

Code	Component	Start Date	End Date	50-100% Benchmark	Completion Evidences	Owner
I	<b>I. STUDENT PERFORMANCE: Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic and career goals.</b>					
I.A	<b>Objective A: The district will meet or exceed recommended state and federal standards and scores in Communication Arts, Mathematics, Attendance and Graduation Rate.</b>					
I.A.1	Strategy 1: The district will establish annual SMARTgoals targeted to identified areas based on state and national standards.	08/01/14	05/01/19	Data Teams progress monitor and re-evaluate and re-establish SMARTgoals	SMART Goal data.	Principals
I.A.1.a	Action Step a: District staff will develop and implement Essential Learning Outcomes (ELOs) for grades K-12.	08/01/14	05/01/19	Quarterly essential learning outcomes will be identified and progress monitored	SMART Goals, State Assessments, and District Assessments	Elem. Principal & HS Principal
I.A.1.b	Action Step b: Staff will plan instruction in Communication Arts and Mathematics based on the current state/national standards, district/state assessments and essential learning outcomes, which are district driven key instructional foundation pieces measured by district level common SMARTgoal assessments.	08/01/14	05/01/19	Teachers will plan instruction in Communication Arts and Mathematics based on ELO's and measured by SMART Goals assessments	SMART Goal data.	Elem. Principal & HS Principal
I.A.1.c	Action Step c: Students district-wide will demonstrate a 2-3% annual growth from Below Basic and Basic to Proficient and Advanced as measured by state assessments.	08/01/14	05/01/19	Math, Reading, district assessments	MAP and EOC Assessment Scores	All Administrators
I.A.1.d	Action Step d: Students identified as Basic or Below Basic on MAP assessments will receive services in regular tutoring, Title I tutoring, and enrichment activities.	08/01/14	05/01/19	Identified students will receive intervention services	Tutoring Log and individual scores	All Administrators
I.A.1.e	Action Step e: The district will provide family tutoring for the parents and/or guardians of students identified as Basic or Below Basic on yearly MAP/EOC or other district assessments. Provide family tutoring based on current family/student needs.	08/01/14	05/01/19	By January, all families will be identified and receive applicable services.	Tutoring Log and Attendance Log. Family surveys at start and end to measure perceived effectiveness from family view.	All Administrators
I.A.2	Strategy 2: District curriculum will incorporate instructional strategies using technology to engage learners in student-centered, collaborative, and inquiry-based instructional activities promoting research, communication, and problem-solving skills.	08/01/14	05/01/19	Walk-throughs/lesson plans show evidence of daily multiple uses of technology	Walk-through data	Principals
I.A.2.a	Action Step a: Administrators will evaluate the use of technology in classrooms as part of the overall teacher evaluation.	08/01/14	05/01/19	Administrators will observe use of technology in 50 percent of classroom instruction	Teacher evaluations, lesson plans, and informal teacher observations	Elem. Principal & HS Principal

I.A.2.b	Action Step b: The district will administer an annual teacher survey to determine use of technology within the classrooms.	08/01/14	05/01/19	Tabulate survey results, purchase technology and necessary materials	Inventory, purchase orders	Tech Coord. & Administrators
I.A.2.d	Action Step c: The district will continue to provide resources, books, videos, CDs, workbooks, PD, etc. that teach technology skills.	08/01/14	05/01/19	Mid-year technology survey to determine if there's a continuance of need.	Inventory, purchase orders	Supt. & Librarian
I.A.2.e	Action Step d: District teachers will develop and use inquiry-based activities employing technology to advance higher level thinking skills.	08/01/14	05/01/19	The district will provide annually PD opportunities for staff members to collaborate and create activities and lessons in which technology is used to advance higher level thinking skills .	PD logs, observation notes	Elem. Principal & HS Principal
I.A.2.f	Action Step e: The district will provide professional development opportunities to teachers in which technology, and continued use of technology in the classroom is the focus.	08/01/14	05/01/19	Quarterly PD will be provided by the district incorporating outside sources and in house resources.	PD logs, observation notes, completed lessons	PDC, Administrators
I.A.3	Strategy 3: The district will utilize an electronic curriculum tool to update all curriculum by June 2017.	08/01/14	05/01/19	Staff will update all curriculum	Completed curriculum	Staff/Admin.
I.A.3.a	Action Step a: The district will send representatives from each building to professional development opportunities related to aligning curriculum to updated standards.	08/01/14	05/01/19	District employees will attend workshops that directly relate to the aligning and development of curriculum.	PD log and paperwork	PDC & Administrators
I.A.3.b	Action Step b: The district will align the curriculum to the current state, national, and college and career readiness standards.	08/01/14	05/01/19	May 2015, Comm Arts, Vocational, PA. 2016- Math Fine Arts. 2017- Science, Social Studies.	Curriculum alignment is vertically and horizontally connected and understood. Aligned curriculum monitored annually	All Administrators
I.A.4	Strategy 4: The district will utilize at-risk programs at all levels to reach students in danger of not graduating.	08/01/14	05/01/19			
I.A.4.a	Action Step a: The district will utilize district personnel and guidance committees to help with identifying at-risk students and with implementing effective interventions with those identified.	08/01/14	05/01/19	Care Team will conduct periodic meetings to identify at risk students and communicate information.	Contact log	Principals & Counselors
I.A.4.b	Action Step b: The high school Department Chairs and Teacher Support Team will identify, monitor, and create interventions for at-risk students through the use of a variety of interventions.	08/01/14	05/01/19	Check In/Check Out - 60% of students will be moved to tier 1	HS - Grades, attendance, tardiness, and ODR - ES - MRI data, attendance, tardiness, ODR	Tier II Team
I.A.4.c	Action Step c: Families with students identified as at-risk will be tutored with strategies of support to address at-risk needs of students.	08/01/14	05/01/19	By January, all families w/ at risk students will have received applicable services.	Tutoring & parent contact logs - copies of parent notification	Elem. Principal & HS Principal

