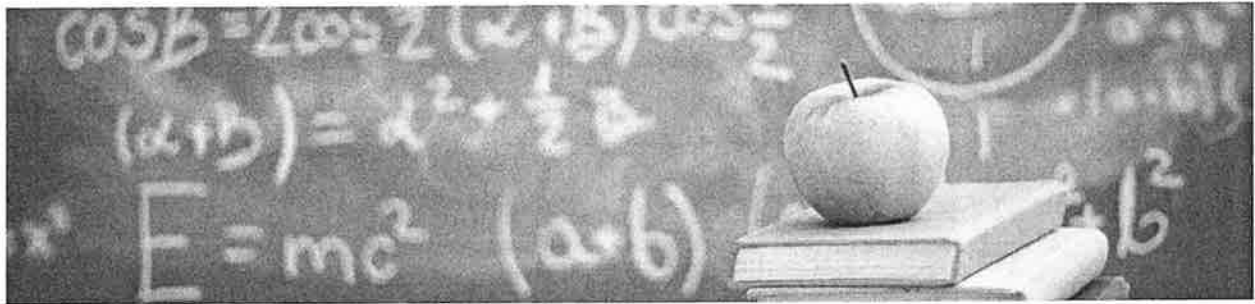


# Richards R-V School District

## 2020-2023 Comprehensive School Improvement Plan



### **Our Mission**

It is the mission of the Richards R-V School District, in partnership with parents and community, to enable all students to become responsible, productive citizens in a changing world.

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## **Our Belief**

The Richards R-V School District and Board of Education are committed to the students and patrons of the community. We believe, as a small rural district, that we have many advantages to offer our students. As part of this commitment, it is our belief we must continually examine and evaluate all of our programs, goals, and long-range plans. The Missouri Comprehensive School Improvement Plan (MSIP) provides the structure and guidance for all programs coordinated by the Richards R-V School District.

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## **Our Goals**

1. Develop and enhance quality education/instructional programs to improve student performance and enable students to meet their personal, academic and career goals.
2. Recruit, attract, develop, and retain qualified staff to carry out the LEA/District mission, goals, and objectives.
3. Provide and maintain appropriate instructional resources, support services, and functional and safe facilities.
4. Promote, facilitate, and enhance parent, student, and community involvement in district educational programs.
5. Govern the Richards R-V School District in an efficient and effective manner, providing leadership and representation to benefit the students, staff, and patrons of the district.

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# Our Planning Process

The Richards R-V School District planning process occurs every three years. The Comprehensive School Improvement Committee is appointed to evaluate and revise the Plan. Parents, students, teachers, and community members provide input during the planning process to shape the district's three year strategic plan.

1. Establish School Improvement Committee
  - a. Representatives from parents, students, teachers, administrators, board members, business & community members.
2. Data Analysis
  - a. MSIP 5 Performance Standards, Missouri Learning Standards
  - b. Annual Performance Reports
  - c. Student Performance
    - i. Including, but not limited to, formative and summative assessments, state assessments, Student Learning Objectives
  - d. Demographics
  - e. Surveys
  - f. Local, state, and federal statutes, requirements, guidelines
3. Establish Goals
  - a. Improve student academic performance
  - b. Meet MSIP 5 Performance Standards
4. Accountability
  - a. Identify persons responsible
  - b. Funding sources
  - c. Measurable
5. Strategies
  - a. How will the district accomplish goals
6. Actions
  - a. Specific steps taken to carry out strategies
7. Implementation
  - a. Monitor progress & Evaluate annually

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

**Objective 1:** Provide academic programs and instruction to prepare students to be college and career ready.

**Strategy 1:** Align curriculum PK-8 to Missouri Learning Standards.

**Measurement:** 100% of curriculum will be aligned to Missouri Learning Standards as indicated in curriculum alignment tool report and Curriculum Committee annual review.

