

**MO DEPT ELEMENTARY
AND SECONDARY
EDUCATION**

EPEGS

CSIP

SCHOOL YEAR: 2008 -
2009 through 2013

DISTRICT: 081-094 ST. JAMES R-I

Mission Statement: We strive to provide a safe and nurturing educational environment where all students will acquire the skills, knowledge, and competencies necessary for successful participation in our changing society.

Local Needs: Examine the impact of Boys and Girls Town Data on the District APR and AYP

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

1. **Objective:** The District will increase the number of students scoring in the Top Two levels of the MAP Communication Arts test while decreasing the number of students scoring in the Bottom Two levels of the MAP.

MSIP Standard: 6.1,6.7,9.1

Progress Measure:

School Year	Baseline	Progress	Target	Target Met
2007 - 2008	51.6			Yes
2008 - 2009			59.2	N/A

Comments:

1. **Strategy:** The District will implement the use of research-based test taking practices using Study Island to improve MAP scores.

MSIP Standard: 6.1,6.3,6.4

Persons Responsible: Principals

Funding Source Name: Special Education Part B Entitlement, Title I, Local Funds, Title II.D Other - ARRA, Schoolwide Pool, Basic Formula - State Monies, TITLE II.D, Title I School Improvement (a) - ARRA, Title I School Improvement (g) - ARRA, Special Education Part B IDEA - ARRA

Date to Implement Strategy: 08/15/2009

Date of Completion: 05/20/2013

1. **Action Step:** Provide training and support for all teachers implementing Study Island

Date To Implement Action Step: 09/15/2008

Date of Completion: 10/10/2013

2. **Action Step:** Teachers will utilize Study Island as a pre-test, and throughout instruction as one means of formatively assessing student understanding of the concept.

Date To Implement Action Step: 08/15/2008

Date of Completion: 05/21/2013

2. **Strategy:** The District will analyze the written curriculum and instructional strategies used in Communication Arts classrooms to improve student achievement.

MSIP Standard: 1.1,1.2,1.3,6.1,6.2,6.3,6.4,6.5,6.7

Persons Responsible: Curriculum Director

Funding Source Name: Special Education Part B Entitlement, Title I, Local Funds, TITLE II.A, Schoolwide Pool, Basic Formula - State Monies, Title I School Improvement (a) - ARRA, Homeless Education - ARRA, Homeless Education, Title I School Improvement (g) - ARRA, Special Education Part B IDEA - ARRA

Date to Implement Strategy: 09/02/2008

Date of Completion: 05/21/2009

1. **Action Step:** The District will provide research-based professional development for Communication Arts teachers to learn how to best implement student-centered learning and to integrate technology into the learning, using the eMINTS model.

Date To Implement Action Step: 09/02/2008

Date of Completion: 05/21/2013

2. **Action Step:** Data from MAP testing and other local benchmark testing will be analyzed to determine strengths and weaknesses of the written curriculum, and revisions will take place.

Date To Implement Action Step: 08/15/2009

Date of Completion: 05/20/2013

3. **Strategy:** The District will provide professional development using the eMINTS model (175 hours of student centered instructional strategies over 2 years) to ensure research-based instruction is occurring within all Communication Arts classrooms, grades 6-12.

MSIP Standard: 1.2,1.3,6.3,6.4,6.7

Persons Responsible: Curriculum Director

Funding Source Name: Special Education Part B Entitlement, Title I, Local Funds, TITLE II.A, Schoolwide Pool, Basic Formula - State Monies, TITLE II.D, Title II.D

Other - ARRA, Title I School Improvement (a) - ARRA, Title I School Improvement (g) - ARRA, Special Education Part B IDEA - ARRA

Date to Implement Strategy: 08/01/2008

Date of Completion: 08/01/2013

1. **Action Step:** Classroom visits will occur with the Instructional Specialist into the classrooms to observe teacher instruction.

Date To Implement Action Step: 08/15/2009

Date of Completion: 05/20/2013

2. **Action Step:** Part of the teacher summative evaluation will be connected to the teacher's participation in the eMINTS training and his or her response in the classroom.

Date To Implement Action Step: 08/15/2009

Date of Completion: 05/21/2013

4. **Strategy:** The District will provide research-based professional development in balanced literacy, using the Missouri Reading Initiative (MRI) model, to improve student achievement in Communication Arts and reading.

MSIP Standard: 1.1,1.2,6.3,6.4,6.7,9.2

Persons Responsible: Curriculum Director

Funding Source Name: Special Education Part B Entitlement, Title I, Local Funds, TITLE II.A, Schoolwide Pool, Basic Formula - State Monies, Title I School Improvement (a) - ARRA, Title I School Improvement (g) - ARRA, Special Education Part B IDEA - ARRA

Date to Implement Strategy: 08/01/2008

Date of Completion: 08/01/2013

1. **Action Step:** MRI trainers will assist with the professional growth of these teachers by participating in classroom visits throughout the training.

Date To Implement Action Step: 08/15/2009

Date of Completion: 05/20/2013

5. **Strategy:** Collaborate with staff to examine instructional concerns to make data driven decisions regarding instructional materials

MSIP Standard: 6.1,6.2,6.3

Persons Responsible: Curriculum Director

Funding Source Name: Special Education Part B Entitlement, Title I, Local Funds, TITLE II.A, Schoolwide Pool, Basic Formula - State Monies, TITLE II.D, Title II.D Other - ARRA, Title I School Improvement (a) - ARRA, Title I School Improvement (g) - ARRA, Special Education Part B IDEA - ARRA

Date to Implement Strategy: 08/15/2009

Date of Completion: 05/20/2013

1. **Action Step:** Instructional materials for Communication Arts will be

examined and materials will be purchased, particularly non-fiction materials on appropriate reading levels.

Date To Implement Action Step: 08/15/2008

Date of Completion: 05/20/2013

- Action Step:** Communication Arts textbook review will occur to consider new textbook adoption to improve student achievement and to add literary materials to the media center.

Date To Implement Action Step: 08/15/2008

Date of Completion: 05/21/2013

6. **Strategy:** Each special ed teacher will develop a portfolio for each student with special needs to assess what strengths and weaknesses they have and to make adjustments in test-taking strategies to practice for MAP testing.

MSIP Standard: 6.1,6.2,6.3,6.4,6.5

Persons Responsible: Special Ed Director

Funding Source Name: Special Education Part B Entitlement, Title I, Local Funds, TITLE II.A, Schoolwide Pool, Basic Formula - State Monies, Title I School Improvement (a) - ARRA, Title I School Improvement (g) - ARRA, Special Education Part B IDEA - ARRA

Date to Implement Strategy: 08/15/2008

Date of Completion: 05/20/2013

- Action Step:** Portfolios will be reviewed regularly and passed on to the next case manager as appropriate.

Date To Implement Action Step: 08/15/2009

Date of Completion: 05/21/2013

2. **Objective:** The District will increase the number of students scoring in the Top Two levels of the MAP Math test while decreasing the number of students scoring in the Bottom Two levels of the MAP.