1.A.4.d	Action Step e: High school will implement an intervention time into the daily school schedule	08/01/14	05/01/19	Progress monitor students	Collected data regarding each student w/ percentages according to attendance, tardiness, grades, and ODR	HS Principal
I.A.5	Strategy 5: The district will implement effective strategies and programs that improve student performance by meeting visual and auditory needs of targeted populations.	08/01/14	05/01/19			
I.A.5.a	Action Step a: District will provide Vision Intervention Program (VIP) services and the resources necessary to aid identified students and increase their reading fluency.	08/01/14	05/01/19	Identify students from VIP screening and notify parents Progress monitoring and provide services to students	Invoice of payment of VIP services and reading assessment scores.	Special Services Coord, VIP Therapist, Administrators
I.A.5.b	Action Step b: District will provide needed software and necessary peripherals to help students with reading difficulties. (VIP)	08/01/14	05/01/19	Progress monitoring for effectiveness of tools.	Inventory and Purchase Orders. Individual student performance improves.	Supt. & Special Services Coordinator
I.B	<b>Objective B: The district will use data weekly in team meetings and quarterly during building review meetings (RTI, APR, Dibels, AIMSweb, etc.) to drive decisions regarding curriculum, instruction, professional development, and program offerings.</b>	08/01/14	05/01/19			
I.B.1	Strategy 1: The district will utilize a three-tiered model of instruction to meet the behavioral and academic needs of all learners.					
I.B.1.a	Action Step a: The high school will develop and implement a progress monitoring tool to monitor student progress in math and English language acquisition at all grade levels.	08/01/14	05/01/19	Implement PM tool at all grade levels	PM tool, student grades	Principals & Counselors
I.B.1.b	Action Step b: The district's behavior teams will develop and implement Tier II research based intervention strategies.	08/01/14	05/01/19	Teams will begin implementation of developed intervention strategies.	Logs, ODR's, attendance rate	Behavior teams, Principals, Counselors & SS Coordinator
I.B.1.c	Action Step c: District behavior teams will utilize data provided to monitor the behavioral needs of students.	08/01/14	05/01/19	By the end of each quarter, student behavior data will be reviewed and needs will be determined.	Lumen behavior data	Behavior teams, Principals, Counselors & SS Coordinator

I.B.1.d	Action Step d: Data collected by behavior teams will be shared with all stakeholders through a variety of means such as newsletters, school website, and various parent and community meeting opportunities.	08/01/14	05/01/19	Newsletters and website will be updated quarterly.	Newsletters, website, meeting sign-in sheets, etc.	Behavior teams, Principals & SS Coordinator
I.B.1.e	Action Step e: Data teams established to monitor student academic and behavioral progress will be maintained on both campuses to provide staff with opportunities to collaborate and evaluate student progress.	08/01/14	05/01/19	Teams will meet regularly to discuss student progress and evaluate services needed.	District standardized assessments, ODR's, progress reports	Data teams, all teachers
I.B.1.f	Action Step f: Scheduling will be monitored in order to provide staff with data team collaboration and data analysis time during regular school hours on a regular basis.	08/01/14	05/01/19	Elementary staff will collaborate and analyze data during weekly XYZ time & common plan time w/ grade level team and other necessary individuals. HS staff will collaborate and analyze data w/ team monthly.	Time log, meeting notes	Elem. Principal, HS Principal & PD Chair/staff
I.B.1.g	Action Step g: A district wide data team, including staff and administration, will be established to provide vertical discussion of student progress and identify district strengths and weaknesses.	08/01/14	05/01/19	Establish district wide data team, include a representative from each grade level and/or content area and administrators. Data team will meet and discuss student progress and district strengths and weaknesses.	Time log, meeting notes	All Administrators& District Data Team
I.B.2	Strategy 2: The K-6 Title I program will continue as a school-wide initiative providing small group and one-on-one instruction for students identified as needing additional instructional support in Mathematics and Communication Arts.	08/01/14	05/01/19			
I.B.2.a	Action Step a: Students will be provided after-school tutoring to address areas of weakness identified through progress monitoring.	08/01/14	05/01/19	Data teams will review student progress and assess the need for further services.	Tutoring log, PM scores	All Admin & Counselors
I.B.2.b	Action Step b: The district will provide parents with information, resources, and training on developing student's skills and homework completion.	08/01/14	05/01/19	Open House, Literacy Nights, Update and maintain website, P-T conferences, Parent Portal	Attendance log, newsletters, website	Elem. Principal, HS Principal & Counselors
I.B.2.d	Action Step d: The district will provide scheduled opportunities for parent and patron access to district resources including library resources and computer labs.	08/01/14	05/01/19	Opportunities will be advertised to alert parents and patrons of access to district resources.	Newsletters, district calendar, attendance sheets; the plan and evaluation results	Principals, Librarian and Counselors
I.C	<b>Objective C: All district students will progress in reading and mathematics at or above grade level or demonstrate at least one year of progress annually as measured by MAP, Dibels, IEP goals, and other valid assessments.</b>	8/2014	5/2019	Common assessments, progress monitoring, standardized test preparations, review of data quarterly		

