**TOGETHER WE PROVIDE THE FOUNDATION  
FOR LIFE LONG LEARNING**

***Beliefs/Philosophy/Vision***

***The Thayer R-II School District believes that:***

- **Education provides opportunities for maximum development and achievement.**
- **We encourage individuals to become productive and responsible citizens of our democratic society.**
- **We create a learning environment which encourages individual motivation.**
- **Self-discipline and personal responsibility are essential to learning.**
- **Parent/guardian/caregiver involvement and community involvement are essential to a quality educational system.**
- **Parents/guardians/caregivers must cooperate and encourage the child to give his/her best efforts.**

## **Local Needs Assessment**

In August, 2013, our most recent MAP/EOC data was analyzed. We also analyzed three years' data comparing Item Benchmark Descriptions. All areas (APR, assessment, teaching practices, personnel decisions, fiscal effort for instructional resources, and district special education profile) have been audited and analyzed. Most significant findings are:

- Communication Arts will need improvement for all groups and subgroups
- 2012-2013 eighth grade group will need to be tracked and improvement needs to be shown in all areas
- Continue to increase percentage time for all students to be in the regular classroom
- Secondary transition—students enrolled in higher education or competitively employed need improvement for IEP subgroups
- Need to continue to improvement government and social studies scores
- Need to continue to monitor and improve math scores
- The percent of graduates who take the ACT, ASVAB, PLAN, etc., did not score at or above the state standard for college and career readiness-will work to improve the score

## Goal 1:

Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic and career goals.

**Goal 1: Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic and career goals.**

**Objective 1: Student performance on assessments required by MAP/EOC, meets or exceeds the state standards, by demonstrating improvement over time, percent of students tested meets or exceeds standard, growth data meets or exceeds growth standard, and performance for all subgroups meets or exceeds standards or demonstrates required improvement.**

**Strategy 1:** Instructional staff routinely provides effective instruction designed to meet the needs of all learners.

Standards:	Funding:	Person or People Responsible:	Date:
I-1	Title I/Local/State	Everyone	May 2016

**Action Steps:**

1. The instructional staff will routinely collaborate and use data to provide appropriate interventions to address a range of student instructional needs.
2. The instructional staff will differentiate to address the needs of students. (e.g., small group, flexible grouping, co-teaching, a variety of materials, centers, etc.)
3. The instructional staff will use evidence-based, scientific proven instructional practices to meet the needs of all students.
4. The district will provide comprehensive PK-12 literacy instruction.
5. All staff will be an integral part of the instructional practices and demonstrate effective use of available instructional time.
6. The district instructional staff will design and use appropriate, meaningful, and rigorous learning tasks for all students
7. The district will require and supervise instructional staff to see that instructional practices are implemented routinely and that these instructional practices are evidenced-based.
8. The instructional staff will analyze state benchmark items to target specific skills that could be improved.
9. The special education teachers will work with regular education teachers to co-teach, improve student performance and increase regular education placement for special education students.
10. The district will follow policies and procedures to assure differentiate instruction will be provided and includes students who have met eligibility criteria for an Individualized Education Plan (IEP) or a 504 Modification Plan.

**Strategy 2:** Instructional staff uses effective assessment practices to monitor student learning and adjust instruction.

Standards:	Funding:	Person or People Responsible:	Date:
I-2	Title I/Local/State	Everyone	May 2016

**Action Steps:**

1. The district instructional staff will use both formative and summative assessments to monitor student learning and adjust instruction.

**Goal 1: Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic and career goals.**

2. The district instructional staff will meet state achievement standards by regularly and systematically using assessment results and other student work to make adjustments to curriculum, instruction and intervention strategies.
3. Classroom assessments will include the use of higher order thinking and problem solving skills, as well as complex reasoning skills. The instructional staff will incorporate and show evidence that Depth of Knowledge is routinely practiced in all instruction.
4. The district instructional staff will provide timely, descriptive, and constructive feedback on assessments to students and parents. (Parent Portal)

**Strategy 3:** The district identifies and provides effective differentiated learning and behavioral support systems for all students.

Standards:	Funding:	Person or People Responsible:	Date:
I-3			May 2016

**Action Steps:**

1. The district will update a written process so that early identification of differentiated learning and behavioral supports are in place for all students.
2. The local school district will identify learning and behavioral supports and coordinate those supports at the classroom, building, and district level. (e.g., special education, Title I, 504 Modification Plan, Care-Team, etc.)
3. The local district will use a variety of student and program data to monitor, evaluate, and inform decision-making to identify and implement successful learning and behavioral supports. (e.g., Aims Web, STAR, MAP, EOC, CogAT, MAP-A, Access/W-APT, ACELLUS, iReady, Iowa Assessments, etc.)
4. The local district will collaborate with community partners to provide information and resources to students and parents to address barriers impacting student success including but not limited to academic, physical, and mental health needs. (e.g., Backpack Program, Health Fair, Outreach Program, Homeless, Outside Counseling Referral Form, Job Shadowing, etc.)
5. The district will re-evaluate the extended learning time provided to students to analyze monitor, and improve the effectiveness of the program. (e.g., before/after school tutoring, summer school, credit recovery, Advanced Instructional Opportunity, etc.)
6. The district will incorporate alternative instructional delivery systems. (e.g., USA Test Prep, Anywhere Learning Systems (A+), dual credit courses, vocational courses, gifted programs, class reduction, Title I interventions, ACELLUS, MoVIP, college courses, etc.)
7. The district will follow policies and procedures to assure differentiate instruction will be provided and includes students who have met eligibility criteria for an Individualized Education Plan (IEP) or a 504 Modification Plan, AP, etc.

**Strategy 4:** The district administers state-required tests and other assessments and uses disaggregated and longitudinal data to inform and adjust systems, curriculum and instructional practices.

