

# Continuous School Improvement Plan

2022-2027

## Richards R-V School District

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**Our Mission:** *Enable All Students to Be Responsible, Productive Citizens in a Changing World*

**Our Vision:** *The Richards R-V District will provide an environment for all students to develop habits, knowledge, and technological skills that prepare them to make sound choices and become responsible citizens.*

### **Our Beliefs:**

*We believe . . .*

- the district exists to help prepare students to become productive citizens in a democratic society.*
- it is necessary for all district stakeholders to support the education of every child.*
- only through common effort will individuals develop the social, intellectual, physical, emotional, and ethical potential to become productive members of society.*
- that education should provide an opportunity for maximum development of each unique individual with the limitations of their capabilities.*
- through education it is possible for individuals to discover and endeavor to achieve the outer limits of their capabilities.*
- education should foster and accelerate intellectual, physical, social, and career development.*

## **Our Planning Process:**

The Richards R-V School District CSIP is a five year plan. The Continuous 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 five year strategic plan. The plan is reviewed quarterly to ensure transparency and accountability with the community. Programs are scheduled for review each month to assure alignment with the Richards R-V District CSIP.

1. Continuous School Improvement Committee
  - a. Representatives from parents, students, teachers, administrators, board members, business & community
2. Data Analysis
  - a. MSIP 6 Performance Standards, Missouri Learning Standards
  - b. Annual Performance Reports
  - c. Student Performance
  - d. Demographics
  - e. Surveys
  - f. Local, state, and federal statutes, requirements, guidelines
3. Establish Goals
  - a. Improve student academic performance
  - b. Meet MSIP 6 Performance Standards
4. Accountability
  - a. Identify persons responsible
  - b. Goals are measurable
5. Strategies
  - a. Determine how the district will accomplish goals
6. Actions
  - a. Design specific steps to take in order to carry out strategies
7. Implementation
  - a. Monitor progress & Evaluate annually

## **Goal Funding:**

*All outlay for facilities, human resources, purchased services and materials for our district are funded through local, county, state and federal sources. The amount of these sources differ from year to year, however our school board works expeditiously to ensure that the goals of the CSIP are met with the financial resources allocated from each of the aforementioned funds.*

## Goals of the Richards Continuous School Improvement Plan

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

**Target:** Curriculum

**Strategy 1:** Provide research supported instructional programs that are evidence based and are aligned to Missouri Learning Standards.

**Target:** Instruction/Assessment

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

**Target:** Instruction Resources

**Strategy 3:** Provide teachers and students with appropriate instructional resources that are necessary to support instruction that effectively meets student needs.

**Target:** Success Ready

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

**Target:** High School Ready

**Strategy 5:** Provide students with the knowledge and tools to make informed decisions regarding their education and career path.

**Target:** Data Driven Decisions

**Strategy 6:** The district will systematically collect and analyze local, state, and national data to improve student academic achievement, as well as, their social, emotional, and physical needs.

**Goal 2: Develop and maintain a highly qualified staff to carry out the district mission, goals, and objectives.**

**Target:** Highly Qualified Personnel

**Strategy 1:** All students will have access to highly effective district personnel.

**Goal 3: Provide multiple systems of support in order to meet the needs of the whole child.**

**Target:** Student Services

**Strategy 1:** Provide access to services that meet the academic, social, and behavioral needs of every student.

**Goal 4: Promote, facilitate, & enhance parent, student, and community involvement to support the district mission, vision, & goals.**

**Target:** District Communication

**Strategy1:** Establish and maintain two way communication with parents and community.

**Target:** Collaborative Culture

**Strategy2:** Increase opportunities for collaborative activities with families & communities that address the academic, social, emotional, and physical wellbeing of the students.

**Goal 5: Establish and maintain a systematic plan that serves diversity in the district we serve.**

**Target:** Equitable Education

**Strategy1:** Ensure the district provides supports and removes barriers to provide an equitable and inclusive learning environment for all students.

**Goal 6: Govern the district in an efficient & effective manner, providing leadership & representation to support the district mission.**

**Target:** School Safety

**Strategy1:** Provide sufficient and effective staff and resources to support and maintain safe school facilities and transportation.

**Target:** Facilities Management

**Strategy2:** Provide sufficient and effective staff and resources to support and maintain safe school facilities and transportation.

**Target:** Governance

**Strategy3:** The Board of Education and administrators will engage in ongoing professional learning and self-evaluation to ensure that all district business is conducted in an ethical, legal and transparent manner.

**Target:** Continuous Improvement

**Strategy 4:** The Board of Education will adopt, monitor, and annually review the school improvement goals to ensure continuous progress that meets the needs of the district.

**Target:** Finance Management

**Strategy 5:** The district will operate with fiscal integrity, efficiency, and effectiveness to support the mission, vision, and goals of the district.

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

**Target: Curriculum**

**Strategy 1: Provide research supported instructional programs that are evidence based and are aligned to Missouri Learning Standards.**