I.C.1	Strategy 1: All elementary teachers will implement effective instructional strategies in the area of communication arts based on the five components of literacy plus writing.	08/01/14	05/01/19			
I.C.1.a	Action Step a: Data collected from SMART goals will be analyzed by data teams to identify data driven instructional strategies.	08/01/14	05/01/19	Grade level teams will create SMART goals from previous years IBD reports. Students will be given SMART goal assessments and data will be analyzed.	Assessments, data assessments	Principals, S. S. Coordinator & Data teams
I.C.1.b	Action Step b: Dibels and AIMSweb and/or other assessments will be utilized in grades K-12 to progress monitor student learning in communication arts and math.	08/01/14	05/01/19	BOY, MOY, and EOY benchmark testing & PM	Tests & PM scores	Classroom teachers
I.C.2	Strategy 2: Each building will develop an improvement plan that will result in 100% of students in grades K-12 either benchmarking at grade level in reading or showing one year's growth as measured by DRA scores, district standardized assessment or IEP goals.	08/01/14	05/01/19			
I.C.2.a	Action Step a: Each building will create a team of grade level/content area representatives that will develop the improvement plan.	08/01/14	05/01/19	Needs assessment and IBD's will be analyzed to determine goals for each building. Action steps for meeting goals will be created and implementation will begin.	Student data	Principals & Improvement Team members
I.C.2.b	Action Step b: The adopted assessment will be implemented and data will be analyzed to determine student's reading growth.	08/01/14	05/01/19	Annually students will be given a standardized reading assessment and data will be analyzed. Data will be used to determine a necessary plan of action for each student.	TerraNova, Stanford, Dibels, and AIMSweb data	HS Principal & Communication Arts teachers
I.C.3	Strategy 3: Each building will develop an improvement plan that will result in 100% of students in grades K-12 either benchmarking at grade level in mathematics or showing one year's growth as measured by district assesment scores or IEP goals.	08/01/14	05/01/19			
I.C.3.a	Action Step a: Each building will create a team of grade level/content area representatives that will develop the improvement plan.	08/01/14	05/01/19	Needs assessment and IBD's will be analyzed to determine goals for each building. Action steps for meeting goals will be created and implementation will begin.	Student data	Principals, S. S. Coordinator & Improvement team members

I.C.4.b	Action Step b: Grade Levels will report their progress regularly to the team, who will monitor the building's progress, analyze data for trends, and report observations or trends to administrators.	08/01/14	05/01/19	During 1st quarter, students will be given assessment and data will be analyzed. Data will be used to determine a necessary plan of action for each student.	Student data	Grade level teams, Principals and S. S. Coordinator
I.C.5	Strategy 5: The district will continue Positive Behavior initiatives to provide behavioral interventions which will support academic efforts.	08/01/14	05/01/19	Tiered interventions and incentives will be used by the staff and monitored by district leadership teams.		
I.C.5.b	Action Step b: District behavior teams will allocate money for incentives for students who meet or exceed expectations.	08/01/14	05/01/19	The district will provide resources for student incentives.	Account information	All Administrators
I.C.5.c	Action Step c: District behavior will develop and implement an annual behavior incentive program.	08/01/14	05/01/19	The district will annually schedule incentive programs into the school calendar.	Building calendar dates.	Principals & Counselors
I.D.	<b>Objective D: The district will increase student participation in PAT (Parents as Teachers) services and the Kindergarten program. (As PAT funding allows.)</b>					
I.D.1	Strategy 1: The district will provide services for all identified and eligible ECSE students and 20 students through regular PAT visits.	08/01/14	05/01/19			
I.D.1.a	Action Step a: The Early Childhood Programs will hold community awareness events twice each year.	08/01/14	05/01/19	Parent meetings will be held to alert local parents about their options relating to the school offered preschool programs.	Sign in sheet, parent information	Principals & teachers
I.D.1.b	Action Step b: Early Childhood staff members will share student information for identification and placement.	08/01/14	05/01/19	PAT, MPP, & ECSE staff will have monthly collaboration meetings regarding student information.	Meeting notes, time log	Elem. Principal, Elem. Counselor and teachers.
I.D.1.c	Action Step c: The district will work with area daycares, Head Start, and other daycare providers (i.e.. in home daycares) to share PD opportunities and promote district programs.	08/01/14	05/01/19	Copies of information regarding PD opportunities will be forwarded to local daycare providers.	Copies of flyers, emails forwarded; what about participation data?	Elem. Principal, Elem. Counselor and teachers.
	Action Step d: Early Childhood Program information will be distributed at Family Literacy and other family centered nights.	08/01/14	05/01/19	An information table will be set up at family centered events w/ materials relating to preschool and preschool age children.	Parent information, sign in sheet	Elem. Principal, Elem. Counselor and teachers.