**Goal 1: Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic and career goals.**

Standards:	Funding:	Person or People Responsible:	Date:
I-4		Curriculum Director	May 2016

**Action Steps:**

1. The district will continue to revise the written curriculum to be aligned and include the required components. (BYOC aligned to MO learning standards)
2. Subgroups will be identified and concerns will be addressed. (e.g., Aims Web, STAR, iReady etc.)
3. The district, Board of Education (BOE) will annually review performance data on any subgroup of five students or more in order to effectively monitor student achievement and persistence to graduation rates.

**Strategy 5:** The local BOE adopts and district staff implements, reviews, and revises a rigorous, guaranteed and viable curriculum for all instructional courses and programs.

Standards:	Funding:	Person or People Responsible:	Date:
I-5			May 2016

**Action Steps:**

1. The local district has a written curriculum that includes the required components and is aligned to the most recent version of Missouri’s academic standards.
2. The grade/subject level vertical teaming will provide collaboration to review data, discuss and refine curriculum to insure continuity of learning, suggest learning activities, and improve assessments and adjust lessons following assessments.
3. The district will develop a timeline to consistently review and revise curriculum.
4. The district’s written curriculum development and revision processes include PK-12 vertical teams of instructional staff and administrators (including teachers of all student populations) who meet regularly to insure articulation and vertical alignment.
5. The district will see that written procedures are in place and ensure that the written curriculum is implemented and is a part of the district’s program evaluation plan.
6. Adequate instructional time is available to implement the written curriculum.
7. The written, taught, and assessed curriculum is the same.
8. The district will include differentiated instruction as a viable part of the written curriculum.

**Strategy 6:** Guidance and counseling is an essential and fully integrated part of the instructional program.



**Goal 1: Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic and career goals.**

Standards:	Funding:	Person or People Responsible:	Date:
I-6			May 2016

<b><u>Action Steps:</u></b>
1. A district-wide guidance and counseling program has been developed and is fully implemented in every building consistent with the Missouri Comprehensive Guidance and Counseling Program framework.
2. The K-12 guidance curriculum is in place, integrated into regular curriculum where appropriate, and is regularly reviewed and revised as part of the district's evaluation plan.
3. All students, beginning no later than seventh grade, participate in an individual planning process designed to assist in a successful transition to college, technical school, the military, or the workplace. (e.g., Missouri Connections, careers class etc.)
4. The district will provide access to responsive services that will assist students in addressing issues and concerns that may affect their academic, career, and personal/social needs by making counseling services available at both buildings.
5. System support and management activities are in place to ensure full implementation, evaluation, and continued improvement of the district's comprehensive guidance program. (e.g., 7-12 counselors calendar, surveys, K-12 guidance and counseling calendar)

**Strategy 7:** The district establishes a culture focused on learning, characterized by high academic and behavioral expectations for all students.

Standards:	Funding:	Person or People Responsible:	Date:
I-7			May 2016

<b><u>Action Steps:</u></b>
1. Responsibility for the success of all students is evident in the shared mission and vision of the district.
2. The district will continue a process for establishing and maintaining a positive learning climate in both buildings.
3. The local district staff, administrators, and students will share in the accountability for academic achievement by being actively engaged in academic learning and demonstrating appropriate standards of behavior. (e.g., handbook, build a positive learning environment, student leadership focus)
4. The district will provide incentives and motivation to encourage students to do their best on any task.
5. A well-balanced, comprehensive co-curricular and extracurricular activities program is in place and aligned to the mission and vision of the district.

**Strategy 8:** The district provides a safe and orderly environment for all students and staff.

Standards:	Funding:	Person or People Responsible:	Date:
I-8			May 2016

**Goal 1: Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic and career goals.**

<b><u>Action Steps:</u></b>
1. The district will survey students to determine if they feel safe at school.
2. The district provides staff, teachers, parents, and students access to the district’s written code of conduct (e.g., handbook, policies, etc.) which specifies acceptable/unacceptable student behavior and consequences for that behavior. The code of conduct is enforced during school, on school property, on district-provided transportation, and during school-sponsored events, regardless of whether the events occur on or off school property and standards of conduct are consistently and equitably enforced by all staff.
3. Violence-prevention instruction, including information on preventing and responding to illegal harassment and bullying, has been provided for all students and staff.
4. Data is gathered on student violence, substance abuse, and bullying, and are used to modify programs and strategies to insure safe and orderly schools. (e.g., surveys are conducted)
5. Written procedures are in place to proactively identify and prevent potential disruptions to a safe and orderly school climate. (e.g., flip charts, crisis management plan, emergency handbook, emergency drills are practiced and PD is offered, etc.)

**Strategy 9:** Library Media Centers (LMC) are an essential and fully integrated part of the instructional program.

Standards:	Funding:	Person or People Responsible:	Date:
I-10			May 2016

<b><u>Action Steps:</u></b>
1. The library media center and its resources support, enhance, and enrich the curriculum.
2. The library media staff collaborates with instructional staff to integrate LMC resources and services into the instructional program.
3. Students have access to a full range of information, digital access, and reading resources and services in the LMC.
4. The LMC program is evaluated annually to identify strengths and weaknesses of the program.
5. With 80% of the new Missouri assessments addressing non-fiction, the district will support funding for more non-fiction audio/visual/books to supplement the curriculum in core academic areas/grades to improve performance.
6. The library media specialists will evaluate the LMC to determine if our district is meeting the state’s current LMC standards.

**Strategy 10:** The district advances excellence in teaching and learning through innovative and effective uses of technology.