Objectives	Action Steps	Responsible	Results	Timeline
Instructional staff implement a comprehensive, rigorous, guaranteed, and viable curriculum for all instructional courses and programs aligned to the Missouri Learning Standards. (AS 1)	Faculty will evaluate, revise and develop curriculum that demonstrates continuity across grades, evidence based, and aligned with Missouri Learning Standards.	Administration, Teachers	<ul style="list-style-type: none"> <li>● Curriculum Evaluation &amp; Revision Plan</li> <li>● Curriculum Evaluation &amp; Revision Schedule</li> </ul>	<ul style="list-style-type: none"> <li>● August 2022 - June 2023</li> <li>● Instructional Programs October 2022</li> <li>● Curriculum Evaluation April 2023</li> </ul>
	Regularly schedule Vertical Team Meetings, PreK - 8, to assess and ensure vertical alignment.	Administration, Teachers , PDC	<ul style="list-style-type: none"> <li>● Curriculum Evaluation &amp; Revision Plan</li> <li>● Instructional Programs Evaluation</li> </ul>	<ul style="list-style-type: none"> <li>● August 2022 - June 2023</li> <li>● Instructional Programs October 2022</li> <li>● Curriculum Evaluation April 2023</li> </ul>
	Provide all faculty with professional development for Missouri Learning Standards and Priority Standards comprehension and implementation.	Administration, Teachers, Professional Development Committee (PDC)	<ul style="list-style-type: none"> <li>● Curriculum Evaluation &amp; Revision Plan</li> <li>● District Calendar</li> </ul>	<ul style="list-style-type: none"> <li>● August 2022 - June 2023</li> <li>● Including Scheduled In-Service Days</li> <li>● Instructional Programs October 2022</li> <li>● Curriculum Evaluation April 2023</li> </ul>
The school system ensures class-sizes are consistent with grade levels and program standards. (TL12)	Continue to evaluate and adjust, if needed, teacher-student ratio to ensure best practices. Utilize Title funds to address needs when necessary based on DESE guidelines.	Administration	<ul style="list-style-type: none"> <li>● Class Rosters</li> <li>● Course Schedules</li> </ul>	<ul style="list-style-type: none"> <li>● August 2022 - June 2023</li> </ul>

**Target: Instruction/Assessment**

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

Objectives	Action Steps	Responsible	Results	Timeline
<p>The district administers assessments required by the Missouri Assessment Program (MAP) to measure academic achievement and demonstrates improvement in the performance of its students over time. (EA1)</p>	<p>Evaluate what is appropriate and effective assessments and schedules for administering the following STAR, BAS, Early Literacy, and CBM.</p>	<p>Administration, Title I Coordinator, Test Coordinator, Counselor</p>	<ul style="list-style-type: none"> <li>● MAP Results</li> <li>● Assessment Data Reports</li> <li>● Assessment Plan &amp; Schedule</li> </ul>	<ul style="list-style-type: none"> <li>● August 2022 - June 2023</li> </ul>
	<p>Classroom assessments will be constructed and implemented in a way that prepares students for state assessments. This includes evaluation of yearly use of DESE “Practice Forms”.</p>	<p>Administration, Test Coordinator, Counselor</p>	<ul style="list-style-type: none"> <li>● Assessment Plan &amp; Schedule</li> </ul>	<ul style="list-style-type: none"> <li>● August 2022 - June 2023</li> </ul>
	<p>Provide all faculty with professional development for Missouri Learning Standards and Priority Standards comprehension and implementation.</p>	<p>Administrator, PDC, Teachers</p>	<ul style="list-style-type: none"> <li>● Curriculum Evaluation &amp; Revision Plan</li> <li>● Curriculum Evaluation &amp; Revision Schedule</li> <li>● District Calendar</li> </ul>	<ul style="list-style-type: none"> <li>● August 2022 - May 2023</li> <li>● Including Scheduled In-Service Days</li> </ul>
<p>Implements a comprehensive assessment system to ensure the success of all students. (AS2)</p>	<p>Continue to support the collaborative process for collecting, examining, and interpreting data.</p>	<p>Administration, Counselors, Testing Coordinator, Teachers</p>	<ul style="list-style-type: none"> <li>● Assessment Plan</li> <li>● Data Collection</li> <li>● MAP Data</li> <li>● Data Team Agendas/Minutes</li> </ul>	<ul style="list-style-type: none"> <li>● July 2022 - June 2023</li> <li>● Data Review October 2022</li> </ul>
<p>Evidence-based instructional practices are implemented to ensure the success of each student. (TL6)</p>	<p>Continue to develop and support learning progressions using “gradual release” evidence based models for instruction to develop independent learners.</p>	<p>Administration, Title I Coordinator, PDC, Teachers</p>	<ul style="list-style-type: none"> <li>● Instructional Programs Plan</li> </ul>	<ul style="list-style-type: none"> <li>● July 2022 - June 2023</li> <li>● Instructional Programs Evaluation, October 2022</li> <li>● Curriculum Evaluation, April 2023</li> </ul>