I.D.1.e	Action Step e: The district will use poverty data and other screening data to target students for inclusion in ECSE, PAT, and Kindergarten programs.	08/01/14	05/01/19	A screening tool for determining economic need will be created or obtained.	Poverty data, data from other screening tools, enrollment application, free & reduced lunch application, DFS documentation	Supt., Elem. Principal, S. S. Coordinator & Kindergarten teachers
I.D.2	Strategy 2: The district will hold an annual Kindergarten Screening event.	08/01/14	05/01/19			
I.D.2.a	Action Step a: The district will meet with and work collaboratively with area daycare providers to share information, materials, etc. regarding kindergarten readiness skills.	08/01/14	05/01/19	Materials will be shared w/ area preschools and daycares regarding kindergarten readiness.	Copies or shared materials	Elem. Principal, Elem. Counselor and teachers.
I.D.2.b	Action Step b: The District will open up PD opportunities to daycares, Head Start, and other childcare providers to share information, training, and strategies for early childhood learning and kindergarten readiness.	08/01/14	05/01/19	Alert daycares, Head Start, and other childcare providers to PD opportunities that would be applicable to them.	PD logs, attendance verification	Elem. Principal, Elem. Counselor and teachers.
I.E	<b>Objective E: The district will expand opportunities for gifted/talented education for qualified students.</b>					
I.E.1	Strategy 1: District will utilize the Discover program to offer enrichment activities for K-12 students.	08/01/14	05/01/19			
I.E.1.a	Action Step a: Teachers, who meet Discover qualifications, will identify high achieving students and develop an enrichment curriculum to be offered during after school hours.	08/01/14	05/01/19	Plan, develop and implement an after school program for high achieving students.	Curriculum, check list used to identify students	Principal, Counselors & Discover Committee members
I.E.1.b	Action Step b: Students at all grade levels will be offered the opportunity for enrichment. Those teachers offering enrichment should make themselves available to students of similar age and abilities at other grade levels.	08/01/14	05/01/19	Teachers willing to offer enrichment opportunities should collaborate to ensure that all eligible students receive services.	Discover log, attendance log	Principals, Discover teachers, and Teachers
I.E.2	Strategy 2: District will expand dual credit offerings at LHS.	08/01/14	05/01/19			
I.E.2.a	Action Step a: The district will develop a plan with a prioritized list of classes to add based on identified need, teacher qualifications, and available resources.	08/01/14	05/01/19	Based on standardized test data, Show Me Standards, Federal Guidelines, and Local District goals the District will create a list of upper level courses aligned to Teacher credentials to offer a wide variety of courses tailored to student achievement.	Data, assessments, and course offerings	Superintendent, Principals and Teachers
I.E.4	Strategy 4: RTI time will provide enrichment activities for gifted/talented students.	08/01/14	05/01/19			

I.E.4.a	Action Step a: The district will provide enrichment activities during Tier II time for students identified using DRA data.	08/01/14	05/01/19	Students will be progress monitored 3 times yearly to determine if they have remained above benchmark and if not will be moved accordingly.	DRA data	Principals, Counselors & Teachers
I.F	<b>Objective F: The district will achieve an attendance rate of 95% or higher by 2019.</b>					
I.F.1	Strategy 1: The district will develop and implement an attendance plan to increase student attendance at all levels.	08/01/14	05/01/19			
I.F.1.a	Action Step a: The district will improve student attendance utilizing a variety of programs by identifying and working with students who have maintained attendance less than the state standard.	Aug-14	May-19	Attendance monitoring and tiered interventions	Attendance data	Behavior teams, Principals, Counselors and A.D.
I.F.2	Strategy 2: The district will utilize reward and recognition programs to promote school attendance above the state standard.	08/01/14	05/01/19			
I.F.2.a	Action Step a: Behavior incentives will recognize students who have outstanding attendance, quality grades, and who have met or exceeded behavioral expectations.	08/01/14	05/01/19	Quarterly drawings and Privilege Days each semester, Student recognition through student recognition.	Compare summary data from year to year to check effectiveness.	Principals, Counselors & Teachers
I.F.3	Strategy 3: The District will decrease the number of drop outs each year.	08/01/14	05/01/19			
I.F.3.a	Action Step a: The district will require students to develop four-year plans of study to promote timely graduation.	08/01/14	05/01/19	Upon completion of their 8th grade year students will create a plan in which goals are set with the primary focus on graduating.	Completion of student plan resulting in higher graduation rates.	HS Principal & HS Counselor
I.F.3.b	Action Step b: The LHS guidance counselor will encourage student enrollment in vocational/technical courses.	08/01/14	05/01/19	Sophomores will take part in a tour of the facilities focusing on educational opportunities	Increased participation in Vo/Tech opportunities.	HS Principal & HS Counselor
I.F.3.c	Action Step c: The district will research and implement effective drop-out prevention strategies.	08/01/14	05/01/19	Identify appropriate programs based on research and implement.		HS Principal & HS Counselor
I.G	<b>Objective G: The district will annually identify and provide services to students who qualify under the McKinney-Vento Homeless Act.</b>					
I.G.1	Strategy 1: Questions on the district enrollment form will allow the district to determine homeless status.	08/01/14	05/01/19			
I.G.1.a	Action Step a: District will aid and assist any student who qualifies under the criteria of being homeless.	08/01/14	05/01/19	Surveys will be used via community, staff, and student to find and aid any students who may fall into the category of homeless as identified through the MV Homeless Act.	Logs, data, and surveys	Counselors