Standards:	Funding:	Person or People Responsible:	Date:
I-11			May 2016

**Goal 1: Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic and career goals.**

<b><u>Action Steps:</u></b>
1. The district has a systemic plan aligned with a shared vision for school effectiveness and student learning through the infusion of information and communication technology (ICT) and digital learning resources.
2. The district provides consistent, adequate, and ongoing support of technology infrastructure, personnel, and digital resources.
3. The district will add a computer literacy/technology support person at the elementary.
4. The district provides equitable and reliable access to current and emerging technologies and digital resources with connectivity for all students, teachers, staff, and school leaders.
5. The district provides access to ongoing professional learning in technology, and opportunities for dedicated time, to practice and share ideas and use it in all curricula.
6. The district evaluates the impact of information and communication technology on teaching and learning. (e.g., surveys, etc.)
7. The district maintains technology that supports current assessment practices.
8. The district will work at getting 100% of the staff technology literate.
9. The district will continue providing the administration, educational staff, parents, and students with data management systems. (e.g., SIS, updated website, etc.)
10. The district will upgrade and replace inventory and maintain technology equipment as necessary.

**Strategy 11:** High quality, fully integrated career and technical education is available to all secondary students.

Standards:	Funding:	Person or People Responsible:	Date:
I-9, 1-5			May 2016

<b><u>Action Steps:</u></b>
1. The district has implemented programs of study for each department-approved career and technical education program offered with an attempt to sequence academics and career education content, leading students to attain a postsecondary degree and/or industry-recognized certificate or credential to make the entry into the workplace with a skill set conducive toward career advancement a success. (e.g., safe foods, welding, OSHA, live-stock evaluation, floriculture, agronomy, Broad Field family and consumer sciences, etc.),
2. The career and technical education program (career center, vocational programs) has a written curriculum for each course with a balance among classroom/laboratory instruction, leadership and personal learning, and premier leadership, personal growth and career success.
3. Written curriculum drives classroom instruction and assessment of Technical Skill Attainment.

4. The appropriate Career and Technical Student Organization (CTSO) is affiliated with the state and national organization and is an intra-curricular element of the program. (e.g., FBLA, FCCLA, FFA etc.)

**Goal 1: Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic and career goals.**

5. A system of data collection and evaluation provides the information necessary for program review and development so that students are prepared for postsecondary success leading to employment opportunities. (District surveys, advisory committees, kid's interest, community needs.)

6. The A+ Program is a part of college and career readiness.

7. The district will explore funding to enhance CTSO, curriculum and leadership opportunities.

8. The district will research workplace trends to determine at what level an educational career plan should be implemented. (advisory)

9. The district will use a survey of interest to determine what career classes need to be offered.

10. The district will involve and cooperate with the organizations and specific social agencies to establish a working relationship to promote the welfare of the students.

11. The district will improve work-site educational opportunities, including job-shadowing, experiential education, cooperative education and apprenticeships.

12. Service organizations will be encouraged to participate in school volunteer activities.

**Objective 2: The percent of graduates who scored at or above the state standard, the district's average composite scores, the percent of graduates who participated in/on any department-approved measures of college and career readiness, meets or exceeds the state or demonstrates the required improvement. For example, ACT, SAT, COMPASS, or Armed Services Vocational Aptitude Battery (ASVAB)**

**Strategy 1:** The district will work to increase the percentages necessary to meet or exceed state standards for college and career readiness.

Standards:	Funding:	Person or People Responsible:	Date:
I-9, PS 3-1, 2, 3			May 2016

**Action Steps:**

1. ASVAB is given to all sophomores.

2. Tracking will be done to ensure all students participate in ASVAB.

3. The district will encourage students to take the ACT and COMPASS.

4. The PLAN test will be given to all sophomores.

5. The district will provide the following in order to improve scores and percentage of students who take the tests: ACT preparation, P-SAT practice, Study sessions, 2014/15 All Juniors will take the ACT.

**Goal 1: Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic and career goals.**

**Objective 3: The percent of graduates who earned a qualifying score or grade on an Advanced Placement (AP) or Technical Skills Attainment (TSA) assessments and/or receive college credit or a qualifying grade through early college, dual enrollment or approved dual credit courses meets or exceeds the state standard or demonstrates required improvement.**

**Strategy 1:** The district will encourage students to participate in AP, TSA, dual credit and dual enrollment etc.

Standards:	Funding:	Person or People Responsible:	Date:
PS 3-5, 6			May 2016

**Action Steps:**

1. A placement test (COMPASS) will be given to all sophomore students and allow those students the opportunity to take AP classes if they have a qualifying score.

**Objective 4: The percent of graduates who attend post-secondary education/training, continue their education, are in the military within six (6) months of graduating, or who completes career education programs approved by the department and are placed in occupations directly related to their training meets the state standards or demonstrates required improvement.**

**Strategy 1:** The district encourages students to continue their education by providing information, resources, and direction.

Standards:	Funding:	Person or People Responsible:	Date:
PS 3, 5-6			May 2016

**Action Steps:**

1. Exit surveys will be done in May.

- |   |
|---|
| 2. The district will do a one hundred eighty day follow-up.                 |
| 3. The district will report statistics about last year's graduates in June. |

**Objective 5: The percent of students who regularly attend school meets or exceeds the state standard or demonstrates required improvement.**

**Strategy 5:** The district ensures all students regularly attend school.

**Goal 1: Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic and career goals.**

Standards:	Funding:	Person or People Responsible:	Date:
PS 4-1			May 2016

- Action Steps:**
- |  |
|--|
| 1. Attendance committee is used as an evaluation and appeals process to improve attendance. Daily calls and resource officer/juvenile officer visit. |
| 2. Incentives are given for 95% attendance and above.  |
| 3. Summer school and after school detention is used to make up hours missed.   |
| 4. The school district has a district policy that provides guidelines. (Policy JED-API)  |