	Continue to implement literacy practices that are aligned with the Missouri State Literacy Plan. Expand the district Guided Reading library.	Administration, Title I Coordinator, PDC, Teachers	<ul style="list-style-type: none"> <li>● Curriculum Evaluation &amp; Revision Plan</li> <li>● Curriculum Evaluation &amp; Revision Schedule</li> <li>● Literacy Plan</li> </ul>	<ul style="list-style-type: none"> <li>● July 2022 - June 2023</li> <li>● Instructional Programs Evaluation, October 2022</li> <li>● Curriculum Evaluation, Title I, April 2023</li> </ul>
	Closely monitor early elementary attendance to identify chronic absenteeism to reduce impact on literacy.	Administration, Title I Coordinator, PDC, Teachers	<ul style="list-style-type: none"> <li>● Curriculum Evaluation &amp; Revision Plan</li> <li>● Curriculum Evaluation &amp; Revision Schedule</li> <li>● Literacy Plan</li> </ul>	<ul style="list-style-type: none"> <li>● July 2022 - June 2023</li> <li>● Instructional Programs Evaluation, October 2022</li> <li>● Curriculum Evaluation, Title I, April 2023</li> </ul>
	Follow the Richard Literacy Plan to ensure no more than 15% of students at the end of third grade are not on grade level reading. Implement planned school and community strategies to raise the percentage of students who are proficient in reading.	Administration, Title I Coordinator, PDC, Teachers	<ul style="list-style-type: none"> <li>● Curriculum Evaluation &amp; Revision Plan</li> <li>● Curriculum Evaluation &amp; Revision Schedule</li> <li>● Literacy Plan</li> </ul>	<ul style="list-style-type: none"> <li>● July 2022 - June 2023</li> <li>● Instructional Programs Evaluation, October 2022</li> <li>● Curriculum Evaluation, Title I, April 2023</li> </ul>
	Continue to provide professional development for elementary teachers to respond to children's unique reading issues and to increase the use of evidence-based strategies, such as guided reading, "Read to Self", Reading & Writing Workshop, to build stamina in reading and writing.	Administration, Title I Coordinator, PDC, Teachers	<ul style="list-style-type: none"> <li>● Curriculum Evaluation &amp; Revision Plan</li> <li>● Curriculum Evaluation &amp; Revision Schedule</li> <li>● Literacy Plan</li> </ul>	<ul style="list-style-type: none"> <li>● July 2022 - June 2023</li> <li>● Instructional Programs Evaluation, October 2022</li> <li>● Curriculum Evaluation, Title I, April 2023</li> </ul>
	Set yearly instructional targets based on data of student performance.	Administration, Title I Coordinator, PDC, Teachers	<ul style="list-style-type: none"> <li>● Classroom Teachers</li> <li>● Student Learning Objects</li> </ul>	<ul style="list-style-type: none"> <li>● July 2022 - June 2023</li> <li>● Data Review October 2022</li> </ul>
	Conduct yearly PD Needs Assessment and use findings to provide instructional supports	Administration, PDC, Teachers	<ul style="list-style-type: none"> <li>● Teacher Needs Assessment</li> <li>● PD Yearly Plan</li> </ul>	<ul style="list-style-type: none"> <li>● July 2022 - June 2023</li> <li>● Needs Assessment Report, April 2023</li> </ul>

	for faculty.			
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**Target: Instructional Resources**

**Strategy 3: Provide teachers and students with appropriate instructional resources that are necessary to support instruction that effectively meets student needs.**

Objectives	Action Steps	Responsible	Results	Timeline
Provide adequate technology and professional development to support teaching and learning. (TL9)	Provide developmentally appropriate curricular offerings that integrate technology resources.	Administration, Technology Director, Teachers	<ul style="list-style-type: none"> <li>Curriculum Evaluation &amp; Revision Plan</li> <li>Technology Plan</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> <li>Technology Evaluation Report, March 2023</li> <li>Curriculum Evaluation, April 2023</li> </ul>
	Continue to support eMINTs instructional practices in classrooms with certified eMINTs instructors.	Administration, Technology Director, Teachers	<ul style="list-style-type: none"> <li>Curriculum Evaluation &amp; Revision Plan</li> <li>Technology Plan</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> <li>Technology Evaluation Report, March 2023</li> <li>Curriculum Evaluation, April 2023</li> </ul>
	Maintain internet access for all classrooms, including one-to-one Chromebook access for all students.	Administration, Technology Director	<ul style="list-style-type: none"> <li>Technology Plan</li> <li>Technology Inventory</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> <li>Technology Evaluation Report, March 2023</li> </ul>
	Identify, evaluate, and provide the most appropriate and relevant technology resources to align with district goals.	Administration, Technology Director, Teachers	<ul style="list-style-type: none"> <li>Technology Plan</li> <li>Technology Inventory</li> <li>Teacher Needs Assessment</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> <li>Technology Evaluation Report, March 2023</li> </ul>
	Provided professional development that aligns with the Technology Plan. Maintain a strong focus for instruction using Google Classroom and Google Education throughout the district.	Administration, Technology Director, Teachers, PDC	<ul style="list-style-type: none"> <li>Technology Plan</li> <li>Technology Inventory</li> <li>Teacher Needs Assessment</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> <li>Technology Evaluation Report, March 2023</li> <li>Needs Assessment, April 2023</li> </ul>
The district is an intentional agent of continuous and innovative improvement to	Continue to follow the established cycle of review of	Administration, Counselors, Testing Coordinator, Teachers	<ul style="list-style-type: none"> <li>Instructional Programs Plan, Evaluation</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> <li>Instructional Programs Evaluation, October</li> </ul>



provide relevant learning experiences that promote academic success so each student can meet the changing demands of the world around them. (DB2)	instructional programs and resources to address performance needs based on a variety of data sources outlined in the annual plan for review.			2022
	Continue to support & expand Project Lead the Way offerings.	Administration, PDC, Teachers	<ul style="list-style-type: none"> <li>● Curriculum Plan</li> <li>● Instructional Programs</li> </ul>	<ul style="list-style-type: none"> <li>● August 22 - June 23</li> <li>● Instructional Programs October 2022</li> </ul>
Ensure birth through pre-kindergarten population has access to high-quality early learning experiences. (TL2)	Provide early learning education and ensure alignment to the Missouri Early Learning Standards (MELS).	Administration, PreK & Rocket Ready Teachers, PAT Instructor	<ul style="list-style-type: none"> <li>● PAT Program</li> <li>● Early Childhood Evaluation</li> </ul>	July 2022 - June 20-23 Early Childhood & Federal Programs Evaluation ?? PAT Program Evaluation ??
Provide high-quality library media resources the effectively prepare learners and educators with a diverse literacy collection and enrichment of the curriculum (TL11)	Audit K-8 library collection to determine need. Pursue a Library Media Plan to ensure the library has a diverse and relevant collection of digital, informational, reading resources.	Administration, Media, and Technology Specialists	<ul style="list-style-type: none"> <li>● Library Program Evaluation</li> </ul>	July 2022 - June 2023 Library Program Eval ??