Action Steps	Person(s) Responsible	Funds	Timeline O=Ongoing or Date of Completion	Progress P=Progress Made, A=Achieved, O=Operational, TBA=To Be Addressed, R=Removed		
				20-21	21-22	22-23
1. Provide all faculty with curriculum alignment tool training.	PDC, Administration, Curriculum Director	District, PDC	O	O	O	O
2. All faculty will use the curriculum alignment tool to create curriculum that is aligned with Missouri Learning Standards for their areas of instruction.	Administration, Curriculum Director, Faculty	District	O	P	P	P
3. Faculty will evaluate, revise, and develop assessments to ensure internal alignment in curriculum.	Administration, Curriculum Director, Faculty	District	O	P	P	P
4. Regularly scheduled Vertical Team Meetings to assess and ensure vertical alignment.	PDC, Administration, Curriculum Director	District, PDC	Monthly	O	O	O
5. Discuss and determine how Power Standards should be developed and used.	Administration, Curriculum Director, Faculty	District	O	P	P	P
6. Provide all faculty with professional development for standards comprehension and implementation.	PDC, Administration, Curriculum Director	District, PDC	O	P	P	P

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

**Objective 1:** Provide academic programs and instruction to prepare students to be college and career ready.

**Strategy 2:** Devise a plan of action to change and/or improve classroom instruction in order to meet targeted academic and instructional goals.

**Measurement:** 65% of 3-8 grade students will score proficient or advanced on end-of-year state assessment. K-2 students will perform at or above 70% on assessment for Math and Reading.

Action Steps	Person(s) Responsible	Funds	Timeline O=Ongoing or Date of Completion	Progress P=Progress Made, A=Achieved, O=Operational, TBA=To Be Addressed, R=Removed		
				20-21	21-22	22-23
1. Provide weekly, embedded collaboration time for Data Teams.	Administration	District	O	P	P	P
2. Teachers will determine common terminology and practices aligned with Missouri Learning Standards to guide instruction and ensure consistency across grades. "I can" statements" will be considered for development to support alignment and standards based grading.	Principal, Curriculum D., Instructional C., Faculty	District	O	P	P	P
3. Develop Learning Progressions using the "Gradual Release" model for instruction to develop independent learners.	Principal, Curriculum D., Instructional C., Faculty	District	O	O	O	O
4. Establish heterogeneous classrooms and develop a unified approach to reading & math instruction.	Administration, Curriculum D., Instructional C., Faculty	District	O	P	O	O
5. District will evaluate and maintain class size at an optimum teacher:student ratio for core areas of instruction.	Administration	District	O	P	P	P
6. Institute instructional strategies, such as "Read to Self" to develop "stamina" in reading and writing.	Principal, Curriculum D., Instructional C., Faculty	District	O	P	P	P

7. Student Learning Objectives (SLO's) will be developed and implemented to monitor student growth.	Principal, Curriculum D., Instructional C., Faculty	District	O	P	O	O
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**Goal 1: Student Performance:** Develop and enhance quality education/instructional programs to improve student performance and enable students to meet their personal, academic and career goals.

**Objective 1:** Provide academic programs and instruction to prepare students to be college and career ready.

**Strategy 3:** Use assessment tools and practices that are internally aligned to Missouri Learning Standards.

**Measurement:** 65% of 3-8 grade students will score proficient or advanced on end-of-year state assessment. K-2 students will perform at or above 70% on assessment for Math and Reading.