**Objective 6: The percent of students who complete an educational program that meets the graduation requirements as established by the board, meets or exceeds the state standard or demonstrates required improvement.**

**Strategy 1:** The district ensures all students successfully complete high school.

Standards:	Funding:	Person or People Responsible:	Date:
PS 5-1			May 2016

- Action Steps:**
- |  |
|--|
| 1. The district will make a concerted effort to provide students multiple opportunities to complete course work and graduation requirements (credit recovery, online classes, MoVIP, ACELLUS).               |
| 2. The district will be proactive to guide students to stay on track to graduate.  |
| 3. The district will provide parent notification and conference with parents to ensure graduation.   |
| 4. The district will improve students' attendance GPA portion of the A+ contract by calling parents or sending a letter, meeting with students and teachers, and providing incentives for better attendance. |

## Goal 2:

Recruit, attract, develop and retain highly qualified staff to carry out LEA (local educational agency) district mission, goals and objectives.

**Goal 2: Recruit, attract, develop and retain highly qualified staff to carry out the LEA (local educational agency) district mission, goals and objectives.**

**Objective 1: The district develops and implements teacher/leader standards designed to ensure effective instructional staff for all students.**

**Strategy 1:** The district adopts and will implement an educator evaluation system that is aligned to the seven essential principles of effective evaluation, adopted by the state board of education, designed to ensure effective teachers and leaders.

Standards:	Funding:	Person or People Responsible:	Date:
TL-1			Finished adoption and implementing 2014

**Action Steps:**

1. The district will develop and implement professional teacher standards as indicated by the Missouri law section 160.045, RSMo.
2. The district will develop and implement professional leader standards as indicated by the Missouri Evaluation system.
3. Professional judgment will be used and applied by teachers and leaders in order for the district to inform and improve practice.

**Objective 2: 100% of administrators and teachers will be appropriately certificated for their assignments and will meet the highly qualified criteria.**

**Strategy 1:** The district will recruit, hire, monitor, and retain highly qualified certificated staff.

Standards:	Funding:	Person or People Responsible:	Date:
TL - 1			May 2016

**Action Steps:**

1. The superintendent will post job openings as soon as positions become available.
2. The district will interview and hire properly certificated staff for the appropriate positions that are open. Assignments will be approved by Board of Education.
3. The district will review and monitor staff to evaluate and determine if there are staff members on a provisional status and will update and apply highly qualified requirements and/or monitor that progress is being made towards completing a certificated status.
4. The district will ensure that correct data concerning teacher certification, assignments and course codes is being uploaded through MOSIS.

5. Teachers will be informed and assisted toward maintaining certification status and/or become highly qualified and will be encouraged to continue their education.

**Goal 2: Recruit, attract, develop and retain highly qualified staff to carry out the LEA (local educational agency) district mission, goals and objectives.**

6. The district will implement a plan to sufficiently attract and retain highly qualified and competent personnel including giving compensation for graduate credits and years of service and will provide recognition for continuing education.

7. The local Board of Education and Superintendent will meet with teachers to discuss and create a local salary schedule that is competitive with other local districts in our area our size.

**Objective 3: All staff will participate in regularly scheduled, ongoing professional learning focused on student performance goals as outlined in the Comprehensive School Improvement Plan (CSIP).**

**Strategy 1:** The district will develop and implement a professional development plan that includes the required components and meets the needs of students and educators.

Standards:	Funding:	Person or People Responsible:	Date:
TL-2			May 2016

**Action Steps:**

1. The district’s professional development committee (PDC) will develop a written professional development plan.

2. Financial support and release time will be given to certified staff to attend conferences, seminars and workshops to learn more about evidence-based learning strategies, technology instruction and other programs and methods that will help address curriculum and instructional practices related to raising student achievement (Ex: differentiated instruction, improving assessments, etc.)

3. The district and professional development committee will utilize survey’s and use information regarding the effectiveness of the professional development program.

4. The professional development committee will work with administrators to determine the frequency and number of days to be put into the school calendar for professional development.

5. Data analysis will be conducted to determine areas of weakness and professional development funds will be used to address these areas.

**Strategy 2:** Professional learning will be an ongoing process that includes all instructional staff to promote the use of evidence-based instructional practices that drives and supports learning.

Standards:	Funding:	Person or People Responsible:	Date:
TL-2			May 2016

**Goal 2: Recruit, attract, develop and retain highly qualified staff to carry out the LEA (local educational agency) district mission, goals and objectives.**

<b><u>Action Steps:</u></b>
1. A needs assessment will be conducted to decide what professional learning activities are needed.
2. The district will support on-going professional learning through meetings, in-services, workshops and conferences.
3. Teachers and leaders will share learned instructional practices with others in the district at teachers meetings or special meetings.
4. District leaders monitor fidelity of implementation of effective teaching practices through observation and supervision of classroom practices.
5. Through educator growth models, leader observations and peer observations, instructional staff will be monitored to determine whether professional learning is implemented in classroom instruction and demonstrates positive impact on student learning.
6. School-based collaborative teams are in place and focus on data informed decision-making, reflective practices, collaborative lesson design, examination of student work and student assessment, curriculum development, positive classroom learning environments, utilization of case studies and action research.