I.G.1.b	Action Step b: The district will utilize the services of district personnel to identify and meet the needs of homeless students.	08/01/14	05/01/19	Through the use of survey data the district will identify and assess students who may qualify for services under the MV Homeless Act	Data, logs, surveys	Counselors
I.H	<b>Objective H: The district will provide comprehensive services for all children with disabilities as required by IDEA and Chapter 162 RSMo as an integral part of the district's educational program.</b>					
I.H.1	Strategy 1: The district has policies and procedures in place to ensure the provision of effective special education services to children (ages 3-21) and their parents in accordance with state and federal guidelines.	08/01/14	05/01/19			
I.H.1.a	Action Step a: The school district must annually submit assurance statement.	08/01/14	05/01/19	The district submits an assurance statement ,via EPEGS, stating the district will follow all federal and state guidelines relating to the Special Education programs and process.	The district paperwork evidences federal and state compliance guidelines.	Superintendent and Special Services Coordinator
I.H.1.b	Action Step b: The district will annually research and review child find practices for coordinating and implementing activities for children ages 3-21.	08/01/14	05/01/19	Consult Missouri Compliance Plan to be taken annually for Child Find	Public Notice in local newspaper, Notice on local radio and/or television, posters and notices in administrative offices, written information through general distribution	Superintendent and Special Services Coordinator
I.H.2	Strategy 2: The district will ensure that all students with disabilities receive appropriate supports, services, and modifications and have access to the general education curriculum and regular education setting.	08/01/14	05/01/19			
I.H.2.a	Action Step a: The district will respond to all agency/ parent referrals, conduct triennial evaluations and review IEP's annually according to federal and state guidelines.	08/01/14	05/01/19	The district will adhere to all federal and state guidelines for special education compliance.	The district paperwork evidences federal and state compliance guidelines.	Superintendent and Special Services Coordinator
I.H.2.b	Action Step b: The district will ensure that all student receive appropriate accommodations as outlined in their Individualized Educational Plan.	08/01/14	05/01/19	The district's special education office will coordinate the dissemination of students classroom accommodations to appropriate teaching staff and assure that accomodations are being implemented.	Each student will receive appropriate accommodations according to their IEP.	Principals & Special Services Coordinator

I.H.3	Strategy 3: The district implements programs which result in higher percentages of disabled students pursuing post-secondary education or securing employment upon graduation.	08/01/14	05/01/19			
I.H.3.a	Action Step a: The district will utilize technology resources to result in higher percentage of disabled students pursuing post-secondary education.	08/01/14	05/01/19	The district will implement the use of software programs (Missouri Connections, etc) to generate data for instructional purposes to increase post secondary skills.	Software results	Special Services Coordinator, S. S. Teacher's, & Tech. Coordinator
I.H.3.b	Action Step b: The district's special education staff will continue professional development opportunities regarding federal and state compliance guidelines.	08/01/14	05/01/19	The staff will register for professional development opportunities regarding current topics in special education.	Verification of in-service attendance; DESE report of meeting compliance requirements	Special Services Staff & PDC Committee
I.H.4	Strategy 4: The district will ensure that all students with disabilities who are 16 and younger, if determined by the IEP team, will have a transition plan in place in accordance to federal regulations and mandates.	08/01/14	05/01/19			
I.H.4.a	Action Step a: The district will ensure, that beginning no later than the first IEP to be in effect when the child is 16, and updated annually thereafter, there will be included in the student's IEP appropriate measurable post secondary goals based on age appropriate transition services related to training, education, and employment. A four year plan will be included.	08/01/14	05/01/19	The district will comply with federal and state guidelines for transition plans for students.	IEP transition plan; DESE compliance monitoring report	Special Services Staff & HS Counselor
I.I	<b>Objective I: The district will graduate students who are college and career ready.</b>					
I.I.1	Strategy 1: The district will increase the number of students participating in preparation course for post-secondary education and/or employment to 100% by 2017.	08/01/14	05/01/19			
I.I.1.a	Action Step a: District curriculum will include activities and processes that use technology to support career and post-secondary planning.	08/01/14	05/01/19	The district will align curriculum (vertically, horizontally, internally, and externally) to meet the needs of the students.	Student standardized test scores and placement	Principals, S. S. Coordinator & Tech. Coordinator

I.I.1.b	Action Step b: All high school teachers will implement research-based instructional strategies to improve student performance in core curricular courses, including Communication Arts, Math, Science, and Social Sciences.	08/01/14	05/01/19	Walk-throughs/lesson plans show evidence of daily multiple uses of technology	PD opportunities and workshops	HS Principal & Teachers
I.I.1.c	Action Step c: Utilizing the RTI pyramid, a behavior plan will be implemented at the high school to decrease classroom disruptions by 20% and ISS and OSS assignments by 20% by 2017.	08/01/14	05/01/19	Monitor ODRs, ISS, OSS, and tiered interventions	Data indicates reduction in referrals and time out of class.	HS Principal, HS Counselor & Teachers
I.I.1.d	Action Step d: Academic counseling will be provided to 8th grade students and parents to assist in preparing an academic plan leading to on-time graduation and preparation for post-secondary study or employment.	08/01/14	05/01/19	Student and counselor reevaluate four year plan annually as class schedules are developed. Parents will be kept informed of child's progress through the use of parent/teacher conferences, parent portal, and district website.	Four Year Plans executed. Parent signature on initial plan and any significant changes.	HS Counselor
I.I.2	Strategy 2: The district will increase the number of students taking ACT preparatory core courses and the number scoring at or above the national average on the ACT by 5% annually until 2017.	08/01/14	05/01/19			
I.I.2.a	Action Step a: The district will develop and implement a plan to add additional advanced course offerings based on identified need, teacher qualifications, and available resources.	08/01/14	05/01/19	The district will offer weighted and other advanced courses .	Master District Schedule and Student schedules	Supt., HS Principal & HS Counselor
I.I.2.b	Action Step b: The high school core curriculum (Math, English, Science, and Social Sciences) will be aligned with ACT.	08/01/14	05/01/19	May 2017, the district will align Science and Social Studies according to the ACT.	District Curriculum	HS Principal, HS Counselor & Teachers
I.I.2.c	Action Step c: The high school will pursue becoming an ACT approved testing center.	08/01/14	05/01/19	The district will make application to become an ACT approved testing site.	Verification of ACT Testing site	HS Principal & HS Counselor
I.I.2.d	Action Step d: The district will work with students to develop four-year plans that increase the likelihood of student success, and also provide guidance related to enrollment in advanced courses.	08/01/14	05/01/19	The district will provide opportunities to guide and aid students in developing a four year plan course of study. The district will provide opportunities for students to enroll in upper level courses to increase student success and achievement.	Student Four Year Plans and student schedules.	HS Principal & HS Counselor
I.I.2.e	Action Step e: The district will make ACT software available and provide practice sessions for students interested in taking the ACT exam.	08/01/14	05/01/19	The District will offer ACT preparatory opportunities before and or after school. Notification will be made through counselor newsletter, announcements and district web site.	Logs maintained by participating staff members. surveys to students to track effectiveness of training.	HS Principal & HS Counselor