**Target: Success Ready**

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

Objectives	Action Steps	Responsible	Results	Timeline
Establish a culture focused on learning, characterized by high academic and behavioral expectations for each student. (CC2)	Evaluate and revise discipline policies yearly through grade level team meetings.	Administration, Faculty, School Board.	<ul style="list-style-type: none"> <li>● Student Handbook</li> <li>● Discipline Referrals Report</li> <li>● Principal's Report</li> </ul>	<ul style="list-style-type: none"> <li>● August 2022 - June 2023</li> <li>● School Climate Report, December 2022</li> </ul>
	Continue to ensure that attendance policy is followed and the Team is in place to address concerns as they arise. The Attendance Team will work collaboratively to monitor and	Attendance Team: Administration, Resource Officer, Counselors, Front Office, Nurse.		<ul style="list-style-type: none"> <li>● SIS Attendance Report</li> <li>● Care Team Agenda and minutes</li> </ul>

	address attendance concerns for individual students and for the district as a whole. Assessment of attendance policy to include evaluation of incentives.			
	Continue to require academic requirements for students who participate in extracurricular activities. Tutoring will be required to ensure they can achieve academic success.	Administration, Faculty, Coaches	<ul style="list-style-type: none"> <li>• SIS Academic Performance Reports</li> <li>• Discipline Reports</li> </ul>	<ul style="list-style-type: none"> <li>• August 2022 - June 2023</li> <li>• School Climate Report, December 2022</li> </ul>
	Establish a positive student behavior committee.	Administration, Teacher, Counselors	<ul style="list-style-type: none"> <li>• Student Handbook</li> <li>• Adopted Program &amp; Policies</li> </ul>	<ul style="list-style-type: none"> <li>• August 2022 - June 2023</li> <li>• School Climate Report, December 2022</li> </ul>
	Evaluate and establish a Character Education program.	Counselors, Administration, Teachers	<ul style="list-style-type: none"> <li>• Adopted Program</li> </ul>	<ul style="list-style-type: none"> <li>• August 2022 - June 2023</li> <li>• Guidance &amp; Counseling Report, February 2023</li> <li>• School Climate Report, December 2022</li> </ul>
	Evaluate and address the need for after school detention vs. In and Out of School Suspension.	Administration, Teachers	<ul style="list-style-type: none"> <li>• Student Handbook</li> <li>• Adopted Program &amp; Policies</li> </ul>	
	Conduct annual beginning of the year assembly and throughout the school year to highlight behavior expectations with the student body.	Principal	<ul style="list-style-type: none"> <li>• District Calendar</li> </ul>	<ul style="list-style-type: none"> <li>• August 2022 - June 2023</li> <li>• School Climate Report, December 2022</li> </ul>
Provide a comprehensive multi-tiered system of support that addresses each student's academic, emotional, behavioral, social, and physical needs. (TL7)	Continue to utilize "Care Team" to identify "at-risk" students. The Team will meet at least quarterly to create "action plans" to provide supports needed for	Counselors, Administration, Care Team Members	<ul style="list-style-type: none"> <li>• Care Team Agenda, Minutes</li> <li>• Care Team Action Plans</li> </ul>	<ul style="list-style-type: none"> <li>• August 2022 - June 2023</li> </ul>

	students to experience success.			
	Establish a plan to implement a gifted program, screening, testing, curriculum, instructional strategies, and certified gifted teachers.	Administration, Counselors	<ul style="list-style-type: none"> <li>Adopted Program</li> </ul>	<ul style="list-style-type: none"> <li>August 2022 - June 2023</li> </ul>
	Continue to evaluate and expand RtI program and PowerHour.	Administration	<ul style="list-style-type: none"> <li>Power Hour Schedule</li> </ul>	<ul style="list-style-type: none"> <li>August 2022 - June 2023</li> </ul>
	Evaluate and maintain optimal Title I implementer:student ratio.	Administration, Title I Coordinator	<ul style="list-style-type: none"> <li>Title I Plan</li> </ul>	<ul style="list-style-type: none"> <li>August 2022 - June 2023</li> <li>Title Evaluation, April 2023</li> </ul>
	Continue to offer and maintain a high quality tutoring program after school.	Title I, Administration, Teachers	<ul style="list-style-type: none"> <li>Tutoring Logs &amp; Schedules</li> <li>Career Ladder Plans</li> </ul>	<ul style="list-style-type: none"> <li>August 2022 - June 2023</li> <li>Title Evaluation, April 2023</li> </ul>

**Target: High School Ready**

**Strategy 5: Provide students with the knowledge and tools to make informed decisions regarding their education and career path.**

Objectives	Action Steps	Responsible	Results	Timeline
Provide all students' school counseling services to support their career, academic, and social/emotional development. (TL10)	Provide opportunities for representatives from area high schools to present their course and extracurricular offerings to our exiting eighth grade students.	Administration, Counselors	<ul style="list-style-type: none"> <li>Schedule of Presentations</li> </ul>	<ul style="list-style-type: none"> <li>August 2022 - May 2023</li> </ul>
	Conduct campus visits to area high schools during the eighth grade year.	Administration, Counselors	<ul style="list-style-type: none"> <li>Schedule of Visits</li> </ul>	<ul style="list-style-type: none"> <li>August 2022 - May 2023</li> </ul>
	Counseling department will continue providing transition meetings with all eighth grade students and parents in developing	Administration, Counselors	<ul style="list-style-type: none"> <li>Schedule of Meetings</li> <li>ICAP's</li> </ul>	<ul style="list-style-type: none"> <li>August 2022 - May 2023</li> </ul>

	their ICAP.			
	Explore careers using Missouri Connections to begin development of student ICAP's.	Administration, Counselors	<ul style="list-style-type: none"> <li>• Counseling Program Evaluation</li> </ul>	<ul style="list-style-type: none"> <li>• July 2022 - June 2023</li> <li>• Counselor Program Evaluation, February 2023</li> </ul>

**Target: Data Driven Decisions**

**Strategy 6: The district will systematically collect and analyze local, state, and national data to improve student academic achievement, as well as, their social, emotional, and physical needs.**