### Goal 3:

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

**Goal 3: Provide and maintain appropriate instructional resources, support services and functional and safe facilities.**

**Objective 1: The district will meet or exceed 100% of the MSIP standards to ensure, provide and maintain appropriate instructional resources, support services, functional and safe facilities.**

**Strategy 1: Instructional support and resources will be provided to improve instruction and achievement. (LMC, guidance, health, nutrition, technology, class size, viable curriculum and professional learning).**

Standards:	Funding:	Person or People Responsible:	Date:
I-10, I-6			May 2016

**Action Steps:**

1. LMC - The library media center and its resources support, enhance, and enrich the curriculum. The LMC staff uses opportunity to work with staff whenever possible to aid in instructional resources.
2. Guidance - Counselors will work with teachers to identify student needs. (e.g., Care Teams, etc.) Counselors will provide information to teachers on identifying, reporting, and supporting needs of students.
3. Resource Teachers - Resource teachers will diagnostic test and remediate at-risk students to provide appropriate instructional materials to enhance tier intervention instruction.
4. Health - The district health service will provide an optimal health program to encourage, maintain, or increase daily average attendance of the district's students in order to help individual academic progress and performance.
5. Nutrition - The students will have at least one nutritionally, well-balanced meal a day according to the state and federal guidelines.
6. Professional Learning - All staff participate in regularly scheduled, ongoing professional learning focused on student performance goals, using evidence based instructional practices.
7. Resources -
  1. A program of study will be monitored and updated to meet minimum graduation credit requirements and will meet the specific needs of students.
  2. A viable curriculum including resources will be implemented, reviewed and revised consistently to ensure appropriate instructional resources are provided and maintained.
  3. The use of virtual instruction, credit recovery and access to postsecondary preparation will be provided and used as resource.
  4. Enrollments will be consistent with class size and program studies.
  5. The district will research, analyze, evaluate and select a communication arts program that will be effectively aligned to the new standards.
8. Technology -
  1. Staff will need to be increased to teach more instructional literacy technology and text support at the elementary.
  2. A technology plan will be developed and updated as needed that aligns with the current needs/trends for the infusion of information and communication technology.
  3. Digital resources and equipment will be updated as needed.

**Goal 3: Provide and maintain appropriate instructional resources, support services and functional and safe facilities.**

- |  |
|--|
| <ol style="list-style-type: none"> <li>4. Professional opportunities will be provided to help develop the capacity to effectively integrate technology into the curriculum.</li> <li>5. The district will continue and maintain a comprehensive technology training program for all teachers and staff to help deliver, monitor and assess student learning.</li> <li>6. Policies for safety and procedures for technology are in compliance with federal and state regulations and staff will have technology safety training.</li> </ol> |
|--|

<p><b><u>Strategy 2:</u></b> The district will continue to monitor a long range building/facilities plan to address future and needed improvement to ensure functional and safe facilities.</p>
---

Standards:	Funding:	Person or People Responsible:	Date:
G-8, I-8			May 2016

- |   |
|---|
| <p><b><u>Action Steps:</u></b></p> <ol style="list-style-type: none"> <li>1. The BOE and district leadership will develop a plan for needed building repairs and improvements.</li> <li>2. The BOE and district leadership will ensure facilities are safe.</li> <li>3. The local district will see that the facilities are adequate in size, clean and well-maintained.</li> <li>4. The local district will see that maintenance concerns are monitored and addressed.</li> <li>5. Safety devices, security devices, cameras, lights, etc. have been installed and will be frequently monitored to ensure safety.</li> </ol> |
|---|

<p><b><u>Strategy 3:</u></b> The district will ensure that procedures and schedules are in place to monitor safety inspections, safety emergency drills, security and crisis management plans, a system for reporting accidents, violence prevention training for staff, bullying prevention training/ implementation, and utilize Missouri Center for Safe Schools, etc.</p>
---

Standards:	Funding:	Person or People Responsible:	Date:
I-8, G-8			May 2016

- |  |
|--|
| <p><b><u>Action Steps:</u></b></p> <ol style="list-style-type: none"> <li>1. The district leadership consistently and regularly conducts inspections of buildings and grounds for concerns, reports concerns, and follows up to see that the issues are resolved.</li> <li>2. Standards of conduct are enforced.</li> <li>3. Prevention strategies, drills, etc. have been provided for all students and staff.</li> <li>4. Written procedures are in place to proactively identify and prevent disruptions.</li> <li>5. Training such as violence, bullying, emergency drills, etc. will take place.</li> <li>6. Flip charts for crisis management and emergency have been placed in each common area and classroom.</li> <li>7. A district telephone system will be maintained for communication, safety, and security for each classroom, etc.</li> </ol> |
|--|

8. The district will continue to maintain and implement security measures: front door entry, security camera, phone message system, resource officer, juvenile officer.

### Goal 4:

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

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

**Objective 1: At least 80% of parents will be involved in their children’s education through a variety of means for all students. This will be measured by surveys, attendance sheets for activities, records of parent/teacher conferences or parent contacts. etc.**

**Strategy 1:** To increase student learning and performance, the district will provide increased opportunities for parent communication and involvement to learn about the district’s programs, services and student performance through a variety of activities and media.

Standards:	Funding:	Person or People Responsible:	Date:
G-11, 3; G-9; I-2; I-4			May 2016

**Action Steps:**

1. The district has procedures to involve family and community members in educational activities. Parent/teacher and parent/school information will be increased through a variety of methods. (e.g., conferences, web pages, newsletters, math and reading night, etc.)
2. Principals and teachers will utilize newsletters, phone calls, notes, letters, announcements, parent education brochures, student handbooks, district webpage, parent portal and other means to communicate with the parents as well as receiving information about their child’s academic progress on a regularly scheduled basis for all students.
3. Teachers will make parent contacts with issues of concerns and achievement.
4. Utilize local media to promote the value of education to students, parents and the community.
5. The elementary and high school will hold an open house to involve parents in the educational process.
6. Parent/teacher conferences will be held at the end of the first and third quarters to encourage parent involvement in their child’s education.
7. The district will continue to implement a web based student information system to improve parent involvement concerning student academic progress.
8. Parent education activities are provided as required by the Early Childhood Development Act. (ECDA)
9. Parent involvement activities will be scheduled throughout the school year in both buildings.