I.I.3	Strategy 3: District students will complete a program of high school studies that provides rigor and for which there are identified learning expectations aligned with MSIP standards.	08/01/14	05/01/19			
I.I.3.a	Action Step a: The district will provide access to alternative instructional programs and strategies such as high school credit recovery and dual credit options.	08/01/14	05/01/19	Evaluate interventions and adjust strategies as indicated.	Student records and data	HS Principal & HS Counselor
I.I.3.b	Action Step b: The district will continue to expand and improve vocational course offerings.	08/01/14	05/01/19	District will provide additional funding to allow more students to take vocational courses if available.	Verification of documents	Supt., HS Principal & HS Counselor
I.I.3.c	Action Step c: The district will create student plans for post-education.	08/01/14	05/01/15	The district will create a student four year plan template focusing on post-education. The district will aid students in completing a four year plan.	Student records and post-graduation plan	HS Principal, HS Counselor & SS Coordinator
I.I.3.d	Action Step d: The district students will engage in assessments that will aid them in the selection of a course of study that will better prepare them for a career or post-secondary education in which they show a high aptitude.	08/01/14	05/01/15	Students and parents will review the results of a variety of assessments with LHS counselor and administrator.	Assessment Results	HS Principal & HS Counselor
V.B.1	Strategy 1: The district will increase the number of students surveyed during their graduation year for data reporting and follow up.	08/01/14	05/01/19			
V.B.1.a	Action Step a: The district will provide surveys to students who have graduated by mail, email, texting, district website, Facebook, phone calls, etc. to ensure 100% participation.	08/01/14	05/01/19	Graduates will complete survey information.	Survey copies, results of surveys from graduates, presented to Board, in minutes January	HS Principal & HS Counselor
I.B.2.c	Action Step c: The district will provide GED information for district patrons, as requested.	08/01/14	05/01/19	Resources for GED instruction will be researched and a plan for implementation will be made.		Supt., HS Principal & HS Counselor
I.I.4	Strategy 4: The district will offer the A+ Program to eligible students who apply and meet all program requirements.	08/01/14	05/01/19			
I.I.4.a	Action Step a: The district will provide an A+ coordinator who is responsible to organize the program and work with eligible students.	08/01/14	05/01/19	The district will ensure that the A+ coordinator is highly qualified and afforded ample time to complete work.	A+ offered and used by graduating students of LHS.	A+ Coordinator
I.I.4.b	Action Step b: The district will provide opportunities for students to complete the necessary 50 hours of mentoring/tutoring.	08/01/14	05/01/19	A+ coordinator with the aid of K-12 teachers will make tutoring and mentoring opportunities available for students.	Logs	HS Principal, HS Counselor & A+ Coordinator

I.I.4.c	Action Step c: The LHS counselor will work with students to provide information on colleges that honor the A+ Program.	08/01/14	05/01/19	Students will be introduced to a wide variety of post secondary colleges all A+ accessible	College and career nights, Counselor workshops with students, parent meetings, college visits, logs	HS Counselor
I.J	<b>Objective J: The district will increase the percentage of students who meet technology literacy standards by the end of 8th grade to 100% as measured by a local technology assessment/survey.</b>					
I.J.1	Strategy 1: The district will fully integrate technology into curriculum and instruction by 2017.	08/01/14	05/01/19			
I.J.1.a	Action Step a: A variety of technology resources will be used to deliver, monitor, and assess student achievement to provide immediate feedback and address various learner needs.	08/01/14	05/01/19	The district will administer a technology needs assessment.	Inventory, purchase orders, needs assessment	All Admin & Tech Coord.
I.J.1.b	Action Step b: The district will utilize technology to expand and support student learning outside of the normal school day.	08/01/14	05/01/19	Enrichment opportunities utilizing technology will be offered for those students who are interested.	Tutoring logs	Principals, SS Coordinator & Teachers
I.J.1.c	Action Step c: Professional development opportunities for staff will be provided to improve technology utilization and the use of more effective instructional strategies.	08/01/14	05/01/19	A technology needs assessment will be administered to staff. Administrators will complete walk-through observations to determine which technologies are being used.	PD log, attendance log, needs assessment	All Administrators, SS Coordinator, PD Committee & Technology Committee
I.J.2	Strategy 2: The district will revise the written curriculum to include the standards and achievement rubrics for grades K-12.	08/01/14	05/01/19			
I.J.2.a	Action Step a: The district will develop and implement assessments/surveys for technology competency at the eighth grade level.	08/01/14	05/01/19	A technology committee will research various assessments available for determining the competency of student ability to perform tasks using technology.	Research, adoption of assessment	Principals, SS Coordinator & Technology Committee members
II	<b>II. HIGHLY QUALIFIED STAFF: Recruit, attract, develop, and retain highly qualified staff to carry out the LEA (local educational agency)/District mission, goals, and objectives.</b>					
II.A	<b>Objective A: High quality PD activities will improve teacher instructional abilities and subject area knowledge as measured by student performance, teach evaluations, and teacher surveys.</b>					
II.A.1	Strategy 1: The district will use the PLC model as the framework for PD activities.	08/01/14	05/01/19			