Objectives	Action Steps	Responsible	Results	Timeline
The district is intentional agent of continuous and innovative improvement to provide relevant learning experiences that promote academic success so each student can meet the changing demands of the world around them. (DB2)	Continue to provide embedded, collaboration time for data teams to meet monthly to evaluate student growth.	Administration, Teachers, Counselors, PDC	<ul style="list-style-type: none"> <li>• Data Team Meeting Schedule</li> </ul>	<ul style="list-style-type: none"> <li>• August 2022 - May 2023</li> </ul>
	Classroom teachers will continue to develop Student Learning Objectives and assess data collected to monitor student growth and adjust instruction.	Teachers, PDC, Principal	<ul style="list-style-type: none"> <li>• Teacher SLO Plans</li> <li>• Teacher Evaluations</li> </ul>	<ul style="list-style-type: none"> <li>• August 2022 - May 2023</li> </ul>
	Care Teams will meet at least quarterly to evaluate academic performance, behavior & health records, attendance, and teacher observation regarding identified at-risk students. Plans will continue to be made to address the individual needs of identified at-risk students.	Principal, Teachers, Care Team	<ul style="list-style-type: none"> <li>• Care Team Schedule</li> <li>• Care Team Agenda, Minutes, Action Plans</li> </ul>	<ul style="list-style-type: none"> <li>• August 2022 - May 2023</li> </ul>
The district gathers school climate and culture data from all stakeholder groups, analyzes and shares the results, and implements strategies for	Continue to evaluate current data sources and revise, as needed, in order to capture the most relevant data of our students,	Administration, Teachers, Counselors, Title I	<ul style="list-style-type: none"> <li>• Data Team Meeting Schedule</li> </ul>	<ul style="list-style-type: none"> <li>• August 2022 - May 2023</li> </ul>

improvement. (DB3)	families, and communities.			
	Annually include representatives from stakeholders to review yearly data collection and sources. Data will be used to guide decision making for instruction and positive behavior programs, health & wellbeing, climate & culture.	School board, Administration, Teachers	<ul style="list-style-type: none"> <li>• APR</li> <li>• MAP Data</li> <li>• Assessment Data</li> <li>• Instruction Programs Evaluation</li> </ul>	<ul style="list-style-type: none"> <li>• July 2022 - June 2023</li> <li>• Instructional Programs Evaluation, October 2022</li> </ul>
	Continue to conduct evidence-based method of collecting data to recognize the range of factors to promote a positive school climate and culture.	Administration	<ul style="list-style-type: none"> <li>• Climate &amp; Culture Surveys</li> <li>• School Climate Report</li> </ul>	<ul style="list-style-type: none"> <li>• July 2022 - June 2023</li> <li>• School Climate Report, December 2022</li> </ul>
District collaborative educator teams, inclusive of all educators, are operational and focus on effective practices. (DB4)	Establish collaborative teams, meetings, peer observations, all focused on collection & analysis of instruction & data to make informed decisions to improve student success.	Administration, Care Team, Teachers	<ul style="list-style-type: none"> <li>• Collaborative Team Meeting Agendas &amp; Minutes</li> <li>• Data Collection</li> <li>• Teacher Growth Plans</li> </ul>	<ul style="list-style-type: none"> <li>• July 2022 - June 2023</li> </ul>

**Goal 2: Develop and maintain a highly qualified staff to carry out the district mission, goals, and objectives.**

**Target: Highly Qualified Personnel**

**Strategy 1: All students will have access to highly effective district personnel.**

Objectives	Action Steps	Responsible	Results	Timeline
Ensure the use of an effective evaluation process for all employees for the attainment of the district mission, vision, and goals. (L7)	Continue to carry out educator evaluations that are aligned to the Essential Principles of Effective Evaluation.	Principal	<ul style="list-style-type: none"> <li>• NEE Teacher Evaluation Tool</li> <li>• Teacher Handbook</li> </ul>	<ul style="list-style-type: none"> <li>• July 2022 - June 2023</li> <li>• Teacher Handbook July 2023</li> </ul>
	Conduct personnel evaluations	Principal	<ul style="list-style-type: none"> <li>• NEE Teacher Evaluation Tool</li> </ul>	<ul style="list-style-type: none"> <li>• July 2022 - June 2023</li> <li>• Teacher Handbook July</li> </ul>

	that are comprehensive, performance-based, and aligned with state standards.		<ul style="list-style-type: none"> <li>Teacher Handbook</li> </ul>	2023
The district provides sufficient staffing of qualified and highly effective personnel to achieve the school system's mission, vision, and goals. (L9)	Offer employees a salary and benefits package that is competitive for the area.	Administration, School Board	<ul style="list-style-type: none"> <li>Salary Schedule</li> <li>Benefits Package</li> <li>Teacher Handbook</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> <li>Teacher Handbook July 2023</li> </ul>
	Provide experienced, qualified, and aligned mentors for first and/or second year teachers.	Administration, PDC	<ul style="list-style-type: none"> <li>Mentor/Mentee Handbook</li> <li>PDC Plan</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> </ul>
Professional learning activities support effective instructional practices in the school system. (TL8)	Provide ongoing and scheduled professional learning activities based on evidence-based instructional practices and student performance goals outlined in CSIP.	Administration, PDC	<ul style="list-style-type: none"> <li>District Calendar</li> <li>PDC Plan</li> <li>Teacher Needs Assessment</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> </ul>
	Provide guidance in the development, evaluation, and revision of individual professional development plans aligned with student outcomes and yearly Needs Assessments.	Administration, PDC	<ul style="list-style-type: none"> <li>Teacher Evaluations</li> <li>PDC Plans</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> </ul>