MSIP Standard: 1.1,1.2,6.1,6.2,6.3,6.4,6.5

Progress Measure:

School Year	Baseline	Progress	Target	Target Met
2007 - 2008	48.4			Yes
2008 - 2009			54.1	N/A

Comments:

- Strategy:** Teachers will utilize Study Island to MAP testing strategies.

MSIP Standard: 1.1,1.2,6.2,6.3,6.4

Persons Responsible: Curriculum Director

Funding Source Name: Special Education Part B Entitlement, Title I, Local

Funds, Title II.D Other - ARRA, Schoolwide Pool, Basic Formula - State Monies, TITLE II.D, Title I School Improvement (a) - ARRA, Title I School Improvement (g) - ARRA, Special Education Part B IDEA - ARRA

Date to Implement Strategy: 09/02/2008

Date of Completion: 05/21/2013

1. **Action Step:** Professional development will be provided to utilize Study Island.

Date To Implement Action Step: 08/15/2009

Date of Completion: 05/21/2013

2. **Action Step:** Data will be analyzed to assess the effectiveness of Study Island.

Date To Implement Action Step: 08/15/2008

Date of Completion: 05/21/2013

3. **Action Step:** Data will be analyzed to assess the effectiveness of Study Island.

Date To Implement Action Step: 08/15/2008

Date of Completion: 05/21/2013

2. **Strategy:** The District will examine curriculum and instructional materials to ensure appropriate rigor and make improvements where necessary, including the purchase of materials where required

MSIP Standard: 1.1,1.2,6.1,6.2,6.3,6.4

Persons Responsible: Curriculum Director

Funding Source Name: Homeless Education, Title I, Special Education Part B Entitlement, Local Funds, Early Child Parents as Teachers, Schoolwide Pool, Basic Formula - State Monies, Homeless Education - ARRA, ECSE - Current Year, Title I School Improvement (a) - ARRA, Title I School Improvement (g) - ARRA, Special Education Part B IDEA - ARRA

Date to Implement Strategy: 09/02/2008

Date of Completion: 05/21/2013

1. **Action Step:** MAP Data analysis indicates low student performance in Math grades k-12. Discussion will occur on both teaching practices and instructional materials and where to go from here to see better performance.

Date To Implement Action Step: 08/15/2008

Date of Completion: 05/21/2012

2. **Action Step:** Math textbooks and materials will be researched at high performing school districts, and to examine what research says works in math education.

Date To Implement Action Step: 08/21/2008

Date of Completion: 05/21/2013

3. **Strategy:** The District will provide professional development to improve the use of research-based instructional strategies in Math.

MSIP Standard: 1.1,1.2,6.3,6.4,6.5,6.7

Persons Responsible: Instructional Specialist

Funding Source Name: Special Education Part B Entitlement, Title I, Local Funds, Early Child Parents as Teachers, Schoolwide Pool, Basic Formula - State Monies, TITLE II.D, Title II.D Other - ARRA, TITLE II.A, ECSE - Current Year, Title I School Improvement (a) - ARRA, Title I School Improvement (g) - ARRA, Special Education Part B IDEA - ARRA

Date to Implement Strategy: 09/02/2008

Date of Completion: 05/21/2013

1. **Action Step:** eMINTS training will continue for each new EL and MS teacher for a two-year period.

Date To Implement Action Step: 09/02/2008

Date of Completion: 05/21/2009

2. **Action Step:** Part of the teacher's summative evaluation will be on the implementation of the instructional strategies learned during eMINTS professional development.

Date To Implement Action Step: 08/15/2008

Date of Completion: 05/21/2013

3. **Action Step:** Math textbooks and materials will be researched at high performing school districts, and to examine what research says works in math education.

Date To Implement Action Step: 08/15/2009

Date of Completion: 05/21/2013

3. **Objective:** The District will analyze the sub-group of IEP students' MAP Scores in Communication Arts to create strategies to improve student achievement with special needs students.

MSIP Standard: 1.1,1.2,6.3,6.4,6.5,7.1

Progress

Measure:

School Year	Baseline	Progress	Target	Target Met
2006 - 2007	8.8			N/A
2007 - 2008		20.3		Yes
2008 - 2009			25	N/A

Comments:

1. **Strategy:** Each special ed teacher will develop a portfolio for each student with special needs to assess what strengths and weaknesses they have and to make adjustments in test-taking strategies to practice for MAP testing.

MSIP Standard: 6.2,6.4,7.1

Persons Responsible: Special Services Director

Funding Source Name: Special Education Part B Entitlement, Title I, Local Funds, TITLE II.A, Schoolwide Pool, Basic Formula - State Monies, Title I School Improvement (a) - ARRA, Title I School Improvement (g) - ARRA, Special Education Part B IDEA - ARRA

Date to Implement Strategy: 09/02/2008

Date of Completion: 05/21/2013

1. **Action Step:** Research-based test taking strategies will be examined, and training will be provided, to assist special ed teachers in helping students with special needs succeed in MAP assessment. Teachers will also collaborate and share success strategies for implementing MAP testing to students.

Date To Implement Action Step: 09/02/2008

Date of Completion: 05/21/2013

2. **Action Step:** Special Ed teachers will collaborate with regular ed teachers and are using regular ed curriculum to help students prepare for MAP testing. They will develop instructional support strategies to personally assist each student with MAP assessment preparation.

Date To Implement Action Step: 08/21/2008

Date of Completion: 05/21/2013

2. **Strategy:** Special Ed teachers will collaborate to develop a set of special test taking strategies for students taking MAP.

MSIP Standard: 6.2,6.5,7.1

Persons Responsible: Special Services Director

Funding Source Name: Special Education Part B IDEA - ARRA, Special Education Part B Entitlement, Local Funds, Basic Formula - State Monies, Schoolwide Pool

Date to Implement Strategy: 09/02/2008

Date of Completion: 05/21/2009

1. **Action Step:** Student assessment data will be analyzed yearly to assess the validity of the test-taking strategies provided to the students.

Date To Implement Action Step: 08/15/2008

Date of Completion: 05/21/2013

4. **Objective:** The District will analyze the sub-group of IEP students' MAP Scores in Math to create strategies to improve student achievement with special needs students.

MSIP Standard: 1.1,1.2,6.1,6.2,6.3,6.4,6.5,7.1

Progress Measure:

School Year	Baseline	Progress	Target	Target Met
2006 - 2007	11.4			N/A
2007 - 2008		23.5		Yes
2008 - 2009			30	N/A

Comments:

1. **Strategy:** Special Ed teachers will develop a portfolio on each of the special needs students to better assess strengths and weaknesses of each student in MAP Assessment preparation.

MSIP Standard: 6.2,6.3,6.4,7.1

Persons Responsible: Special Ed Director

Funding Source Name: Special Education Part B Entitlement, Title I, Local Funds, TITLE II.A, Schoolwide Pool, Basic Formula - State Monies, Title I School Improvement (a) - ARRA, Title I School Improvement (g) - ARRA, Special Education Part B IDEA - ARRA

Date to Implement Strategy: 09/02/2008

Date of Completion: 05/21/2013

1.**Action Step:** Teachers will develop a set of strategies to use during test-taking preparation for MAP assessment.

