

# **Richwoods R-VII School District Comprehensive School Improvement Plan**

**2015-2020**



*Mission Statement:*

**PARTNERING TO ACHIEVE WILDCAT SUCCESS**

### **CSIP Committee Members**

Bethany Deal	Superintendent/ PD Chair
Paula Eftink	Teacher
Amber Paul	Teacher
Stephanie Rankin	Teacher
Sharon Roberts	LMS/Art Teacher
Penny Green	Title I Teacher
Melissa Schwarzen	Teacher
Kathy Roubidoux	Teacher
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## **The Planning Process**

The Richwoods R-VII Comprehensive School Improvement Plan (CSIP) was revised in the fall and winter of the 2015-2016 school year. This work resulted in a document that is designed to continue to improve student achievement for all learners in a safe and orderly environment with highly qualified staff, opportunities for parental involvement, and efficient governance of the district.

### **External Analysis:**

- Demographics
- Advances in Technology
- MSIP Standards and Indicators

### **Internal Analysis:**

- MAP test
- Attendance
- STAR Testing
- Individual Class Grades

## District Strengths and Weaknesses

### Strengths

- Variety of Programs
  - Preschool
  - Weekly Character Education Classes
  - Parents as Teachers
  - PTO
  - After School Tutoring
  - Summer School
  - School-wide Title I
  - TOP
- Technology
  - Computer Lab
  - SMARTboards in most classrooms
  - Satellite
  - United Streaming
  - Star Testing/Accelerated Reading Program
  - Weekly Computer Classes
  - Weekly Open Lab/Open Library Media Center
- Enrichment
  - Sports (Basketball, Volleyball)
  - RTI
  - Teen Outreach Program (TOP)
  - Performing Academic Work Service (PAWS)
  - Science Fair
  - 6-8 Enrichment Classes including ASL, Photography, Jewelry Design, and Robotics

- Community Involvement
  - PTO
  - Grandparent's Day
  - School Website
  - School Newsletter
  - Concerts
  - Sporting Events
  - Assemblies
  - Parent Nights/Events
  - Open Library
- Incentive Programs
  - Perfect Attendance
  - Perfect Discipline
  - AR Rewards
  - MAP reward day
  - RTI rewards
  - PBIS

**Weaknesses**

- Deterioration of the family unit and parental support
- Lack of Community Resources
- Generational Poverty

### **Mission Statement**

Partnering to Achieve Wildcat Success

### **Vision Statement**

The vision of the Richwoods R-VII School District is to partner with home, school and community to ensure that all students obtain a quality education, to graduate as responsible individuals, lifelong learners, competent workers and contributing citizens.

In order to fulfill that vision, we commit to:

- Share our work with each other through both dialogue and technology.
- Seek partnerships with teachers, schools, the community, and other agencies to build a unified learning community.
- Continue to develop professionally with the help of the RPDC, as well as other professional development opportunities, to learn and share methods, resources, and ideas.
- Use data to drive decisions regarding students, both academically and socially.
- Provide a rigorous, results-oriented curriculum, implemented with fidelity, at all grade levels.
- Continue to implement PBS to ensure a safe, positive school environment.

## GOAL 1: STUDENT PERFORMANCE

Student achievement will increase in the district annually as measured by the Missouri Assessment Program (MAP).

**Objective I:** Student achievement will increase 5% annually in the top two categories as measured by the Missouri Assessment Program.

<b>Strategy 1: The district will implement the written curriculum in an effective manner.</b>	Person Responsible:	Start Date	Completion Date	Funding Source	MSIP Standard
<b>Actions Steps to Support Buildings or Programs</b>					
a) The district will implement and assess the written curriculum through student understanding both formally and informally	Superintendent/Teachers	2009	Continuing	Federal, State, Local	I-5.1, I-5.2, I-5.3, I-5.4, I-5.6, I-5.7
b) The district will use assessment data to adjust curriculum and instruction	Superintendent/Teachers	2009	Continuing	Federal, State, Local	I-2.1, I-2.2, I-3.2, I-3.3, I-4.2
c) Teachers will implement learned instructional strategies that will enhance student understanding	Superintendent/Teachers	2009	Continuing	State, Local	TL-2.1, TL-2.2, TL-2.3, TL-2.6



d) The district will provide incentives and motivation to students to encourage a higher level of achievement	Superintendent/PBIS Committee	2009	Continuing	State, Local	I-7.2
e) Develop additional and extended curricular programs during the regular school day. (SPED, Title I, Rtl, Enrichment, Exploratories)	Superintendent/Teachers	2009	Continuing	Federal, State, Local	I-7.4, R-1.3, R-2.4
f) Develop extended curricular programs after the regular school day. Such programs will include after school tutoring and academic clubs/activities.	Superintendent/Teachers	2009	Continuing	Federal, State, Local	I-7.5
g) Provide professional development opportunities to teachers and staff that address curriculum, instruction, and assessment practices related to student achievement.	PDC Committee/ Superintendent	2009	Continuing	Federal, State, Local	TL-2

## GOAL 1: STUDENT PERFORMANCE (CONT'D)

Student achievement will increase in the district annually as measured by the Missouri Assessment Program (MAP).