Action Steps	Person(s) Responsible	Funds	Timeline O=Ongoing or Date of Completion	Progress P=Progress Made, A=Achieved, O=Operational, TBA=To Be Addressed, R=Removed		
				20-21	21-22	22-23
1. Classroom assessments will be constructed and implemented in a way that prepares students for end-of-the-year assessments.	Faculty	District	O	P	P	P
2. Assessment tools will be evaluated and revised annually by Data Teams to ensure alignment with state assessments.	Faculty, TC, Curriculum D., Instructional C., Administration	District	O	P	P	P
3. Administer and determine an appropriate and effective assessment schedule for administering the STAR Math, Reading, BAS, Early Literacy STAR for Kindergarten.	Faculty, TC, Curriculum D., Instructional C., Administration	District	O	P	O	O
4. Evaluate effectiveness of CDT Math and Reading. Determine if appropriate assessment. Evaluate and implement alternate benchmark and practice assessment tools to replace CDT if necessary.	Faculty, TC, Curriculum D., Instructional C., Administration	District	O	P	O	O
5. Develop a testing schedule that follows recommended guidelines for MAP testing.	Faculty, TC, Curriculum D., Instructional C., Administration	District	O	O	O	O
6. Provide frequent and regularly scheduled opportunities for eDirect & InSight Practice Tests.	Faculty, TC, Curriculum D., Instructional C., Administration	District	O	P	O	O

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

**Objective 1:** Provide academic programs and instruction to prepare students to be college and career ready.

**Strategy 4:** Implement and/or evaluate and revise programs that promote student behavior for academic success.

**Measurement:** District will meet APR attendance standards annually. Decrease discipline referrals by 10% annually.

Action Steps	Person(s) Responsible	Funds	Timeline O=Ongoing or Date of Completion	Progress P=Progress Made, A=Achieved, O=Operational, TBA=To Be Addressed, R=Removed		
				20-21	21-22	22-23
1. Evaluate and revise discipline policies outlined in Student Handbook.	Administration, Faculty, School Board	District	2020	O	O	O
2. Evaluate and revise attendance policy to consider prohibiting students from extracurricular activities if over the allowable days, establishing an attendance recovery program, and provide attendance incentives.	Administration, Faculty, School Board	District	2020	O	O	O
3. Establish criteria for tutoring attendance - students with a D in a required course. No participation in extracurricular activities if have an F in a required course.	Administration, Faculty, School Board	District	O	O	O	O
4. Establish a positive student behavior committee.	Administration, Faculty	District, PTO, Foundation, Student Council	O	TBA	TBA	TBA

5. Evaluate after school detention program.	Administration, Faculty	District	O	P	P	P
6. Beginning of the year assembly to address annual student handbook policies with students.	Principal	District	O	TBA	TBA	TBA

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

**Objective 1:** Provide academic programs and instruction to prepare students to be college and career ready.

**Strategy 5:** Improve the knowledge and awareness of middle school to high school transition expectations.

**Measurement:** 80% of students at the end of their 8th grade year and their parents will indicate that they have been adequately prepared for the requirements and needs for high school.

Action Steps	Person(s) Responsible	Funds	Timeline O=Ongoing or Date of Completion	Progress P=Progress Made, A=Achieved, O=Operational, TBA=To Be Addressed, R=Removed		
				20-21	21-22	22-23
1. Provide instruction on careers in each grade and collaborate with teachers to schedule instructional guidance times.	Counselor, Administration, Faculty	District	O	O	O	O
2. Improve communications between area high school counselors and our graduating 8th grade students concerning transition needs and requirements.	Counselor	District	O	O	O	O
3. Provide students with opportunities to explore academic, social, and career offerings prior to entering high school, to include military and vocational options.	Counselor, Faculty	District	O	O	O	O
4. Host area high school representatives to explain their institutions expectations, requirements, options, etc. to our graduating 8th graders. Conduct campus visits to area schools for graduating 8th graders.	Counselor	District	O	O	O	O
5. Inform graduating 8th graders and their parents about orientation meetings at area high schools.	Counselor	District	O	O	O	O
6. 8th grade students will prepare a portfolio using Missouri Connections software. This portfolio will help guide receiving school districts in formulating a college and career ready path for students.	Counselor	District	O	O	O	O
7. All graduating 8th graders and their parents will meet with the counselor for an individual High School Transition Conference to better acquaint them with their high school choices and the academic expectations of each.	Counselor	District	O	O	O	O
8. Richards students attending area high schools will visit with 8th graders to share their experiences and provide advice for entry into high school.	Counselor	District	O	O	O	O
9. 8th grade students will attend a job/career fair to explore potential interests and career offerings.	Counselor, Administration	District	O	O	O	O

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

**Objective 2:** Implement strategies to support at-risk and gifted students.

**Strategy 1:** Improve academic performance of at-risk and gifted students.

**Measurement:** Identified students will show sufficient growth as determined by Data Team for each individual student. Growth will be measured using multiple assessment tools, including SLO's, MAP, STAR, BAS, etc.