Date To Implement Action Step: 09/02/2008

Date of Completion: 05/21/2013

2.**Action Step:** Study Island will be implemented with special needs students to assist with test-taking strategies.

Date To Implement Action Step: 09/02/2008

Date of Completion: 05/21/2009

2. **Strategy:** Special Ed teachers will participate in MRI and eMINTS training to gain expertise in utilizing student centered learning within their classrooms.

MSIP Standard: 6.3,6.4,7.1

Persons Responsible: Curriculum Director, Special Services Director

Funding Source Name: Title II.D Other - ARRA, Title I - School Improvement (g), Schoolwide Pool, Local Funds, Basic Formula - State Monies, Title I, TITLE II.D, Title I School Improvement (a), Title I School Improvement (a) - ARRA, Title I School Improvement (g) - ARRA

Date to Implement Strategy: 08/21/2009

Date of Completion: 05/21/2013

1. **Action Step:** Classroom visits will occur along with the PD.

Date To Implement Action Step: 08/21/2009

Date of Completion: 05/21/2013

- Action Step:** Special Ed teachers will be evaluated during formative evaluation as to their participation in the eMINTS and MRI training and their attempts to use the strategies in the classroom.

Date To Implement Action Step: 08/15/2009

Date of Completion: 05/21/2013

- Objective:** The District will increase the percent of students in grades 3-12 that will be proficient readers.

MSIP Standard: 1.1,1.2,6.1,6.2,6.3,6.5,9.2

Progress Measure:

School Year	Baseline	Progress	Target	Target Met
2008 - 2009	70.2		90	N/A

Comments: Baseline data determined in 01/09 by STAR testing. Proficiency is defined as students reading at or above their grade level at that time.

- Strategy:** The District will identify students who demonstrate achievement discrepancies in reading, and implement a plan with measurable objectives for each low-achieving group.

MSIP Standard: 6.3,6.9,9.1,9.2

Persons Responsible: Teachers, Principals, Special Ed. Teachers, Counselors

Funding Source Name: TITLE II.A, Special Education Part B Entitlement, Local Funds, Basic Formula - State Monies, Schoolwide Pool, Title I

Date to Implement Strategy: 08/14/2008

Date of Completion: 05/21/2013

- Action Step:** The District will develop a district-wide reading team to assess the needs of each building and for implementing reading programs to ensure all children read at their appropriate reading level.

Date To Implement Action Step: 08/01/2007

Date of Completion: 05/21/2013

- Action Step:** The District will identify and provide research-based services for students in need of additional reading support through RtI. Services will include Reading Recovery, Missouri Reading Initiative (comprehensive literacy), Wilson Reading, and SOAR Reading. DRA, multi-wings criteria checklists, STAR Reading Assessments, and other assessments will be used when appropriate.

Date To Implement Action Step: 09/02/2008

Date of Completion: 05/21/2013

- Action Step:** The District will provide summer reading programs through summer school.

Date To Implement Action Step: 05/21/2007

Date of Completion: 08/30/2013

4. **Action Step:** The District will provide mentoring programs and other after-school reading programs.

Date To Implement Action Step: 09/02/2008

Date of Completion: 05/21/2013

2. **Strategy:** The District will provide research-based staff development using the Missouri Reading Initiative (MRI) model to support teachers in developing appropriate reading strategies for all students.

MSIP Standard: 6.3,6.4,6.5,6.7

Persons Responsible: Prof. Development Comm., Administrative Staff

Funding Source Name: Special Education Part B Entitlement, Title I, Local Funds, Early Child Parents as Teachers, Schoolwide Pool, Basic Formula - State Monies, TITLE II.D, Title II.D Other - ARRA, TITLE II.A, ECSE - Current Year, Title I School Improvement (a) - ARRA, Title I School Improvement (g) - ARRA, Special Education Part B IDEA - ARRA

Date to Implement Strategy: 09/02/2008

Date of Completion: 05/21/2013

1. **Action Step:** Provide professional development to staff at all buildings to implement research-based reading initiatives to improve reading among all students.

Date To Implement Action Step: 08/15/2008

Date of Completion: 05/21/2013

2. **Action Step:** Provide staff development tailored to building level needs such as: a. Grade level meetings b. Vertical team sessions c. Professional Learning Communities study groups d. Consultants

Date To Implement Action Step: 08/15/2008

Date of Completion: 05/21/2013

3. **Action Step:** Use local staff to provide reading training in possible areas of concern.

Date To Implement Action Step: 08/21/2008

Date of Completion: 05/21/2013

4. **Step:** Continue the Missouri Reading Initiative at the elementary building and expand to the Middle School.

Date To Implement Action Step: 08/21/2008

Date of Completion: 05/21/2013

5. **Action Step:** Continue to provide staff development for administrators on the components of effective reading instruction.

Date To Implement Action Step: 08/21/2008

Date of Completion: 05/21/2013

6. **Action Step:** Provide parent involvement activities to address on-going needs to assist students in becoming proficient readers.
Date To Implement Action Step: 05/21/2008
Date of Completion: 05/21/2013
7. **Action Step:** Provide technological professional development activities to improve the use of technology as an instructional tool.
Date To Implement Action Step: 08/21/2008
Date of Completion: 05/21/2013
8. **Action Step:** The District will provide mentoring programs and other after-school reading programs.
Date To Implement Action Step: 08/15/2008
Date of Completion: 05/21/2013

3. **Strategy:** The District will review current resources and provide additional resources to enable students to become proficient readers.

MSIP Standard: 6.3,6.4,6.5,6.7

Persons Responsible: Principals, Dist. Reading Committee, Superintendent

Funding Source Name: Special Education Part B Entitlement, Title I, Local Funds, TITLE II.A, Basic Formula - State Monies, TITLE II.D, Title II.D Other - ARRA, Title I School Improvement (a) - ARRA, Title I School Improvement (g) - ARRA, Special Education Part B IDEA - ARRA

Date to Implement Strategy: 09/02/2008

Date of Completion: 05/21/2009

1. **Action Step:** Provide recommended non-fiction, fiction, and reference materials for each building.
Date To Implement Action Step: 07/01/2008
Date of Completion: 05/21/2013
2. **Action Step:** Media Specialists annually review resources as a part of the District Library/Media Plan.
Date To Implement Action Step: 07/01/2008
Date of Completion: 05/21/2013
3. **Action Step:** Consider online reference materials to expand materials for each Media Center.
Date To Implement Action Step: 07/01/2008
Date of Completion: 05/21/2013
5. **Objective:** The district will improve overall student attendance.
MSIP Standard:

Progress Measure:

School Year	Baseline	Progress	Target	Target Met
2007 - 2008	94			N/A
2008 - 2009			95.1	N/A

Comments: MSIP standard for high2 in APR is 95.5 overall attendance average for K-12.