**Objective II:** The district will achieve and maintain a 95% average daily attendance rate.

<b>Strategy 1: The district will educate and encourage the parents, students, and community on the importance and value of good attendance and will review policy at open house.</b>	Person Responsible:	Start Date:	Completion Date:	Funding Source:	MSIP Standard:
<b>Actions/Steps to Support Buildings or Programs</b>					
a) Monthly and yearly recognition of students with perfect attendance.	Superintendent/PBIS Committee	2009	Continuing	State, Local	I-7
b) Parents of students with frequent or excessive absences will receive notification in writing according to district policies.	Counselor	2009	Continuing	State, Local	I-7

## GOAL 2: SCHOOL CLIMATE

Richwoods R-VII School District will provide a positive school culture that supports learning for all stakeholders.

**Objective I:** The district will provide support to students, parents and teachers through multiple strategies.

<b>Strategy 1: The district will implement SW-PBS through all three tiers to support students academically and behaviorally.</b>	Person Responsible:	Start Date	Completion Date	Funding Source	MSIP Standard
<b>Actions Steps to Support Buildings or Programs</b>					
h) The district will develop a leadership team to implement and monitor SW-PBS through all 3 tiers.	Superintendent/Leadership Team/Teachers	2009	Continuing	Federal, State, Local	I-5.1, I-5.2, I-5.3, I-5.4
i) The district will provide professional development to staff to promote SW-PBS.	Superintendent/Professional Development Committee/RPDC	2009	Continuing	Federal, State, Local	I-2.1, I-2.2, I-3.2, I-3.3, I-4.2
j) Teachers will implement learned instructional strategies that will enhance student understanding.	Superintendent/Teachers RPDC	2009	Continuing	State, Local	TL-2.1, TL-2.2, TL-2.3, TL-2.6

### GOAL 3: HIGHLY QUALIFIED STAFF

The administration will attract, develop, and retain highly qualified staff

**Objective 1:** 100% of all certified staff will meet the requirements of highly qualified.

<b>Strategy 1: The district will provide a mentor for all beginning teachers.</b>	Person Responsible:	Start Date:	Completion Date:	Funding Source:	MSIP Standard:
<b>Actions/Steps to Support Buildings or Programs</b>					
a) Mentors and protégés will meet weekly and document all contact hours and activities	PDC Chairperson/PDC committee	2009	Continuing	State	TL-1, TL-2

<b>Strategy 2: The district's vertical teams will support communication among subject areas.</b>	Person Responsible:	Start Date:	Completion Date:	Funding Source:	MSIP Standard:
<b>Actions/Steps to Support Buildings or Programs</b>					
a) The district's vertical teams will meet monthly to discuss curriculum, instruction and assessment.	Superintendent/Team Leader	2009	Continuing	Local	TL-2.6, I-2.2
b) The district's vertical teams will share Professional Development (PD) information gained by members and diffuse the information to staff.	Superintendent/Team Leader	2009	Continuing	State, Local	TL-2.6, I-2.2

<b>Strategy 3: The district will provide professional development opportunities for teachers in MAP assessed areas, differentiated instruction, and effective instructional strategies.</b>	Person Responsible:	Start Date:	Completion Date:	Funding Source:	MSIP Standard:
<b>Actions/Steps to Support Buildings or Programs</b>					
a) All teachers will keep their professional development plans and activities documented in the principal's office.	Superintendent/ PDC Chairperson	2009	Continuing	State	TL-2.1, TL-2.2

## **GOAL 4: FACILITIES, SUPPORT, AND INSTRUCTIONAL RESOURCES**

The Richwoods R-VII School District will provide a safe learning environment.

**Objective I:** The Board of Education and administration will continue to improve the safety and usability of the facilities and grounds by meeting 95% of the criteria on the MUSIC checklist.