II.A.1.a	Action Step a: Utilizing PD days, teachers will align curriculum with Core Academic Standards and GLEs/CLEs to facilitate instructional planning targeted to individual student needs.	08/01/14	05/01/19	Core teachers will align curriculum and plan strategies.	PD Agendas; alignment in curriculum documents	PD com., Teachers, Admin.
II.A.2	Strategy 2: The district will provide PD for teachers and administrators to improve their levels of proficiency to enhance instruction and to encourage the effective integration of technology into teaching and student learning.	08/01/14	05/01/19			
II.A.2.a	Action Step a: Up-to-date technology tools and resources will be readily available to support curriculum objectives.	08/01/14	05/01/19	Inventory existing technology, survey for missing parts. Purchase needed equipment or request through budget process.	Approved budgets, yearly inventories	Administrators and Tech. Coordinator
II.A.2.b	Action Step b: All teachers will demonstrate proficiency in educational technology that supports high quality instruction.	08/01/14	05/01/19	Identify skill level of staff through surveys and testing. Provide necessary training.	Teacher evaluations, individual surveys	Teachers, PD committee & Tech Coord.
II.A.2.c	Action Step c: Proficiency levels will be noted by building administrators on the district evaluation instrument.	08/01/14	05/01/19	Administrators conduct classroom observations and feedback discussion.	Teacher evaluation summary report	Principals & Special Services Coordinator
II.A.2.d	Action Step d: Monthly teacher training provided to address curriculum review, revision, alignment and classroom assessment strategies.	08/01/14	05/01/19	Teachers will develop and implement an individual Professional Development Plan annually aligned to the needs indicated on their evaluation.	PD Agenda, Staff meeting agendas	PD Comm., Teachers & Admin
II.A.2.e	Action Step e: Teachers will receive annual PD in the utilization of three-tiered models.	08/01/14	05/01/19	Develop plan based on needs assessment and or teacher evaluation data.	PD Agenda, assess eval of performance, skills demonstrated. evidence on classroom walkthroughs, students more engaged. Teachers more comfortable with utilization of 3 tiered model.	Admin, PD Committee & Teachers
II.A.2.f	Action Step f: Professional development on differentiated instruction will be scheduled annually to provide the best information for teachers to address the learning needs of all students.	08/01/14	05/01/19	Develop plan for PD based on needs assessment.	Evidence of instruction resulting in differentiated lesson plans and daily instruction.	Principals, SS Coordinator & PD Committee
II.A.3	Strategy 3: The district will utilize available Title I funding, local funds, and PD funds to secure PD coaches to help transfer knowledge into practice within the classroom	08/01/14	05/01/19			
II.A.3.a	Action Step a: The district will engage representatives from RPDC to assist in professional development activities.	08/01/14	05/01/19	RPDC opportunities will be made available to staff.	My Learning Plan website	Principals, SS Coord. & PD Committee

II.B	<b>Objective B: District will identify additional staff positions that will enhance district performance in student achievement.</b>					
	Strategy 1: District will create and prioritize list of desired staff positions. (teachers, librarians, reading coaches, etc.)	08/01/14	05/01/19	Administrators recommendations	List approved	Principals & SS Coordinator
II.B.2	Strategy 2: The district will employ positions as funding allows.	08/01/14	05/01/19			
II.C	<b>Objective C: One hundred percent of administrators and teachers will be appropriately certified and highly qualified as defined by state/federal standards and reported on core data.</b>					
II.C.1	Strategy 1: The superintendent and district administrators will annually check teacher credentials and course schedules to insure that all courses are taught by appropriately certified teachers.	08/01/14	05/01/19			
II.C.1.a	Action Step a: Building administrators and counselors will review master schedules and cross-reference teacher certifications to make sure that all courses are taught by qualified and appropriately certified teachers.	08/01/14	05/01/19	Qualifications kept up to date in staff files.	Creation of master schedule and review of teacher certifications	All Admin., SS Coord., Admin Assist. & Counselors
II.C.2	Strategy 2: The district will develop and implement a plan to address teachers who are not Highly Qualified (HQ) for specific course assignments.	08/01/14	05/01/19			
II.C.2.a	Action Step a: The district will provide necessary training, mentors, etc. to enable non-HQ teachers to become qualified for course assignments.	08/01/14	05/01/19	Identify non-HQ staff and assign mentor. Provide training as needed.	PD Logs, mentor/mentee assignments. Non HQ teachers designated as HQ	Principals, SS Coordinator & PD mentors
II.C.2.b	Action Step b: The district will pay for initial Praxis examination to ensure that staff members become HQ for needed course assignments.	08/01/14	05/01/19	Staff requesting reimbursement will submit reimbursement paperwork	Annual Budget allocation	All Administrators and SS Coord.
II.C.3	Strategy 3: The district will follow posted criteria for recruitment and hiring of staff positions.	08/01/14	05/01/19			
II.C.3.a	Action Step a: The district will accurately post all open positions stating appropriate certifications or qualifications necessary for consideration.	08/01/14	05/01/19	Missouri Teaching Jobs website & district website	Historical record of postings	Supt.
II.C.3.b	Action Step b: The district will post all positions on the district website and the Missouri Teaching Jobs website.	08/01/14	05/01/19	Missouri Teaching Jobs website & district website	Historical record of postings	Supt.
II.C.3.c	Action Step c: The district will seek to hire Highly Qualified Teachers for all open positions.	08/01/14	05/01/19	Missouri Teaching Jobs website & district website	Hiring records reflect HQ status of new hires	Supt.