**Goal 3: Provide multiple systems of support in order to meet the needs of the whole child.**

**Target: Student Services**

**Strategy1: Provide access to services that meet the academic, social, and behavioral needs of every student.**

Objectives	Action Steps	Responsible	Results	Timeline
Provide a comprehensive multi-tiered system of support that addresses each student's academic, emotional, behavioral, social, and physical needs. (TL7)	Monitor the district plan to sustain support systems that address academic and behavior intervention.	Administration, Counselors, Nurse, Resource Officer, Teachers, Staff	<ul style="list-style-type: none"> <li>Power Hour Plan &amp; Rotation Schedule</li> <li>Student Handbook</li> <li>Grade Transition</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> <li>Student Handbook Adoption July 2023</li> </ul>

			Meetings & Care Team Meeting Agendas & Minutes	
	Provide annual safety and personal interaction training and professional development for transportation staff.	Administration Transportation Director Bus Drivers	<ul style="list-style-type: none"> <li>Transportation Program Evaluation</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> <li>Transportation Evaluation, Facilities &amp; Safety Committee Report, October 2022 &amp; April 2023</li> </ul>
	Provide Federal Programs Title services.	Title I & Federal Programs Coordinator, Care Team, Admini, Counselors, Nurse, Resource Officer, Teachers.	<ul style="list-style-type: none"> <li>Federal Program Evaluation</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> <li>Fed Program Evaluation, April 2023</li> </ul>
	Support English Language Learners (ELL) to attain English proficiency and master essential standards in core areas of instruction.	Administration, Counselors, Teachers	<ul style="list-style-type: none"> <li>Federal Program Evaluation</li> <li>LAU Plan</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> <li>Federal Program &amp; Evaluation, April 2023</li> <li>LAU Plan, April 2023</li> <li>Guidance &amp; Counseling Report, February 2023</li> </ul>
Prepare students through the development of essential interpersonal and interpersonal skills. (TL4)	Implement a PK-8 School counseling Program that supports responsive services, curriculum, individual planning and system of supports aligned to MELS, MLS, and MO Counseling program standards.	Care Team: Administration, Counselors, Nurse, Resource Officer, Teachers.	<ul style="list-style-type: none"> <li>Counseling Program Evaluation</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> <li>Guidance &amp; Counseling Report, February 2023</li> </ul>
Provide a safe and caring environment that supports teaching, learning, and student success. (CC1)	Implement training on trauma-informed methodologies, suicide awareness and prevention, violence prevention, child sexual abuse prevention, bullying, and educational equity for students and staff.	Administration, Counselors, Nurse, Resource Officer, Teachers, Staff	<ul style="list-style-type: none"> <li>Safety and Wellness Plan</li> <li>Federal Program Evaluation</li> <li>Training Certificates of Completion</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> <li>Facilities &amp; Safety Committee Report, October 2022 &amp; April 2023</li> <li>Health &amp; Wellness Evaluation, April 2023</li> </ul>

**Goal 4: Promote, facilitate, & enhance parent, student, and community involvement to support the district mission, vision, & goals.**

**Target: District Communication**

**Strategy1: Establish and maintain two way communication with parents and community.**

Objectives	Action Steps	Responsible	Results	Timeline
The school system provides for two-way, reliable, and representative communication with all stakeholders. (L8)	Utilize and maintain district communication through user-friendly multi-tiered social media platforms, website, school messaging service.	Administration, Technology Director, Director of Information Access	<ul style="list-style-type: none"> <li>Technology Plan</li> <li>Website Review</li> <li>Parent Involvement Survey</li> <li>School Messaging Reports</li> <li>Weekly District Newsletter</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> <li>Technology Evaluation, March 2023</li> <li>Survey Evaluation, January 2023</li> </ul>
	Implement a website upgrade and operational app.	Administration, Technology Director, Director of Information Access, Front Office Staff	<ul style="list-style-type: none"> <li>Website Upgrade Completion</li> <li>App Initiated</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> <li>Technology Evaluation, March 2023</li> </ul>
	Evaluate school-home communication annually and revise as needed, including survey tools for students & parents to determine best lines of communication.	Administration, Technology Director, Director of Information Access, Front Office Staff	<ul style="list-style-type: none"> <li>Parent Involvement Survey</li> <li>School Messaging Reports</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> <li>Survey Evaluation, January 2023</li> </ul>

**Target: Collaborative Culture**

**Strategy2: Increase opportunities for collaborative activities with families & communities that address the academic, social, emotional, and physical wellbeing of the students.**

Objectives	Action Steps	Responsible	Results	Timeline
The district intentionally engages parents/guardians to create effective partnerships that support the development and achievement of their students. (CC4)	Provide opportunities for family engagement in the educational process and activities that provide information related to student development and	Administration, Teachers, Parents	<ul style="list-style-type: none"> <li>Parent Involvement Survey</li> <li>Parent/Teacher Conferences</li> <li>District Climate Report</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> <li>Survey Evaluation, January 2023</li> <li>July 2022 - June 2023</li> <li>Building Climate</li> </ul>