<b>Strategy 1: The Board of Education and administration will continue to improve the safety and usability of the facilities and grounds.</b>	Person Responsible:	Start Date:	Completion Date:	Funding Source:	MSIP Standard:
<b>Actions/Steps to Support Buildings or Programs</b>					
a) The maintenance and custodial staff will continue to address the prioritized issues.	Maintenance Director	2009	Continuing	Local	I-8.6
b) The maintenance and custodial staff will continue to implement safety checklists on a regular rotation.	Maintenance Director	2009	Continuing	Local	I-8.6
c) The counselor will continue to provide Character Education to all students with an emphasis on bullying.	Counselor	2009	Continuing	Federal, State, Local	I-6.1, I-6.2, I-8.4, I-8.5, I-8.6

**GOAL 4: FACILITIES, SUPPORT, AND INSTRUCTIONAL RESOURCES (CONT'D)**

The administration will attract, develop, and retain highly qualified staff

**Objective II:** The District will continue to improve the instructional resources and technology opportunities for students by updating 5% of resources annually.

<b>Strategy 1: The District will continue to explore methods to generate funding to supply additional technology resources for teachers and students to utilize.</b>	Person Responsible:	Start Date:	Completion Date:	Funding Source:	MSIP Standard:
<b>Actions/Steps to Support Buildings or Programs</b>					
a) Professional development opportunities will be provided to learn any new or ongoing technology	PD Committee/ Superintendent	2009	Continuing	State	I-11.4
b) The District will continue to budget funding for hardware and software upgrades	Superintendent	2009	Continuing	Local	I-11.3

<b>Strategy 2: The District will continue to provide necessary instructional resources to aid the curriculum.</b>	Person Responsible:	Start Date:	Completion Date:	Funding Source:	MSIP Standard:
<b>Actions/Steps to Support Buildings or Programs</b>					
a) The District will continue to supply classroom resources that support approved instructional programs.	Superintendent/Textbook Committee	2009	Continuing	Federal, State, Local	I-1
b) The LMC will annually evaluate library resource collections and will incorporate a systematic set of improvement strategies.	LMS	2009	Continuing	State, Local	I-1



## **GOAL 5: PARENT AND COMMUNITY INVOLVEMENT**

The District will promote, facilitate and enhance parent, student, and community involvement.

**Objective I:** The District will implement a community/parental involvement plan to foster positive home/school relationships and 40% of parents/community members will attend school functions that involve their attendance.

<b>Strategy 1: The District will involve parents and community members in various committees and activities that promote student achievement.</b>	Person Responsible:	Start Date:	Completion Date:	Funding Source:	MSIP Standard:
<b>Actions/Steps to Support Buildings or Programs</b>					
a) The District will involve parents/community members through parent/teacher conferences, open house, student study teams, volunteer programs, field trip chaperones, PTO, parent clubs, open library and open computer lab.	Superintendent/Parent Involvement Coordinator	2009	Continuing	Federal, State, Local	I-3.4
b) The District will provide communication opportunities for parents/community members through the school website, school newsletter, classroom newsletters, LMC newsletters, report cards/progress reports, various conferences, and the STI program.	Superintendent/Newsletter Editor/Staff Members	2009	Continuing	Federal, State, Local	I-3.4

## **GOAL 6: GOVERNANCE**

The Richwoods R-VII School District's Board of Education and Administration will manage the district in an efficient and effective manner.

**Objective I:** Richwoods R-VII School District will implement a financially sound budget established in district priorities.

<b>Strategy 1: Ongoing educational opportunities will be given to the Board of Education.</b>	Person Responsible:	Start Date:	Completion Date:	Funding Source:	MSIP Standard:
<b>Actions/Steps to Support Buildings or Programs</b>					
a) The Board of Education will evaluate the general ledger on a monthly basis for updated financial information.	BOE/Superintendent	2009	Continuing	Local	G-7
b) The Board of Education will be given opportunities to attend MSBA workshops/ activities.	BOE/Superintendent	2009	Continuing	State	G-7.4, G-7.5

**Objective II:** Richwoods R-VII School District will operate using board approved policies.

<b>Strategy 1: The Board of Education will meet monthly to approve updated policy.</b>	Person Responsible:	Start Date:	Completion Date:	Funding Source:	MSIP Standard:
<b>Actions/Steps to Support Buildings or Programs</b>					
a) The administration will provide MSBA updates to the Board of Education as they are received.	Superintendent/Board Secretary	2009	Continuing	State	G-7.2

**Objective III:** The Richwoods R-VII Administration will provide leadership.

<b>Strategy 1: The Administration will facilitate a productive workplace.</b>	Person Responsible:	Start Date:	Completion Date:	Funding Source:	MSIP Standard:
<b>Actions/Steps to Support Buildings or Programs</b>					
a) Meet with all employees annually and/ or as needed to discuss efficiency/effective practices within departments.	Superintendent	2009	Continuing	State	TL-1.1, TL-2.3, I-1.8, I-3.5
b) Meet monthly with the Board of Education to provide updates and program evaluations.	Superintendent	2009	Continuing	Local	G-9.1, G-9.2