Action Steps	Person(s) Responsible	Funds	Timeline O=Ongoing or Date of Completion	Progress P=Progress Made, A=Achieved, O=Operational, TBA=To Be Addressed, R=Removed		
				20-21	21-22	22-23
1. Establish an "at-risk" team. Define members, responsibilities, procedures, and criteria for identification.	Admin, Faculty, Title I, SpecEd Dir, Counselor, Wellness C., Juvenile Officer	District	O	O	O	O
2. Expand at-risk services and offer academic interventions in reading and math at all grade levels.	Administration, Faculty, Title I, Counselor, Wellness C., Juvenile Officer	District	O	P	P	P
3. Evaluate and maintain optimal Title I implementer:student ratio.	Admin, Title I	District	O	P	P	P
4. Provide study hall in the regular daily schedule for students at-risk.	Admin. Title I	District	O	O	O	O
5. Offer and maintain after school tutoring that meets the specific academic needs of identified students. Ensure that tutoring services are scheduled weekly.	Administration, Title I, Faculty	District	O	O	O	O

6. Support and maintain a gifted program, including screening, testing, curriculum development, instructional strategies and providing certified gifted teacher.	Administration, Counselor, Curriculum D, Instructional C, Gifted Teacher	District	O	P	P	P
7. Provide teachers with a variety of resources to meet the needs of gifted students in the regular classroom.	PDC, Instructional C, Curriculum D, Gifted Teacher	District	O	P	P	P

**Goal 2:** Highly Qualified Teachers: Recruit, attract, develop, and retain qualified staff to carry out the LEA/District mission, goals, and objectives.

**Objective 1:** District will provide orientation, mentoring and retaining strategies that result in retention of high quality employees.

**Strategy 1:** Provide a mentor/mentee program for first and second year teachers that promotes professional growth and support.

**Measurement:** Professional Development Plan, log sheet, questionnaires, retention-tenure data, teacher evaluations.

Action Steps	Person(s) Responsible	Funds	Timeline O=Ongoing or Date of Completion	Progress P=Progress Made, A=Achieved, O=Operational, TBA=To Be Addressed, R=Removed		
				20-21	21-22	22-23
1. Evaluate and revise Mentor/mentee program.	PDC, Faculty, Administration	PD, District	O	P	O	O
2. Provide Mentor/Mentee training for new partnerships.	PDC, Administration	PD, District	O	TBA	O	O
3. Provide experienced, qualified, and aligned mentors to new teachers.	PDC, Faculty, Administration	PD, District	O	P	O	O
4. Provide compensation for mentors.	Administration	PD, District	O	A	O	O
5. Participate in Teacher Placement Day at MSU-WP	Administration	PD, District	O	O	O	O

**Goal 2:** Highly Qualified Teachers: Recruit, attract, develop, and retain qualified staff to carry out the LEA/District mission, goals, and objectives.

**Objective 1:** District will provide orientation, mentoring and retaining strategies that result in retention of high quality employees.

**Strategy 2:** 100% of staff will be encouraged and given opportunities to attend high-quality professional development and collaboration.

**Measurement:** Staff surveys, needs assessments, professional development activity log, and improved student academic performance.