1. **Strategy:** District will analyze the attendance record keeping system for inaccuracies in reporting to ensure we are getting full credit for all academic activities occurring throughout the year.

MSIP Standard: 9.6

Persons Responsible: Core Data Coordinator

Funding Source Name: Title II.D Other - ARRA, Homeless Education - ARRA, Homeless Education, Local Funds, Basic Formula - State Monies, TITLE II.D

Date to Implement Strategy: 08/21/2008

Date of Completion: 05/21/2013

1. **Action Step:** The Core Data Coordinator will provide training to building administrators and support staff on methods of reporting attendance accurately.

Date To Implement Action Step: 08/05/2008

Date of Completion: 05/21/2013

2. **Action Step:** The attendance data will be analyzed each month to ensure it is being accurately reported.

Date To Implement Action Step: 08/01/2008

Date of Completion: 05/21/2013

7. **Objective:** The district will improve the graduation rate (percent of students graduating). **MSIP Standard:** **Progress Measure:**

School Year	Baseline	Progress	Target	Target Met
2006 - 2007	87			N/A
2007 - 2008		85.5		No

Comments:

1. **Strategy:** The high school will use A+ Anywhere software to provide a means of credit recovery to students.

MSIP Standard: 1.3,9.5

Persons Responsible: High School Principal

Funding Source Name: Title II.D Other - ARRA, Special Education Part B

IDEA - ARRA, Special Education Part B Entitlement, Local Funds, Basic Formula - State Monies, TITLE II.D

Date to Implement Strategy: 08/15/2008

Date of Completion: 05/21/2013

1. **Action Step:** The district will investigate the costs of purchasing A+ Anywhere for the high school as compared with leasing a fiber line between the high school and the alt school.

Date To Implement Action Step: 03/02/2009

Date of Completion: 06/30/2013

2. **Action Step:** The Alt School will provide zero hour and night school for credit recovery.

Date To Implement Action Step: 08/20/2008

Date of Completion: 05/21/2013

3. **Action Step:** The A Plus Schools Department and Counseling Center will monitor students for graduation concerns and develop personal plans to assist all students in graduating on time.

Date To Implement Action Step: 08/15/2008

Date of Completion: 05/21/2013

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

1. **Objective:** The district will examine all personnel to ensure that all teachers are highly qualified staff with appropriate and required educational certification.

MSIP Standard: 5.1,7.7

Progress Measure:

School Year	Baseline	Progress	Target	Target Met
2006 - 2007	96%			N/A
2007 - 2008		95.1%		Yes

Comments: Teachers defined as highly qualified. This is decreasing over time. 95% is the state minimum.

1. **Strategy:** The district will provide opportunities for staff to improve certification areas and communicate effectively when openings occur.

MSIP Standard: 5.1,6.5,6.6,6.7,8.4,8.5,8.8,8.9

Persons Responsible: Superintendent, Administrators

Funding Source Name: Special Education Part B Entitlement, Title I, Local Funds, TITLE II.A, Schoolwide Pool, Basic Formula - State Monies, ECSE - Current Year, Title I School Improvement (a) - ARRA, Title I School Improvement (g) - ARRA, Special Education Part B IDEA - ARRA

Date to Implement Strategy: 09/02/2008

Date of Completion: 05/21/2013

1. **Action Step:** The district will maintain the school district website which will increase awareness of the educational employment opportunities of the district and promote the community as a desirable place to live and work.

Date To Implement Action Step:

Date of Completion:

2. **Action Step:** The district will utilize the internet educational job sites to post job openings and recruit potential staff.

Date To Implement Action Step: 08/15/2008

Date of Completion: 05/21/2013

3. **Action Step:** The district will provide and maintain safe and attractive facilities.

Date To Implement Action Step: 09/02/2008

Date of Completion: 05/21/2013

4. **Action Step:** The district will promote and improve the district climate for learning for teachers and staff while maintaining a focus on student achievement.

Date To Implement Action Step: 09/02/2008

Date of Completion: 05/21/2013

5. **Action Step:** The district will provide tuition reimbursement opportunities for staff to maintain certification or earn advanced degrees.

Date To Implement Action Step: 09/02/2008

Date of Completion: 05/21/2013

3. **Objective:** The district will provide ongoing professional development as an integral part of the educational program and all school/district improvement initiatives in an effort to develop and retain highly qualified staff.

MSIP Standard:

Progress Measure:

School Year	Baseline	Progress	Target	Target Met
2006 - 2007	35			N/A
2007 - 2008		35		Yes

Comments: 5 days x 7 hours per day - Hours of professional development provided for all staff each school year in addition to professional learning communities, eMINTS and MRI training

1. **Strategy:** The District will provide professional development opportunities to all staff on areas of concern for our student population.

MSIP Standard: 6.7**Persons Responsible:** Superintendent, Administrators, PDC Committee**Funding Source Name:** Special Education Part B Entitlement, Title I, Local Funds, Early Child Parents as Teachers, Schoolwide Pool, Basic Formula - State Monies, TITLE II.A, ECSE - Current Year, Title I School Improvement (a) - ARRA, Title I School Improvement (g) - ARRA, Special Education Part B IDEA - ARRA**Date to Implement Strategy:** 08/01/2008**Date of Completion:** 05/21/2009

1. **Action Step:** Teaching staff will annually elect a Professional Development Committee that will meet regularly to determine the professional development and training needs of the district.
Date To Implement Action Step: 08/15/2008
Date of Completion: 05/21/2013
2. **Action Step:** Conduct an annual needs assessment to determine the professional development areas which need to be addressed in the annual Professional Development Plan presented to the Board.
Date To Implement Action Step: 08/15/2008
Date of Completion: 05/21/2013
3. **Action Step:** Provide funding for K-12 teachers and administrators to attend workshops and conferences in areas that address building and district-wide goals.
Date To Implement Action Step: 08/21/2008
Date of Completion: 05/21/2013
4. **Action Step:** Provide all classroom teachers with relevant achievement data and training on electronic programs to access achievement data to provide information for analysis and programming on individual student and classroom basis.
Date To Implement Action Step: 08/21/2008
Date of Completion: 05/21/2013
5. **Action Step:** Provide training opportunities to enhance knowledge of Missouri Grade level expectations (GLE's) and CLE's, Show-Me Standards, Depth of Knowledge (DOK), Missouri Assessment Program (MAP) and to provide ongoing alignment in the area of curriculum, instruction, and assessment.
Date To Implement Action Step: 08/21/2008
Date of Completion: 05/21/2013
6. **Action Step:** Provide teachers and staff with appropriate in-service training programs to identify, understand meet the challenging educational needs of at risk students including those students living in poverty (Ruby Payne model)
Date To Implement Action Step: 08/21/2008

Date of Completion: 05/21/2013

7. **Action Step:** Provide professional development on research based instructional strategies to improve student achievement, expand the tiers of intervention, and differentiated instruction to prescriptively meet the needs of each student (Missouri Reading Initiative, Reading Recovery, Wilson Reading, eMINTS, Study Island and other research based programs)

Date To Implement Action Step: 08/21/2008

Date of Completion: 05/21/2013

8. **Action Step:** Professional learning communities will continue to provide collaborative opportunities for teachers at multiple grade levels to work on curriculum, instruction and assessment.