	achievement.		<ul style="list-style-type: none"> <li>● Federal Program Evaluation</li> <li>● PAT Activities</li> <li>● Rocket Ready Activities</li> <li>● Parent Engagement Nights</li> </ul>	<ul style="list-style-type: none"> <li>● Report, December 2022</li> <li>● Federal Program Evaluation, April 2023</li> <li>● PAT Evaluation, November 2022</li> </ul>
	Offer Parents As Teachers (PAT) services to families birth to three years. Offer Rocket Ready services for families three to five years.	PAT, Teachers, Title I, Counselors	<ul style="list-style-type: none"> <li>● Parent Involvement Survey</li> <li>● District Climate Report</li> <li>● Federal Program Evaluation</li> <li>● PAT Activities</li> <li>● Rocket Ready Activities</li> </ul>	<ul style="list-style-type: none"> <li>● July 2022 - June 2023</li> <li>● Survey Evaluation, January 2023</li> <li>● July 2022 - June 2023</li> <li>● Building Climate Report, December 2022</li> <li>● Federal Program Evaluation, April 2023</li> <li>● PAT Evaluation, November 2022</li> </ul>
Establish a culture focused on learning, characterized by high academic and behavioral expectations for each student. (CC2)	District faculty and staff will partner with families to provide outside resources to assist at-risk students.	Administration, Counselors, Teachers, Care Team	<ul style="list-style-type: none"> <li>● Care Team Handbook</li> <li>● Communication Outreach</li> <li>● Care Team Agenda, Minutes</li> </ul>	<ul style="list-style-type: none"> <li>● July 2022 - June 2023</li> <li>● Building Climate Report, December 2022</li> <li>● Guidance and Counseling Report, February 2023</li> </ul>
	Establish a Character Education program to promote leadership, appropriate behavior, and safe schools.	Administration, Counselors, Teachers	<ul style="list-style-type: none"> <li>● Character Education Curriculum, Lessons</li> <li>● Schedule of Instruction</li> </ul>	<ul style="list-style-type: none"> <li>● July 2022 - June 2023</li> <li>● Building Climate Report, December 2022</li> <li>● Guidance and Counseling Report, February 2023</li> </ul>
Gather and analyze school climate and culture data from all stakeholder groups. (DB3)	Include all stakeholders in the analysis of data and feedback for the continuous improvement and attainment of district goals.	CSIP Committee, includes parents, students, teachers, administrators, board members, business & community	<ul style="list-style-type: none"> <li>● Title Parent Information Meeting</li> <li>● Title Evaluation Meeting</li> <li>● CSIP Committee Meetings</li> </ul>	<ul style="list-style-type: none"> <li>● July 2022 - June 2023</li> <li>● Instructional Programs &amp; Assessment Report, October 2022</li> </ul>

**Goal 5: Establish and maintain a systematic plan that serves diversity in the district we serve.**

**Target: Equitable Education**

**Strategy1: Ensure the district provides supports and removes barriers to provide an equitable and inclusive learning environment for all students.**

Objectives	Action Steps	Responsible	Results	Timeline
Focus on educational outcomes and the allocation of resources to ensure that each student is purposefully engaged and is provided rigorous instruction, meaningful support, and relevant educational experiences. (EA4)	Intentionally focus on equitable access to teachers by maintaining high quality and common instructional practices, learning experiences, assessments, and heterogeneous classrooms.	Administration, Teachers, Counselors	<ul style="list-style-type: none"> <li>Curriculum Evaluation</li> <li>Assessment Plan</li> <li>Grade Level Transition Meetings</li> <li>Academic Performance Results</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> <li>Instructional Programs &amp; Assessment Report, October 2022</li> <li>Curriculum Report, April 2023</li> </ul>
	Provide instruction that recognizes and supports multiple perspectives and reduces barriers between student groups.	Administration, Teachers, Counselors, Care Team,	<ul style="list-style-type: none"> <li>Curriculum Evaluation</li> <li>Assessment Plan</li> <li>Grade Level Transition Meetings</li> <li>Care Team Action Plans</li> <li>Power Hour Schedules</li> <li>Academic Performance Results</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> <li>Instructional Programs &amp; Assessment Report, October 2022</li> <li>Curriculum Report, April 2023</li> </ul>

**Goal 6: Govern the district in an efficient & effective manner, providing leadership & representation to support the district mission.**

**Target: School Safety**

**Strategy1: Provide sufficient and effective staff and resources to support and maintain safe school facilities and transportation.**

Objectives	Action Steps	Responsible	Results	Timeline
The district actively addresses school safety and security in all facilities. (L10)	Evaluate and maintain a Crisis Plan to meet DESE, MCES, & MSCA requirements and all employees will receive adequate	Administration, Safety Coordinator & Resource Officer, Counselors, Nurse, Teachers, Staff	<ul style="list-style-type: none"> <li>Crisis Plan</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> <li>Facilities &amp; Safety Committee Report, October, 2022 &amp; April 2023</li> </ul>

	training to effectively carry out the Crisis Plan.			
	Provide training and professional development for the transportation department.	Administration, Transportation Director, Bus Drivers	<ul style="list-style-type: none"> <li>Yearly Training Certificates</li> <li>Bus Drills</li> <li>Safety Inspections</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> <li>Facilities &amp; Safety Committee Report, October, 2022 &amp; April 2023</li> </ul>
	Routine disaster and emergency drills will be conducted to meet DESE and MCES requirements.	Administration, Safety Coordinator & Resource Officer, Counselors, Nurse, Teachers, Staff	<ul style="list-style-type: none"> <li>Facilities &amp; Safety Report</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> <li>Facilities &amp; Safety Committee Report, October, 2022 &amp; April 2023</li> </ul>
	Identify, evaluate, and provide health services to meet the specific needs of the student population.	Wellness Coordinator	<ul style="list-style-type: none"> <li>Health &amp; Wellness Evaluation</li> <li>Food Services Evaluation</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> <li>Health &amp; Wellness Evaluation, April 2023</li> </ul>
	Facilities, grounds, and vehicles will be inspected routinely to identify and address maintenance and safety needs.	Administration, Safety Coordinator, Head of Maintenance	<ul style="list-style-type: none"> <li>Facilities &amp; Safety Report</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> <li>Facilities &amp; Safety Committee Report, October, 2022 &amp; April 2023</li> </ul>

**Target: Facilities Management**

**Strategy2: Provide sufficient and effective staff and resources to support and maintain safe school facilities and transportation.**