Action Steps	Person(s) Responsible	Funds	Timeline O=Ongoing or Date of Completion	Progress P=Progress Made, A=Achieved, O=Operational, TBA=To Be Addressed, R=Removed		
				20-21	21-22	22-23
1. Evaluate and revise professional development plan.	PDC, Faculty, Administration	District	O	O	O	O
2. Develop, evaluate and revise as needed, individual professional development plans.	PDC, Faculty, Administration	District	O	P	P	P
3. Yearly Needs Assessment will be given and used for future PD planning.	PDC, Faculty, Administration	District	O	O	O	O
4. Teachers will be offered opportunities to participate in PD in their areas of expertise.	PDC, Faculty, Administration	District	O	O	O	O
5. Research, identify, and recommend a means to provide weekly collaborative time in the daily schedule for Data Teams to meet.	PDC, Faculty, Administration	District	O	P	P	P

**Goal 2:** Highly Qualified Teachers: Recruit, attract, develop, and retain qualified staff to carry out the LEA/District mission, goals, and objectives.

**Objective 1:** District will provide orientation, mentoring and retaining strategies that result in retention of high quality employees.

**Strategy 3:** Offer competitive salary, benefits package, and promote positive work environment.

**Measurement:** Teacher survey, comparison of school compensation packages of the same funding, budget, size, etc.

Action Steps	Person(s) Responsible	Funds	Timeline O=Ongoing or Date of Completion	Progress P=Progress Made, A=Achieved, O=Operational, TBA=To Be Addressed, R=Removed		
				20-21	21-22	22-23
1. District to provide paid insurance.	Administration, School Board	District	O	O	O	O
2. Sponsor workouts to promote good health and lower stress.	Administration, Wellness Coor	District	O	P	O	O
3. Provide adequate sick leave & personal days.	Administration, School Board	District	O	O	O	O
4. Identify, evaluate, and provide improved avenues for employee communication.	Administration, School Board	District	O	P	O	O



5. Identify, evaluate and provide the most current and appropriate technology to improve instruction.	Administration, School Board, IT Coordinator	District	O	P	O	O
6. Identify, evaluate, & provide opportunities to celebrate employee contributions that foster a positive & productive work environment.	Administration, School Board	District	O	P	O	O
7. Pursue a salary schedule that compares competitively with other area schools and rewards years of experience & certifications.	Administration, School Board	District	O	O	O	O
8. Replace existing copiers with faster, more efficient copiers that each teacher can connect to via network/wifi.	Administration, School Board	District	O	TBA	O	O
9. Provide teachers with access to instructional resources that meet curriculum requirements and support instructional strategies to meet the needs of all students.	Administration, School Board, Curriculum D, Instructional C.	District	O	P	O	O

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

**Objective 1:** District will provide quality health services for the school and community.

**Strategy 1:** District will provide access to health care services and resources to promote and support good health.

**Measurement:** Measurement: Survey & Index

Action Steps	Person(s) Responsible	Funds	Timeline O=Ongoing or Date of Completion	Progress P=Progress Made, A=Achieved, O=Operational, TBA=To Be Addressed, R=Removed		
				20-21	21-22	22-23
1. Purchase Titmus Vision equipment.	Wellness Coordinator	District, Grants	2021	TBA	A	A
2. Hygiene and puberty classes will be provided for 4th and 5th grade students.	Wellness Coordinator	District	O	O	O	O
3. Maintain an adequate supply of basic spare clothing and winter wear in various sizes for the ECC & main campus.	Patrons, PTO, Counselor, Wellness Coordinator	Donations	O	O	O	O
4. Identify, evaluate, and provide health services to meet the specific needs of student population including, but not limited to, sports physicals, health screenings, and immunization audits and information.	Wellness Coordinator	District	O	O	O	O
5. Identify, evaluate, and provide health services to meet the specific needs of employees including, but not limited to, conducting Health Risk Assessments, providing CPR & BBP training, and "Biggest Loser" weight loss and fitness program.	Wellness Coordinator	District	O	O	O	O
6. Identify, evaluate, and provide measures to improve health services and communication including, but not limited to, a monthly newsletter.	Wellness Coordinator, Counselor	District	O	P	O	O
7. Evaluate and maintain the Backpack Program to provide backpacks stocked with food and health care necessities that identified students in need can take home on a weekly basis.	Wellness Coordinator, Counselor	District, Donations	O	O	O	O

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

**Objective 2:** Provide sufficient and effective staff and resources to support and maintain safe and clean school facilities and buses.