**Objective 2: 100% of patrons, parents, staff and students will have opportunities to be involved in order to improve student performance by discussing concerns with the district, and serving on committees including those required by the state or federal regulations to study specific issues and problems.**



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

**Strategy 1:** The district parents and patrons will have varied opportunities to constructively participate to provide communication and input into school services and in educational programs by serving on state mandated advisory committees, parent involvement committees and Title 1 committees.

Standards:	Funding:	Person or People Responsible:	Date:
G-6, G-9			May 2016

- Action Steps:**
1. Advisory committees comprised of school and community members have been established for LMC, Health, Guidance, PAT, A+, Title 1 and At Risk, CSIP, vocational and technology and are actively functioning.
  2. Career education programs have established advisory committees as required by state regulation.

**Strategy 2:** The district will collaborate with state and local agencies, non-profit organizations and other community groups that promote success, health, safety and welfare of students.

Standards:	Funding:	Person or People Responsible:	Date:
G-11, 2; I, 3			May 2016

- Action Steps:**
1. The district collaborates with community partners to provide information and resources to students and parents to address barriers impacting student success, including but not limited to academic, physical and mental health needs. (e.g., Back to School Back Pack program including a health fair with local agencies attending and educational pamphlets)
  2. The district actively cooperates with other agencies and parent and community groups (e.g., parent teacher organizations and Title 1) to provide information related to child development and/or parenting skills.
  3. A list of resources and agencies will be provided to all parents of all students to increase parent awareness of district resources regarding parenting.

**Objective 3: The district will continue to implement a comprehensive plan that integrates technology driven communication tools for all parents to access student and public information and communication tools for employee and school business.**

**Strategy 1:** The district will continue to use and implement a variety of technology tools and resources including but not limited to email, website, web-based parent portal, automated notification/communication system, online surveys, etc. to enhance communication between

school and home and provide opportunities for input and feedback from parents and patrons in the community.

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

Standards:	Funding:	Person or People Responsible:	Date:
I-11, 3 I-2, 4			May 2016

<b><u>Action Steps:</u></b>
1. Continue and further promote the use of email, parent phone logs, in SIS K-12 and the district's website to communicate school information to parents and community members.
2. Expand district web site to include: online form submission, event registration, surveys and links for parent and community input and feedback. Continue offering information useful for parents such as teacher office hours, email and phone numbers.
3. The District will provide opportunities for parents and the community to observe and use instructional technology: will involve a broad, diverse section of the community on the CSIP (and/or technology) planning committee.
4. The district will use technology to facilitate interactive communications among district staff, parents and community members.

## Goal 5:

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

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

**Objective 1: All members of the BOE, district leadership and staff will follow a code of ethics.**

**Strategy 1:** All those responsible will contribute to the success of every student by being ethical and acting with fairness and integrity.

Standards:	Funding:	Person or People Responsible:	Date:
G-1			May 2016

**Action Steps:**

1. The school board will adopt a policy to implement a code of ethics.
2. The district leadership will enforce a professional code of ethics for all employees.
3. The BOE will adopt and adhere to its own code of ethics.
4. Respect for students, employees, and others will include procedures and policies in district plans that will be implemented and followed.

**Objective 2: The local board of education annually adopts the Comprehensive School Improvement Plan (CSIP).**

**Strategy 1:** The local board of education and district leadership, in collaboration with the community, use qualitative data, quantitative data, and evaluation results to create a written, board-approved CSIP which drives improvement in student learning and guides the overall improvement of its educational programs and services.

Standards:	Funding:	Person or People Responsible:	Date:
G-2			May 2016

**Action Steps:**

1. The district leadership implements the CSIP to ensure the achievement and success of all students.
2. A current CSIP is maintained in the district and includes all the required components.
3. There is a written evaluation process for the CSIP and the CSIP is regularly evaluated and updated.
4. The local board of education utilizes the CSIP to monitor progress and continuous improvement of programs and services.
5. The CSIP will be updated annually after the APR, performance data, internal issues, external issues, strengths and concerns are analyzed and evaluated.

**Objective 3: The local board of education(BOE) will annually monitor/review the development and implementation of our shared mission and vision.**

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

**Strategy 1:** The board of education and district leadership will collect qualitative and quantitative data to guide and monitor the development and implementation of our mission and vision with goals so we can ensure high expectations for every student.

Standards:	Funding:	Person or People Responsible:	Date:
G-3			May 2016

**Action Steps:**

1. Data will be analyzed with input from all stakeholders.
2. The BOE and administration will guide, monitor and revise the development and implementation of a district-wide, learning-focused mission and vision as needed.

**Objective 4: To continuously improve, at least biennially, the local board of education and district leadership will review all programs and services.**

**Strategy 1:** The BOE regularly reviews and analyzes all data provided by district leadership in order to support the district’s mission, vision, achievement and success of all students.

Standards:	Funding:	Person or People Responsible:	Date:
G-4			May 2016

**Action Steps:**

1. The BOE adopts and implements an evaluation plan that analyzes the effectiveness of all programs and services.
2. Programs and services will be reviewed at least once every year by the BOE.
3. A survey is conducted that collects perceptual data from students and this information is used to help analyze and make informed decisions about the district’s programs and services.
4. The superintendent keeps a timeline to evaluate programs.
5. All programs and services are approved by the BOE.

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

**Strategy 2:** In order to make informed decisions to improve programs and services, the district will review and analyze postsecondary success rates.

Standards:	Funding:	Person or People Responsible:	Date:
G-4			May 2016

**Action Steps:**

1. The district will do the required surveys so that the district can review and analyze their success rates for postsecondary graduates.
2. The district will record data and information on success/status of graduates so the data can be reviewed and an evaluation of programs and services can be improved.