Date To Implement Action Step: 08/21/2008

Date of Completion: 05/21/2013

9. **Action Step:** Provide technology training on how to effectively integrate the use of technology into the classroom, and provide initial and follow up training for eMINTS teachers on research based instructional strategies, including inquiry based learning.

Date To Implement Action Step: 08/21/2008

Date of Completion: 05/21/2013

10. **Action Step:** First and second year teachers will be provided a mentor teacher and participate in the development of a professional development plan.

Date To Implement Action Step: 08/21/2008

Date of Completion: 05/21/2013

11. **Action Step:** A newly hired teacher who does not require a mentor will be assigned a buddy teacher, an experienced teacher in the St. James District, to advise them.

Date To Implement Action Step: 08/15/2008

Date of Completion: 05/21/2013

12. **Action Step:** The district will provide tuition reimbursement for one qualifying college class per year (up to 3 college hours) and reimburse for Praxis exams as an incentive to professional development and pursuit of appropriate certification for teachers to meet the highly qualified standard for their teaching assignment.

Date To Implement Action Step: 08/21/2008

Date of Completion: 05/21/2013

13. **Action Step:** The District will provide training on the Ruby Payne model of understanding poverty and its implications on our students.

Date To Implement Action Step: 08/01/2008

Date of Completion: 05/21/2013

2. **Strategy:** The District will encourage teachers to acquire a Master's Degree in their content areas in order to provide high quality instructional opportunities for students.

MSIP Standard: 6.7

Persons Responsible: Superintendent, Administrators, RDC Committee

Funding Source Name: Local Funds, Basic Formula - State Monies

Date to Implement Strategy: 08/15/2008

Date of Completion: 05/21/2013

1. **Action Step:** The Professional Development Committee will continue to provide funds for one three hour course each year for a teacher working on graduate work in his/her field of study.

Date To Implement Action Step: 08/21/2008

Date of Completion: 05/21/2013

2. **Action Step:** The Board will offer an agreement with the teacher, providing the remainder of the funds, up to four classes per year, toward a Master's in the teacher's content area, or a Master's/Certification in an area determined to be high need by the District.

Date To Implement Action Step: 08/21/2008

Date of Completion: 05/21/2013

3. **Action Step:** Upon completion of the Master's/Certification, the teacher will agree to stay with the school district for three years. After the three years, the Board will forgive the cost of the Master's/Certification. Should the teacher leave the District prior to the three-year period, the Board will prorate the amount owed by the amount of service given.

Date To Implement Action Step: 08/21/2008

Date of Completion: 05/21/2013

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

1. **Objective:** Examine textbook and other instructional resources for purchase for the upcoming school year. Collaborate with staff to examine textbook needs.

MSIP Standard: 6.4

Progress Measure:

Comments:

1. **Strategy:** Collaborate with staff to examine instructional concerns to make data driven decisions regarding instructional materials.

MSIP Standard: 6.3,6.4

Persons Responsible: Curriculum Director, Administrators

Funding Source Name: Special Education Part B Entitlement, Title I, Local Funds, Early Child Parents as Teachers, Schoolwide Pool, Basic Formula - State Monies, TITLE II.A, ECSE - Current Year, Title I School Improvement (a) - ARRA, Title I School Improvement (g) - ARRA, Special Education Part B IDEA - ARRA

Date to Implement Strategy: 08/21/2008

Date of Completion: 05/21/2009

1. **Action Step:** Use research to determine best practices in instructional purchases.

Date To Implement Action Step: 08/21/2008

Date of Completion: 05/21/2013

2. **Action Step:** Make purchase decisions based on data and funding limitations to determine priorities.

Date To Implement Action Step: 08/20/2008

Date of Completion: 05/21/2013

2. **Objective:** Roofs at the elementary school will be replaced.

MSIP Standard: 8.10,8.11

Progress Measure:

Comments: percent of the elementary building that has been re-roofed.

1. **Strategy:** Bids will be awarded to replace portions of the elementary each year.

MSIP Standard: 7.7,8.10

Persons Responsible: Superintendent

Funding Source Name: Local Funds, Basic Formula - Classroom Trust Fund

Date to Implement Strategy: 08/14/2008

Date of Completion: 05/21/2013

1. **Action Step:** Each year a portion of the roof will be replaced until the project is completed.

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2013

3. **Objective:** The district will improve the safety of the elementary school building by examining ways to enclose the walkways and secure the doors.

MSIP Standard: 6.6,8.11

Progress Measure:

School Year	Baseline	Progress	Target	Target Met
2008 - 2009	74%			N/A

Comments: Percent of Insight survey respondents who believe the elementary walkways should be included to improve safety at the elementary building.

1. **Strategy:** A bond issue will be discussed in hopes of enclosing the walkways at elementary.

MSIP Standard: 8.10,8.11

Persons Responsible: Administrators, Teachers

Funding Source Name: Local Funds, Basic Formula - Classroom Trust Fund

Date to Implement Strategy: 08/01/2009

Date of Completion: 05/21/2013

1. **Action Step:** Involve staff, students, parents and patrons in identifying current issues with walkways.

Date To Implement Action Step: 08/01/2009

Date of Completion: 05/21/2013

2. **Action Step:** With the assistance of architects, develop a plan for enclosing the walkways.

Date To Implement Action Step: 08/01/2009

Date of Completion: 05/21/2013

2. **Strategy:** Building security, involving individual and property protection, will be improved.

MSIP Standard: 8.11

Persons Responsible: Safety Coordinator, Administrators

Funding Source Name: Special Education Part B Entitlement, Local Funds, Basic Formula - Classroom Trust Fund

Date to Implement Strategy: 07/01/2008

Date of Completion: 06/30/2013

1. **Action Step:** Assure that all facility planning addresses safety concerns.

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2013

2. **Action Step:** Open walkways at the elementary school will be enclosed.

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2013

3. **Action Step:** Telephones will be available throughout the buildings.

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2013

4. **Action Step:** Outside lighting issues will be investigated and corrected where needed.

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2013

3. **Strategy:** Assure that all facilities planning meet American with Disabilities Act compliance.

MSIP Standard: 7.1

Persons Responsible: Safety Coordinator, Administrators

Funding Source Name: Special Education Part B IDEA - ARRA, Special Education Part B Entitlement, Local Funds, Basic Formula - Classroom Trust Fund

Date to Implement Strategy: 09/02/2008

Date of Completion: 05/21/2013

1. **Action Step:** Examine ways to improve ADA compliance in the upper portion of the high school.

Date To Implement Action Step: 09/02/2008

Date of Completion: 05/21/2013

2. **Action Step:** Identify students with special needs at every building to ensure that the district is meeting their specific needs in all areas.