**Strategy 1:** Facilities and buses will be adequately maintained.

**Measurement:** Semi-annual "safety walkthrough", routine bus inspections forms, patron & students needs survey.

Action Steps	Person(s) Responsible	Funds	Timeline O=Ongoing or Date of Completion	Progress P=Progress Made, A=Achieved, O=Operational, TBA=To Be Addressed, R=Removed		
				20-21	21-22	22-23
1. Facility and faculty utilization will be monitored each year to evaluate and implement optimal use of facilities for student population and faculty distribution and instruction.	Administration, School Board	District	O	O	O	O
2. Evaluate yearly district compliance regarding DESE Facilities Guidelines. The district will plan accordingly to meet future facility needs based on student population, curriculum needs, safety assurances, and DESE Facilities Guidelines.	Administration, School Board	District	O	O	O	O
3. Building facilities will be inspected routinely to identify maintenance and safety needs. Facilities will be maintained to meet all safety and operational requirements.	Administration, School Board, Faculty & Staff	District	O	O	O	O
4. Identify, evaluate, and maintain hallway safety in order to ensure transitions between classes and other activities are safe and orderly. Evaluate and revise transitions in order to reduce overcrowding and interaction between lower and upper grades.	Administration, School Board, Faculty & Staff	District	O	P	O	O
5. Grounds will be inspected routinely to identify maintenance and safety needs. Grounds will be maintained to meet all safety and operational requirements. Grounds will be well-groomed, including regular mowing and landscape maintenance.	Administration, School Board, Faculty & Staff	District	O	O	O	O

6. Buses will be inspected routinely to identify maintenance and safety needs. Buses fleet will be maintained to meet all safety and operational requirements.	Administration, School Board, Bus Maintenance & Drivers	District	O	O	O	O
7. Playground, athletic facilities, and recreational areas, will be evaluated annually and inspected routinely to meet all safety and operational requirements.	Administration, School Board, Faculty & Staff	District	O	O	O	O
8. Construction of a new athletic facility to provide for track and field practice and events.	Administration, School Board	District	O	P	A	A
9. Safety concerns have been identified regarding student pick-up procedures. Revisions are needed to ensure optimum safety of students, faculty, and patrons during this daily process. Suggested changes include, eliminating unrestricted parent walkins, unidentified individuals with free access to building, students and teachers, and congested vehicle and pedestrian traffic.	Administration, School Board, Faculty & Staff	District	O	TBA	P	O
10. Evaluate and maintain needed educational supplies, including the purchase of a laminator at the ECC.	Administration, ECC Office Staff, Custodial Staff	District	O	P	P	A

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

**Objective 2: Provide sufficient and effective staff and resources to support and maintain safe and clean school facilities and buses.**

**Strategy 2: District will prepare all staff with adequate safety training, including, but not limited to, disaster and emergency drills, intruder training, etc.**

**Measurement: Annual training sign-in sheets, online training completion list.**

Action Steps	Person(s) Responsible	Funds	Timeline O=Ongoing or Date of Completion	Progress P=Progress Made, A=Achieved, O=Operational, TBA=To Be Addressed, R=Removed		
				20-21	21-22	22-23
1. Routine disaster and emergency drills will be conducted to meet DESE and MCES requirements.	Administration, School Board, Counselor, Faculty & Staff	District	O	O	O	O
10. Evaluate and maintain Crisis Plan yearly to meet all DESE, MCES, & MSCA requirements.	Administration, School Board, Counselor, Faculty & Staff	District	O	O	O	O
2. All staff & faculty will receive adequate training to effectively carry out Crisis Plan.	Administration, School Board, Counselor, Faculty & Staff	District	O	O	O	O

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

**Objective 3: Provide sufficient instructional resources to meet the physical, emotional, and academic needs of our students.**