**Objective 5: The school complies with all provisions, regulations, and administrative rules applicable to each state and/or federal programs implemented.**

**Strategy 1:** The BOE, superintendent, principals and faculty will comply with state and federal mandates governing through monitoring and documentation.

Standards:	Funding:	Person or People Responsible:	Date:
G-5			May 2016

**Action Steps:**

1. The district will maintain a state-mandated Comprehensive School Improvement Plan that directs the overall improvement of its educational programs and services.
2. The BOE and district leaders will participate in professional development opportunities to keep current on changing legislative issues.
3. The BOE will use the Missouri School Board Association (MSBA) to keep a current set of policies and procedures to be used by the district.
4. Technology will be used to submit compliance plans applicable to state and/or federal guidelines.
5. The district will follow regulations through monitoring of Title 1, Special Education, Core Data, MOSIS, etc.
6. The district will comply with Missouri Safe School Act regulations applicable to the district to ensure all staff and students are aware of safety rules and regulations that help to provide a safe environment.

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

**Objective 6: The BOE and district leadership will, when necessary, and periodically facilitate collaboration with state and local agencies, non-profit organizations and community groups to ensure the welfare of all students.**

**Strategy 1:** The district will contact local agencies and utilize information that will help meet the needs of all students.

Standards:	Funding:	Person or People Responsible:	Date:
G-6			May 2016

**Action Steps:**

1. The district will identify local and state agencies, community groups, etc. that will provide a service to help meet student needs.
2. The district will identify those students, regardless of socio-economic background, ethnicity, gender, disability, or other individual characteristics, that will benefit from outside agency support.
3. District leaders and teachers will meet as needed with the agencies to collaborate and create an educational support plan.
4. The district will implement processes to facilitate regular collaboration with agencies to respond to student needs in a timely manner.
5. The district will continue to collaborate with Community Foundation of the Ozarks, Thayer Alumni and Thayer/Mammoth Rotary, Thayer Public School Foundation, etc.

**Strategy 2:** Through surveys, committees, etc. the district collaborates with community leaders to collect, describe, and analyze data on economic, social, and other emerging issues that impact district and school planning, programs and organization.

Standards:	Funding:	Person or People Responsible:	Date:
G-6			May 2016

**Action Steps:**

1. The local school district will examine local economic status to determine issues that can impact school planning, programs and organization.
2. Local demographics will be studied to promote awareness of plans or programs that are needed to ensure success, health, safety, and welfare of students.

**Strategy 3:** The district will collect and accurately communicate data concerning educational performance in a clear and timely way to inform the community and to help improve student success.

Standards:	Funding:	Person or People Responsible:	Date:
G-6			May 2016

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

<b><u>Action Steps:</u></b>
1. Data will be analyzed and shared through the media to the local community.
2. The local school district will share relevant school data through the district website, parent conferences and parent letters.

**Objective 7: One hundred percent (100%) of the local BOE receives training as required by law and will understand the roles and responsibilities of a board member and will act accordingly.**

**Strategy 1:** The BOE will meet regularly, establish policies and written procedures to guide district decision making and receive training, and participate in continued training and professional learning.

Standards:	Funding:	Person or People Responsible:	Date:
G-7			May 2016

<b><u>Action Steps:</u></b>
1. The BOE carries out policymaking functions and the superintendent and staff carries out administrative functions.
2. All formal contact between the local BOE and staff is channeled through the superintendent.
3. The BOE will establish and review policies and written procedures on a regular basis that reflect current legal requirements.
4. The BOE meets regularly and keeps accurate and complete records of its decisions, and makes the records available as required by law.
5. The BOE will receive training as required by law, and participate in continued training (MSBA), and professional learning.
6. The BOE will make an effort to attend regional MSBA meetings.

**Objective 8: The district will meet or exceed 100% of the Missouri School Improvement Programs Standards to manage organizational systems and resources for a safe, high-performing, learning environment.**

**Strategy 1:** The BOE and the district leadership will regularly communicate with district employees and the community regarding the district’s vision and mission.

Standards:	Funding:	Person or People Responsible:	Date:
G-8-1			May 2016

<b><u>Action Steps:</u></b>
1. The vision and mission is posted in the district buildings.

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

2. The local media and web site will be used to communicate the district’s vision and mission.

**Strategy 2:** District leaders will document evidence (e.g., observations, walkthroughs, collaborative teams, and mentoring) to develop professional growth plans

Standards:	Funding:	Person or People Responsible:	Date:
G-8-2			May 2016

**Action Steps:**

1. District leaders will meet with staff to explain and help develop a professional growth plan.
2. The district staff will develop a Professional Growth Plan to continually grow professionally through attendance at workshops, conferences, reading professional periodicals and books, teacher observation, teacher collaboration and yearly formal evaluations.

**Strategy 3:** The BOE and superintendent will continue to monitor to ensure that sufficient financial resources are provided by the community.

Standards:	Funding:	Person or People Responsible:	Date:
G-8-3			May 2016

**Action Steps:**

1. The local tax rate hearing is held to set the local base on taxes.
2. The superintendent will monitor the receipt of taxes.

**Strategy 4:** The BOE has adopted and enforces policies that require effective fiscal management and accountability.

Standards:	Funding:	Person or People Responsible:	Date:
G-8-4			May 2016

**Action Steps:**

1. The superintendent implements procedures to support the board policies.
2. The BOE and superintendent monitor the district finances.
3. The district is yearly audited by an independent agency.

**Strategy 5:** The BOE and the superintendent will employ appropriate procedures to ensure the accurate and timely reporting of required data to state and federal agencies.

Standards:	Funding:	Person or People Responsible:	Date:
G-8-5			May 2016

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

**Action Steps:**

1. All state and federal mandated reports will be prepared in advance by administration and/or staff and submitted to required agencies on or before deadline.