Date To Implement Action Step: 09/02/2008

Date of Completion: 05/21/2013

4. **Strategy:** Provide adequate facilities to meet instructional needs of students and staff.

MSIP Standard: 6.4

Persons Responsible: Safety Coordinator, Administrators, Teachers

Funding Source Name: Special Education Part B IDEA - ARRA, Special Education Part B Entitlement, Local Funds, Basic Formula - Classroom Trust Fund

Date to Implement Strategy: 07/01/2008

Date of Completion: 06/30/2013

1. **Action Step:** Provide facilities to separate students into age appropriate settings

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2013

2. **Action Step:** Provide facilities of adequate size to meet the needs of the current and future student populations

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2013

3. **Action Step:** Upgrade facilities to meet the academic needs of students

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2013

4. **Action Step:** Assure that planning includes technology considerations

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2013

5. **Action Step:** A technology plan will be written and implemented

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2013

3. **Objective:** High School roofs will be replaced over gym, band room, and media center.

MSIP Standard: 8.11

Progress Measure:

Comments: Percent of roofs in excellent condition.

1. **Strategy:** Roofers will complete the above portion of the high school roofs.

MSIP Standard: 6.6,8.10,8.11

Persons Responsible: Superintendent

Funding Source Name: Local Funds, Basic Formula - Classroom Trust Fund

Date to Implement Strategy: 04/09/2009

Date of Completion: 08/01/2013

1.**Action Step:** Parents will be surveyed as to their concerns at the elementary school.

Date To Implement Action Step: 08/15/2008

Date of Completion: 05/21/2013

5. **Objective:** Wiring throughout the high school will be upgraded with safer wiring.

MSIP Standard: 8.10,8.11

Progress Measure:

School Year	Baseline	Progress	Target	Target Met
2007 - 2008	90			N/A

Comments: Percent of the district facilities that are currently wired for safety and maximum efficiency.

1. **Strategy:** A wiring plan will be utilized to rewire the final half of the high school up to safety codes and for higher bandwidth performance.

MSIP Standard: 6.3,6.6,8.10,8.11

Persons Responsible: Technology Director

Funding Source Name: Special Education Part B IDEA - ARRA, Special Education Part B Entitlement, Local Funds, Basic Formula - Classroom Trust Fund

Date to Implement Strategy: 05/01/2009

Date of Completion: 08/01/2009

2. **Strategy:** Backbone of wiring will be revamped and up to date wiring will be installed.

MSIP Standard: 6.6,8.10,8.11

Persons Responsible: Technology Director

Funding Source Name: Local Funds, Basic Formula - State Monies, Schoolwide Pool

Date to Implement Strategy: 05/01/2009

Date of Completion: 07/01/2009

6. **Objective:** The high school entrance will be changed and improved to address safety concerns.

MSIP Standard: 7.7,8.10,8.2,8.11,8.15

Progress Measure:

Comments:

1. **Strategy:** A feasibility study will occur to determine the impact of moving the high school main entrance to Seymour Street.

MSIP Standard: 6.6,8.10,8.11

Persons Responsible: Superintendent

Funding Source Name: Local Funds, Basic Formula - State Monies

Date to Implement Strategy: 09/02/2008

Date of Completion: 05/21/2013

1.**Action Step:** Cost analysis will occur to assess all costs associated with moving the high school entrance.

Date To Implement Action Step: 09/02/2008

Date of Completion: 05/21/2013

2. **Strategy:** The board will investigate the costs and benefits of this change.

MSIP Standard: 6.6,8.10,8.11

Persons Responsible: Superintendent

Funding Source Name: Local Funds, Basic Formula - Classroom Trust Fund

Date to Implement Strategy: 08/15/2009

Date of Completion: 06/30/2013

1.**Action Step:** Architects will examine the existing structure to make recommendations for improving.

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2013

2.**Action Step:** The board will consider methods of accomplishing this objective through possible bond issues.

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2013

7. **Objective:** Replace aging technology and textbook inventories.

MSIP Standard: 6.3,6.4,6.8

Progress Measure:

School Year	Baseline	Progress	Target	Target Met
2008 - 2009	2			N/A

Comments: Percent of computers on inventory that are over 5 years old.

1. **Strategy:** Technology inventories will be examined and strategies will be

developed to replace the technology that is out of date. Some computers are 7-9 years old and are still being used.

MSIP Standard: 6.3,6.4,6.5

Persons Responsible: Technology Director

Funding Source Name: Special Education Part B Entitlement, eMINTS/METS Classroom Grant Program, Title I, Enhancement Grant, Title II.D Other - ARRA, Basic Formula - State Monies, TITLE II.D, Title I School Improvement (a) - ARRA, Title I School Improvement (g) - ARRA, Special Education Part B IDEA - ARRA

Date to Implement Strategy: 09/02/2008

Date of Completion: 05/21/2013

1. **Action Step:** Develop a specific strategy to replace aging technology or examine areas of instruction that can live without existing technologies.

Date To Implement Action Step: 09/02/2008

Date of Completion: 05/21/2013

2. **Action Step:** Write grants to find ways to improve instructional strategies and also replace older technology.

Date To Implement Action Step: 09/02/2008

Date of Completion: 05/21/2013

2. **Strategy:** Examine textbook inventories for purchase for the upcoming school year. Collaborate with staff to examine textbook needs.

MSIP Standard: 6.3,6.4,6.5

Persons Responsible: Superintendent, Administrators

Funding Source Name: Special Education Part B Entitlement, Title I, Local Funds, Early Child Parents as Teachers, Schoolwide Pool, Basic Formula - State Monies, TITLE II.D, Title II.D Other - ARRA, ECSE - Current Year, Title I School Improvement (a) - ARRA, Title I School Improvement (g) - ARRA, Special Education Part B IDEA - ARRA

Date to Implement Strategy: 09/02/2008

Date of Completion: 05/21/2013

1. **Action Step:** Staff will work collectively to examine existing curricula and textbook inventories to ensure students academic needs are being met.

Date To Implement Action Step: 09/02/2008

Date of Completion: 05/21/2013

2. **Action Step:** Staff will examine other instructional resources to ensure that the ones purchased are the most effective for student achievement.

Date To Implement Action Step: 08/02/2008

Date of Completion: 05/21/2013

8. **Objective:** The district will address safety concerns with each building, including access control and surveillance.

MSIP Standard: 8.11

Progress Measure:

School Year	Baseline	Progress	Target	Target Met
2006 - 2007				N/A
2008 - 2009				N/A

Comments:

1. **Strategy:** A plan will be developed to expand existing surveillance and to address ways to solve other safety concerns.

MSIP Standard: 6.6,8.11

Persons Responsible: Superintendent

Funding Source Name: TITLE IV.A, Local Funds, Basic Formula - State

Monies

Date to Implement Strategy: 04/01/2009

Date of Completion: 06/30/2013

1. **Action Step:** Funding sources will be examined to assist with payment including possible grants.