**Strategy 1: Develop and implement plans to ensure that all teachers and students have access to instructional resources that are necessary to support instruction that effectively meets student needs.**

**Measurement: Annual Instructional Resource Survey, annual Resource Inventory, Curriculum Meeting minutes, Technology Plan and Meeting Minutes.**

Action Steps	Person(s) Responsible	Funds	Timeline O=Ongoing or Date of Completion	Progress P=Progress Made, A=Achieved, O=Operational, TBA=To Be Addressed, R=Removed		
				20-21	21-22	22-23
1. Evaluate, revise, and maintain up-to-date instructional resource inventory.	Curriculum Director & Committee	District	O	O	O	O

2. Instructional resources will be replaced based on greatest instructional need determined by student performance.	Administration, School Board, Curriculum Director, Faculty	District	O	O	O	O
3. Evaluate and employ SIS program that meets the needs of majority of district users.	Administration, Curriculum Director, Counselor, Secretary	District	O	O	O	O
4. Employ a data analysis tool to provide longitudinal data covering multiple assessments to better inform teachers.	Administration, Curriculum Director, Counselor, Instructional Coach	District	O	TBA	TBA	TBA
5. Provide annual classroom supply budget for teachers.	Administration	District	O	O	O	O
6. Instructional DVD/Digital video library to support student learning.	PDC	PD	O	O	O	O
8. Advocate for improved levels of funding and identify alternate sources of funding, i.e. grants.	Administration, Curriculum Director	District	O	O	O	O

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

**Objective 4:** District technology and the utilization of technology will continually improve to meet the current and future needs of all students, as well as all district stakeholders.

**Strategy 1:** Technology literacy will be an integral part of educational programs and instruction.

**Measurement:** Technology Use Survey, Instructional Needs Assessment, Technology Plan Annual Evaluation, Parent Involvement Survey.

Action Steps	Person(s) Responsible	Funds	Timeline O=Ongoing or Date of Completion	Progress P=Progress Made, A=Achieved, O=Operational, TBA=To Be Addressed, R=Removed		
				20-21	21-22	22-23
1. Technology Plan will be evaluated and revised annually.	Administration, IT Coordinator & Committee	District	O	O	O	O
2. Inventory of software licenses and programs will be maintained and revised annually.	Administration, IT Coordinator & Committee	District	O	O	O	O
3. Hardware requirements for students, teachers, and district will be established. Evaluation and revision will be conducted annually.	Administration, IT Coordinator & Committee	District	O	P	O	O
4. Provide developmentally appropriate curricular offerings that integrate technology resources.	Administration, IT Coordinator & Committee, Curriculum Director	District	O	P	O	O
5. All classrooms support internet access for instruction and student learning.	Administration, IT Coordinator & Committee	District	O	P	O	O
6. All students will meet grade level competency skills.	Administration, Faculty	District	O	O	O	O
7. Technology training for faculty, staff, and administration will be provided.	Administration, IT Coordinator & Committee, PD, Curriculum Director	District	O	O	O	O

**Goal 4: Parent and Community Involvement: Promote, facilitate, and enhance parent, student, and community involvement in LEA/district educational programs.**

**Objective 1: Cultivate positive school, family, and community partnerships.**

**Strategy 1: Establish and maintain communication with parents and community agencies.**

**Measurement: Measurement: Survey & Index**

Action Steps	Person(s) Responsible	Funds	Timeline O=Ongoing or Date of Completion	Progress P=Progress Made, A=Achieved, O=Operational, TBA=To Be Addressed, R=Removed		
				20-21	21-22	22-23
1. Evaluate school-home communication annually and revise as needed, including the development & implementation of survey tools for students & parents to determine best lines of communication, such as web page, facebook, School Reach, electronic newsletter, hard copy flyers, etc.	Administration, Technology Coordinator & Committee, Faculty & Staff	District	O	P	O	O
2. District, faculty and staff will routinely post recognition of student, parent, family, and community.	Administration, Technology Coordinator & Committee, Faculty & Staff	District	O	P	O	O
3. Assess the need for and provide educational services to parents and community members.	Administration, Counselor, Wellness Coordinator, PAT. Safety Officer	District	O	TBA	O	O
5. Develop & implement survey tools for students & parents to determine best lines of communication, such as web page, facebook, School Reach, electronic newsletter, hard copy flyers, etc.	Administration, Technology Coordinator & Committee, Faculty & Staff	District	O	P	O	O
7. Management and maintenance of district website will be evaluated and revised to meet the needs of all district stakeholders.	Administration, Technology Coordinator & Committee	District	O	P	O	O