**Strategy 6:** The BOE and superintendent will ensure that the district facilities are safe, healthful, adequate in size, clean, well-maintained, and appropriate to house the educational programs of the district.

Standards:	Funding:	Person or People Responsible:	Date:
G-8-6,7			May 2016

**Action Steps:**

1. The district will continue monitoring and making improvements to facilities and maintenance concerns.
2. A building survey will be conducted and safety concerns will be addressed by installing security and safety devices as needed. These devices will be maintained.
3. The buildings will undergo a safety evaluation by the Center for Safe Schools as needed.
4. The school insurance company will also inspect the district facilities.
5. Security cameras will be maintained and added where needed to provide security and safety to school property, students, and staff.
6. The district staff will undergo trainings such as annual violence prevention, safety emergency drills, bus driver safety meetings, etc.
7. The district will maintain a telephone system for communication, safety, security, and parent notification of emergencies, etc.

**Strategy 7:** The district health services will provide an optimal health program to encourage, maintain, or increase the daily average attendance of the district's students in order to help individual academic progress and performance.

Standards:	Funding:	Person or People Responsible:	Date:
G-8-8			May 2016

**Action Steps:**

1. The district will provide health education both in the classroom and during individual visits concerning hygiene, self-care and attention to chronic health problems to help ensure individual student's academic progress.
2. The district will ensure that health screenings, referrals, and attention to local health issues help with early detection and intervention strategies.
3. The school nurse will print a report of individual student medical concerns that are seen monthly.
4. The district implements an updated wellness plan.

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

**Strategy 8:** The district ensures a nutrition program is available which provides at least one (1) nutritionally balanced meal available to all students each day in accordance with Federal and State Child Nutrition program regulations and guidelines.

Standards:	Funding:	Person or People Responsible:	Date:
G-8-9			May 2016

**Action Steps:**

1. The school district provides students the opportunity to participate in a breakfast and lunch program.
2. The district's food service improvement plan will be monitored and updated to include updating equipment.
3. The wellness plan will be updated as changes are necessary.

**Strategy 9:** The district will ensure safe and efficient transportation to and from school is provided in compliance with Missouri statutes, regulations, and BOE policy. The district will receive 100% on yearly bus inspections.

Standards:	Funding:	Person or People Responsible:	Date:
G-8-10			May 2016

**Action Steps:**

1. A rotation schedule will be used to purchase buses for transportation.
2. A daily bus inspection is conducted by drivers.
3. The district will annually monitor student bus routes and driver assignments on all students who use district transportation to go to and from school.
4. The district will conduct bus evacuation practices so the driver and students will be able to use a safe evacuation procedure in case of an emergency.
5. The district buses will pass an all safety inspections required by the state and undergo any repairs as needed to ensure all buses are safe for transporting.
6. The district bus drivers and subs will participate in a yearly training to ensure the safety of all riders in case of an emergency.
7. The district will maintain and update the security camera system on the buses.

**Objective 9: The district will meet or exceed one hundred percent (100%) of the Missouri Comprehensive School Improvement Plan Standards (MSIP) to involve and collaborate with families and community members.**

**Strategy 1:** The BOE, district leadership, and staff will involve families in educational activities and events that improve teaching and learning.

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

Standards:	Funding:	Person or People Responsible:	Date:
G-9-1,2,			May 2016

<b><u>Action Steps:</u></b>
1. The district will bring families and community members in to the district to share diverse interest.
2. The district needs to mobilize community resources that improve teaching and learning.
3. The board of education, district leadership, and staff will systematically and frequently provide information to the public about school programs. (e.g., web-based, written/oral communication, meetings, media, etc.)
4. The district will update the procedures of the Parent Involvement Plan to involve family and community members in educational activities.

**Strategy 2:** The district leadership and staff will identify preschool opportunities available to children and inform family and community members about the importance of early childhood education.

Standards:	Funding:	Person or People Responsible:	Date:
G-9-3			May 2016

<b><u>Action Steps:</u></b>
1. The district will identify and update preschool opportunities available every year.
2. The district will collaborate with agencies, use media etc. to inform parents and community members and make them aware of possible opportunities for early childhood development.

**Objective 10: The district will work toward meeting the needs of one hundred percent (100%) of the district's birth through prekindergarten population so that they will have access to high-quality early learning experiences that will prepare them to succeed in school.**

**Strategy 1:** The district will continue an early childhood education program.

Standards:	Funding:	Person or People Responsible:	Date:
G-10			May 2016

<b><u>Action Steps:</u></b>
1. The district will increase the number of early childhood participants as state or local funds are made available.
2. The district will provide additional funding for prekindergarten as student/staff ratio increases.

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

**Objective 11: The district will provide opportunities for one hundred percent (100%) of parents/guardians to attend and learn about the intellectual and developmental needs of their children at all ages and participate constructively in their children’s education.**

**Strategy 1:** Parent involvement activities are provided and scheduled regularly throughout the school year.

Standards:	Funding:	Person or People Responsible:	Date:
G-11-1,2,3			May 2016

**Action Steps:**

1. A parent involvement plan will be written and implemented.
2. Parent involvement activities will be scheduled throughout the school year and parents will be informed about these activities.
3. The district early childhood program will also provide parent education activities that will align to the Early Childhood Development Act. (ECDA)
4. Formal strategies are updated and in place to include parents/guardians in the educational process. (Parent/teacher conferences, Title I activities, parent involvement activities, career night, seventh and ninth grade orientation, etc.)
5. The district will continue to actively cooperate with other agencies and parent and community groups (e.g., Back Pack program, Title I) to provide information related to child development/and or parenting skills.
6. The district will purchase and provide parental information on educational topics and child development.
7. The district will continue to provide the after school Latchkey Program and after school tutoring.