Date To Implement Action Step: 08/15/2008

Date of Completion: 05/21/2013

9. **Objective:** The district will investigate adding classrooms for the middle school.

MSIP Standard: 8.10,8.2

Progress Measure:

School Year	Baseline	Progress	Target	Target Met
2008 - 2009	2			N/A

Comments: 2 classrooms are needed immediately to address classrooms.

1. **Strategy:** The board will investigate the costs of building an addition to accommodate the new classrooms.

MSIP Standard: 8.10,8.2

Persons Responsible: Superintendent

Funding Source Name: Local Funds, Basic Formula - Classroom Trust Fund

Date to Implement Strategy: 08/15/2008

Date of Completion: 05/21/2013

1. **Action Step:** Architects will be contracted to investigate the design and costs of adding classrooms.

Date To Implement Action Step: 08/15/2008

Date of Completion: 05/21/2013

2. **Action Step:** The board will take the recommendations from the architects to consider bond issues to fund the addition.

Date To Implement Action Step: 08/15/2008

Date of Completion: 05/21/2013

10. **Objective:** The district will improve areas of support, specifically in custodial support and maintenance.

MSIP Standard:

Progress Measure:

Comments: Turnover rate among custodial and maintenance staff.

1. **Strategy:** The district will increase salaries by the national averages..

MSIP Standard: 8.10,8.15

Persons Responsible: Business Manager, Superintendent

Funding Source Name: Local Funds, Basic Formula - State Monies

Date to Implement Strategy: 08/15/2008

Date of Completion: 05/21/2013

1. **Action Step:** The salary schedule will be analyzed against the consumer price index to ensure staff are receiving increases based on national averages.

Date To Implement Action Step: 08/15/2008

Date of Completion: 05/21/2013

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

1. **Objective:** The district will increase the level of current information systematically provided to parents and the community.

MSIP Standard: 7.5,8.8

Progress Measure:

Comments:

1. **Strategy:** The district will provide current information about the programs and services provided.

MSIP Standard: 8.9

Persons Responsible: Superintendent, Principals

Funding Source Name: Special Education Part B Entitlement, Title I, Local Funds, Early Child Parents as Teachers, Schoolwide Pool, Basic Formula - State Monies, TITLE II.D, Title II.D Other - ARRA, Title I School Improvement (a) - ARRA, Title I School Improvement (g) - ARRA, Special Education Part B IDEA - ARRA

Date to Implement Strategy: 08/15/2008

Date of Completion: 05/21/2013

1. **Action Step:** The district will utilize media and business outlets including marquees to inform the community of upcoming events.

Date To Implement Action Step: 08/15/2008

Date of Completion: 05/21/2013

2. **Action Step:** The district website will include up-to-date information on activities and events at all times.

Date To Implement Action Step: 08/15/2008

Date of Completion: 05/21/2013

3. **Action Step:** The district will use a variety of media to disseminate information.

Date To Implement Action Step: 08/15/2008

Date of Completion: 05/21/2013

2. **Strategy:** The district will provide student current information on student performance.

MSIP Standard: 8.9

Persons Responsible: Superintendent, Principals, Teachers

Funding Source Name: Special Education Part B Entitlement, Title I, Local Funds, Title II.D Other - ARRA, Schoolwide Pool, Basic Formula - State Monies, TITLE II.D, Title I School Improvement (a) - ARRA, Title I School Improvement (g) - ARRA, Special Education Part B IDEA - ARRA

Date to Implement Strategy: 08/15/2008

Date of Completion: 05/21/2013

1. **Action Step:** Current, up-to-date information will be available through Parent Portal.

Date To Implement Action Step: 08/15/2008

Date of Completion: 05/21/2013

2. **Action Step:** Parent/Teacher conference attendance will increase.

Date To Implement Action Step: 08/15/2008

Date of Completion: 05/21/2013

3. **Action Step:** The district will be responsible for publishing results of the District Report Card.

Date To Implement Action Step: 08/15/2008

Date of Completion: 05/21/2013

2. **Objective:** The district will provide opportunities for parents and the community to participate in a variety of activities including district committees.

MSIP Standard: 7.6

Progress Measure:

Comments:

1. **Strategy:** The district will expand parent training opportunities.

MSIP Standard: 7.6

Persons Responsible: Administrators, Teachers, Title Teachers

Funding Source Name: Special Education Part B Entitlement, Title I, Early Child Parents as Teachers, Schoolwide Pool, Basic Formula - State Monies, ECSE -

Current Year, Title I School Improvement (a) - ARRA, Title I School Improvement (g) - ARRA, Special Education Part B IDEA - ARRA

Date to Implement Strategy: 08/15/2008

Date of Completion: 05/21/2013

1. **Action Step:** The district will continue to expand the Parents As Teachers program.

Date To Implement Action Step: 08/15/2008

Date of Completion: 05/21/2013

2. **Action Step:** The district will provide transition/orientation parent meetings at each building.

Date To Implement Action Step: 08/15/2008

Date of Completion: 05/21/2013

2. **Strategy:** The district will encourage local businesses to promote positive student choices through a business/school partnership.

MSIP Standard: 7.6

Persons Responsible: Superintendent, Local Business Leaders

Funding Source Name: Special Education Part B Entitlement, Local Funds, Basic Formula - State Monies, Schoolwide Pool, Special Education Sec. Trans

Date to Implement Strategy: 08/15/2008

Date of Completion: 05/21/2013

1. **Action Step:** The district will sponsor a Job Fair: Take your Work to School Day targeting those who may hire students directly out of high school

Date To Implement Action Step: 08/15/2008

Date of Completion: 05/21/2013

2. **Action Step:** The district will continue the CEP program.

Date To Implement Action Step: 08/15/2008

Date of Completion: 05/21/2013

3. **Strategy:** The district will promote parental involvement through inviting parents to participate in various school advisory committees.

MSIP Standard: 8.8

Persons Responsible: Superintendent, Principals

Funding Source Name: Special Education Part B Entitlement, Early Child Parents as Teachers, Schoolwide Pool, Title I, Basic Formula - State Monies

Date to Implement Strategy: 08/15/2008

Date of Completion: 05/21/2013

1. **Action Step:** The district will include parents and/or community members as part of the Title Advisory committee.

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2013

2. **Action Step:** The district will include parents and/or community members as part of the CSIP committee.

Date To Implement Action Step: 08/15/2008

Date of Completion: 05/21/2013

3. **Action Step:** The district will include parents and/or community members as part of the Technology committee.

Date To Implement Action Step: 08/15/2008

Date of Completion: 05/21/2013

4. **Action Step:** The district will include parents and/or community members as part of the Parents As Teachers committee.

Date To Implement Action Step: 08/15/2008

Date of Completion: 05/21/2013

5. **Action Step:** The district will include parents and/or community members as part of the building Advisory committees.

Date To Implement Action Step: 08/15/2008

Date of Completion: 05/21/2013

3. **Objective:** The district will increase the number of opportunities for parent/teacher collaboration to improve student achievement.