**Goal 4: Parent and Community Involvement: Promote, facilitate, and enhance parent, student, and community involvement in LEA/district educational programs.**

**Objective 1: Cultivate positive school, family, and community partnerships.**

**Strategy 2: Increase the number of academic related activities that promote family involvement.**

**Measurement: Sign-in sheets, stakeholder surveys, Technology Committee minutes.**

Action Steps	Person(s) Responsible	Funds	Timeline O=Ongoing or Date of Completion	Progress P=Progress Made, A=Achieved, O=Operational, TBA=To Be Addressed, R=Removed		
				20-21	21-22	22-23
1. Survey the community to determine areas of academic interest and extra-curricular activities.	Administration, Counselor	District	O	P	O	O
2. Develop and implement plan for 4 group parent-student-teacher meeting nights for ECC.	Administration, ECC Teachers	District	O	TBA	P	O
3. Explore the option of school-provided child care services at school functions, such as academic and arts related activities, and during parent educational trainings.	Administration	District	2020	TBA	P	P

**Goal 5:** Govern the Richards R-V School District in an efficient and effective manner, providing leadership and representation to benefit the students, staff, and patrons of the district.

**Objective 1:** The district has a Comprehensive School Improvement Plan (CSIP) which directs the overall improvements of its educational programs and services and other necessary plans as needed or required.

**Strategy 1:** The CSIP is evaluated and revised annually.

**Measurement:** On-site program evaluations, CSIP Committee minutes.

Action Steps	Person(s) Responsible	Funds	Timeline O=Ongoing or Date of Completion	Progress P=Progress Made, A=Achieved, O=Operational, TBA=To Be Addressed, R=Removed		
				20-21	21-22	22-23
1. Evaluate student performance data, APR, school program annual reviews.	Administration, CSIP Committee	District	O	O	O	O
2. Maintain CSIP committee to be comprised of representatives from all stakeholders. Meet routinely to evaluate relevant data and revise CSIP as needed.	Administration, CSIP Committee	District	O	O	O	O
3. Program evaluations will be presented to the School Board annually for review and approval.	Administration, CSIP Committee	District	O	O	O	O

**Goal 5:** Govern the Richards R-V School District in an efficient and effective manner, providing leadership and representation to benefit the students, staff, and patrons of the district.

**Objective 2:** The School Board will adopt a set of policies and procedures that are to be evaluated and revised routinely.

**Strategy 1:** Board policies and procedures will be evaluated and revised annually to meet all statutory requirements.

**Measurement:** School Board minutes, MSBA communications. Richards R-V Board Policies & Procedures

Action Steps	Person(s) Responsible	Funds	Timeline O=Ongoing or Date of Completion	Progress P=Progress Made, A=Achieved, O=Operational, TBA=To Be Addressed, R=Removed		
				20-21	21-22	22-23
1. Evaluate and revise policies and procedures to ensure compliance with DESE, statutory requirements, while reflecting local control where feasible.	Administration, School Board	District	O	O	O	O
2. Systematic procedures will be in place to ensure fiscal accountability and management of District funds.	Administration, School Board	District	O	O	O	O
3. Maintain MSBA membership.	Administration, School Board	District	O	O	O	O
4. Board members and administration will stay informed regarding current policies and procedures and of changes, when required.	Administration, School Board	District	O	O	O	O
5. Board members will complete required training after being duly elected.	Administration, School Board	District	O	O	O	O