Objectives	Action Steps	Responsible	Results	Timeline
The school system manages school operations and resources to promote each student's academic success and well-being in accordance with priorities established in the CSIP. (L4)	Evaluate yearly district compliance regarding DESE Facilities Guidelines. The district will plan accordingly to meet future facility needs based on student population, instructional needs, safety assurances, and DESE Facilities Guidelines.	Administration, Safety Coordination, Facilities & Safety Committee	<ul style="list-style-type: none"> <li>Facilities &amp; Safety Committee Report</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> <li>Facilities &amp; Safety Committee Report, October, 2022 &amp; April 2023</li> </ul>

	Construction of a cafeteria and additional classrooms to address the growing student population.	Administration, Safety Coordination, Facilities & Safety Committee	<ul style="list-style-type: none"> <li>Facilities &amp; Safety Committee Report</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> <li>Facilities &amp; Safety Committee Report, October, 2022 &amp; April 2023</li> </ul>
	Plan to expand the playground to make it handicapped accessible.	Administration, Safety Coordination, Facilities & Safety Committee	<ul style="list-style-type: none"> <li>Facilities &amp; Safety Committee Report</li> <li>Phase I Playground Plan</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> <li>Facilities &amp; Safety Committee Report, October, 2022 &amp; April 2023</li> </ul>

**Target: Governance**

**Strategy3: The Board of Education and administrators will engage in ongoing professional learning and self-evaluation to ensure that all district business is conducted in an ethical, legal and transparent manner.**

Objectives	Action Steps	Responsible	Results	Timeline
The Board of Education and superintendent engage in ongoing professional learning and self-evaluation to strengthen governance practices. (L1)	Ongoing professional development will be received by all Board of Education members and Superintendent.	Board of Education, Superintendent	<ul style="list-style-type: none"> <li>Professional Development Certificate</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> </ul>
	Maintain MSBA membership in good standing.	Board of Education, Superintendent	<ul style="list-style-type: none"> <li>Membership Certificate</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> </ul>
The Board of Education and administration conducts district business in an ethical, legal, and transparent manner. (L2)	Enforce, adopt, and adhere to board policies in compliance with Missouri Open Meetings and Records Act.	Board of Education, Superintendent	<ul style="list-style-type: none"> <li>Board Agendas</li> <li>Board Minutes</li> <li>Board Policies and Regulations</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> </ul>
The Board of Education establishes and implements policies that provide a framework within which the district operates and ensures legal compliance. (L5)	Implement a comprehensive set of board policies subject to annual review, revision, and/or additions that shall govern the district.	Board of Education, Superintendent	<ul style="list-style-type: none"> <li>Board Agendas</li> <li>Board Minutes</li> <li>Yearly Schedule of Board Policies Reviews and Adoptions</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> </ul>
The Board of Education employs and evaluates the job	Receive ongoing professional	Board of Education,	<ul style="list-style-type: none"> <li>Administrator</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> </ul>

performance of an appropriately certificated superintendent to manage district operations. (L6)	development for all administrators.	Superintendent, Administrators	Evaluations	
	Evaluate the superintendent and administrators according to the evaluation schedule.	Board of Education, Superintendent, Administrators	<ul style="list-style-type: none"> <li>Administrator Evaluations</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> </ul>

**Target: Continuous Improvement**

**Strategy 4: The Board of Education will adopt, monitor, and annually review the school improvement goals to ensure continuous progress that meets the needs of the district.**

Objectives	Action Steps	Responsible	Results	Timeline
District leaders are intentional agents of continuous & innovative improvement to provide relevant learning experiences that promote academic success so each student can meet the changing demands of the world around them. (DB2)	Reflect annually on the established monthly program evaluation cycles of continuous improvement that utilize data collection, analysis, planning, and intentional feedback to improve the instructional process and student growth.	Board of Education, Administration, Special Education Director, Director Transportation, Federal Programs Coordinator, Support Services Department Heads	<ul style="list-style-type: none"> <li>CSIP</li> <li>Program Evaluation Schedule</li> <li>MAP Data</li> <li>APR Report</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> <li>CSIP August 2022</li> <li>MAP Data Review, October 2022</li> <li>APR Report, December 2022</li> </ul>
The Board of Education adopts, monitors, & annually reviews the implementation and outcomes of the CSIP. (L3)	Implement and review the district CSIP annually to ensure goals and outcomes based on data-based needs assessments, aligned and carried out.	Board of Edc, Admin, SpecEd Dir, Transportation Dir, Federal Programs Coordinator, Support Services Department Heads	<ul style="list-style-type: none"> <li>CSIP</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> <li>CSIP August 2022</li> </ul>

**Target: Finance Management**

**Strategy 5: The district will operate with fiscal integrity, efficiency, and effectiveness to support the mission, vision, and goals of the district.**

Objectives	Action Steps	Responsible	Results	Timeline
Manage district operations and	Engage in long-range financial	Board of Education,	<ul style="list-style-type: none"> <li>Facilities Plan</li> </ul>	<ul style="list-style-type: none"> <li>July 2022 - June 2023</li> </ul>

resources to promote each student's academic success and well-being. (L4)	planning and communicate financial health and related information to district stakeholders.	Superintendent, Executive Administrator, Heads of Support Services	<ul style="list-style-type: none"> <li>• Capital Projects Budget</li> <li>• District Budget</li> </ul>	
Submit data required by the Department of Education in an accurate and timely manner. (DB1)	Maintain and submit data required for MOSIS, CORE Data, ASBR, in a timely manner.	Board of Education, Administration, Special Education Director, Director Transportation, Federal Programs Coordinator, Support Services Department Heads	<ul style="list-style-type: none"> <li>• MOSIS</li> <li>• CORE Data</li> <li>• ASBR</li> </ul>	<ul style="list-style-type: none"> <li>• July 2022 - June 2023</li> <li>• CSIP August 2022</li> </ul>

**Richards R-V School District Board Adoption of the Richards Comprehensive School Improvement Plan November 17, 2022.**