MSIP Standard: 7.5

Progress Measure:

School Year	Baseline	Progress	Target	Target Met
2008 - 2009	53			N/A

Comments: Overall percentage of parents attending P/T conferences in all three buildings. (EL - 96, MS - 56, HS - 6)

1. **Strategy:** The district will promote participation in a variety of collaborative activities.

MSIP Standard: 7.5

Persons Responsible: Superintendents, Principals

Funding Source Name: Special Education Part B Entitlement, Title I - School Improvement (g), Schoolwide Pool, Local Funds, Early Child Parents as Teachers, Basic Formula - State Monies, Title I School Improvement (a) - ARRA, Title I School Improvement (g) - ARRA, Special Education Part B IDEA - ARRA

Date to Implement Strategy: 08/15/2008

Date of Completion: 05/21/2013

1. **Action Step:** The district will schedule Parent/Teacher conferences at the end of the first quarter each year.

Date To Implement Action Step: 08/15/2008

Date of Completion: 05/21/2013

2. **Action Step:** The district will schedule Title I parent information nights.

Date To Implement Action Step: 08/15/2008

Date of Completion: 05/21/2013

3. **Action Step:** The district will schedule open house at the beginning of school each year.

Date To Implement Action Step: 07/01/2008

Date of Completion: 05/21/2013

4. **Action Step:** The district will schedule transition meetings during the second semester each year.

Date To Implement Action Step: 07/01/2008

Date of Completion: 05/21/2013

5. **Action Step:** The district will schedule activity nights.

Date To Implement Action Step: 08/15/2008

Date of Completion: 05/21/2013

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

1. **Objective:** The District will provide sufficient financial resources to ensure its ability to provide high quality educational programs.

MSIP Standard: 7.7,8.2,8.3,8.5

Progress Measure:

Comments:

1. **Strategy:** The District will continue to seek additional funding to maintain balances in the Operating Fund equal to 18% of annual operating expenditures.

MSIP Standard: 8.5,8.6

Persons Responsible: Business Manager

Funding Source Name: Local Funds, Basic Formula - State Monies

Date to Implement Strategy: 08/15/2008

Date of Completion: 05/21/2013

1. **Action Step:** Staff will continue to seek out additional sources of funding.

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2013

2. **Action Step:** The District will continue to seek support through state legislators and professional organizations for additional state aid for education.

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2013

3. **Action Step:** The District will continue to develop donation programs through the 501(c)(3) foundation.

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2013

4. **Action Step:** Staff will continue to develop methods to increase the Average Daily Attendance (ADA) of the District.

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2013

5. **Action Step:** The District will attempt to continue to increase staff salaries in order to recruit and maintain quality staff.

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2013

2. **Strategy:** The District will continue to plan for facilities to accommodate educational programs and services.

MSIP Standard: 8.5

Persons Responsible: Superintendent, Business Manager, Administration

Funding Source Name: Special Education Part B IDEA - ARRA, Special Education Part B Entitlement, Local Funds, Basic Formula - Classroom Trust Fund

Date to Implement Strategy: 07/01/2008

Date of Completion: 06/30/2013

1. **Action Step:** Staff will continue to discuss with the board and the community the long-range plan of converting the middle school to a high school and renovating the existing high school into a middle school.

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2013

2. **Action Step:** Staff will review class sizes annually in order to continue to meet state standards.

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2013

3. **Action Step:** Staff will continue to update the Five-Year Capital Improvement Plan to continue to maintain, renovate, and upgrade the existing facilities.

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2013

4. **Action Step:** Staff will continue to explore the options for enclosing the elementary walkways and adding additional classrooms.

Date To Implement Action Step: 08/15/2008

Date of Completion: 05/21/2013

3. **Strategy:** The District will continue to employ quality staff throughout the District.

MSIP Standard: 8.5

Persons Responsible: Superintendent, Business Manager, Administration

Funding Source Name: Title I, Local Funds, Early Child Parents as Teachers, Schoolwide Pool, Basic Formula - State Monies, TITLE IV.A, ECSE - Current Year, Title I School Improvement (a) - ARRA, Title I School Improvement (g) - ARRA, TITLE II.A

Date to Implement Strategy: 07/01/2008

Date of Completion: 06/30/2013

1. **Action Step:** The District will continue to look for ways to improve salaries for certificated and non-certificated staff.

Date To Implement Action Step: 08/15/2008

Date of Completion: 05/21/2013

2. **Action Step:** The District will continue to look for other possible incentives to offer certificated and non-certificated staff.

Date To Implement Action Step: 08/21/2008

Date of Completion: 05/21/2013

4. **Strategy:** The District will continue to maintain a safe learning environment.

MSIP Standard: 8.11

Persons Responsible: Superintendent, Business Manager, Administration

Funding Source Name: Special Education Part B Entitlement, Title I, Local Funds, Basic Formula - Classroom Trust Fund, Basic Formula - State Monies, Schoolwide Pool, TITLE IV.A, Title I School Improvement (a) - ARRA, Title I School Improvement (g) - ARRA, Special Education Part B IDEA - ARRA

Date to Implement Strategy: 07/01/2008

Date of Completion: 06/30/2013

1. **Action Step:** The District will continue to review and train staff, students, and parents regarding safety, crisis, and emergency plans.

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2013

2. **Action Step:** The District will continue to provide safety training and emergency procedures for all custodians, maintenance, and food service staff.

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2013

2. **Objective:** District administrators will provide instructional leadership to enhance classroom instruction.

MSIP Standard: 5.1,6.3,6.4,6.5

Progress Measure:

School Year	Baseline	Progress	Target	Target Met
2008 - 2009	50			N/A
2009 - 2010		35		N/A

Comments: Percentage of classroom time spent in teacher-centered learning based on IPI data.

1. **Strategy:** Supervision of instruction will occur throughout the school year.

MSIP Standard: 8.1

Persons Responsible: Superintendent, Administrators

Funding Source Name: TITLE II.A, Special Education Part B Entitlement, Local Funds, Basic Formula - State Monies, Schoolwide Pool, Title I

Date to Implement Strategy: 07/01/2008

Date of Completion: 06/30/2013

1. **Action Step:** The administrative team will revise Performance Based Teacher Evaluations.

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2013

2. **Action Step:** Curriculum workbooks will be examined for completeness and evaluated against student performance.

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2013

3. **Action Step:** Walkthroughs will be conducted throughout the school year as a component of teacher evaluations.

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2013

2. **Strategy:** Instructional Practices Inventory (IPI) will be conducted during various times throughout the school year to assess student learning.

MSIP Standard: 8.1

Persons Responsible: Administrators

Funding Source Name: Local Funds, Basic Formula - State Monies

Date to Implement Strategy: 07/01/2008

Date of Completion: 06/30/2013

1. **Action Step:** Instructional Practices Inventory (IPI) will be conducted throughout the year to assess student learning practices.

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2013

2. **Action Step:** Faculty will be trained on research-based instructional

strategies that promote student learning and achievement.

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2013