II.D	<b>Objective D: The district will annually evaluate all staff using objective, standards-based performance evaluations based on state model or standards.</b>					
II.D.1	Strategy 1: Teacher evaluations will assess implementation of inquiry-based instructional strategies.	08/01/14	05/01/19			
II.D.1.a	Action Step a: Administrators will ensure that the evaluation tool includes measurement of the teacher's use of inquiry-based instructional strategies and the use of technology within the classroom.	08/01/14	05/01/19	Administrators will utilize the NEE evaluation tool to identify teachers strenghts and needs.	Lesson plan evidence, walkthroughs reflect evidence, PD agenda and sign in.	All Administrators and SS Coord.
II.D.1.b	Action Step b: The administration working with CTA will review and revise district evaluation instruments.	08/01/14	05/01/19	Administrators will utilize the NEE evaluation tool to identify teachers strenghts and needs.	New tool produced	All Administrators, SS Coord. & CTA Committee
II.D.1.c	Action Step c: The district will provide NEE training for administrators who conduct staff evaluations	08/01/14	05/01/19	Annual training provided prior to the start of the year to all who conduct evaluations.	Training complete and evaluations reflect	All Administrators
II.D.1.d	Action Step d: The district will provide PD for certified/classified staff on evaluations.	08/01/14	05/01/19	Training provided at the beginning of the year prior to school start.	Staff understanding of process and tool	All Administrators
II.D.1.e	Action Step e: Data for evaluations will be collected regularly utilizing walkthroughs and NEE documentation.	08/01/14	05/01/19	Walkthroughs will be conducted and feedback given monthly per staff member or as needed.	Notes, documentation in files	All Administrators & SS Coord.
II.E	<b>Objective E: The district will recruit and actively seek to retain high quality employees</b>					
II.E.1	Strategy 1: The district will identify strengths and weaknesses within the district and/or building to help with the placement, retention and promotion of district personnel.	08/01/14	05/01/19			
II.E.1.a	Action Step a: The district will review and evaluate current recruitment strategies.	08/01/14	05/01/19	Administrators will utilize new strategies identified during needs assessment.	List of current strategies, analysis report of new recruits, administrative agendas,	All Administrators & SS Coord.
II.E.1.b	Action Step b: The district will examine and compare the resources of surrounding districts to those of HCR-I.	08/01/14	05/01/19	Survey sent to area schools. Spreadsheet created showing comparison.	West Central School Survey, MSTA Area Survey	Supt.
II.E.1.c	Action Step c: The district will administer anonymous surveys annually for all staff members to identify ways to retain staff members.	08/01/14	05/01/19	Develop survey with input from teachers, administrators, board, parent/stakeholder	Survey results tabulated and list generated	All Administrators & SS Coord.
II.E.1.d	Action Step d: The district will conduct exit interviews with employees to determine reasons for termination of employment.	08/01/14	05/01/19	Superintendent interviews staff members who submit resignations.	Superintendent conducts and documents interviews. Trends noted.	Supt.

II.E.2	Strategy 2: All new employees will participate in a program designed to promote job success.	08/01/14	05/01/19			
II.E.2.a	Action Step a: All newly hired certified/classified staff will participate in a mentoring program by attending required meetings and working closely with an approved district mentor.	08/01/14	05/01/19	Mentor assigned, meetings attended throughout the year as scheduled.	Meeting Logs, Mentor/Mentee Logs, other PD documentation.	All Admin., SS Coord., PD Committee and new teachers
II.E.2.b	Action Step b: All newly hired certified/classified staff will participate in required hours of PD activities during his/her first two years of district employment.	08/01/14	05/01/19	New Staff will attend district wide PD hours, and outside required hours.	PD Logs, Beginning Teachers meeting agenda, new teacher orientation agenda logs, MSTA program	New teachers, PD Mentors
II.E.2.c	Action Step c: All newly hired certified/classified staff will participate in a district job orientation meeting.	08/01/14	05/01/19	District Job orientation attended on new teacher day.	Meeting minutes, documented in files, survey instrument	Principals, SS Coord., Central Office staff, and new employees
II.E.2.d	Action Step d: All newly hired certified/classified staff will be observed and provided with support, encouragement, and feedback monthly during the first year of employment.	08/01/14	05/01/19	Assigned mentor will provide feedback and encouragement during first year.	Walkthrough evaluations, file documentation	PD Mentors, Principals & SS Coordinator
II.E.3	Strategy 3: All returning staff will participate in a program designed to promote job retention.	08/01/14	05/01/19			
II.E.3.a	Action Step a: Ongoing professional development activities, programs and events will be planned annually to provide staff with best practices information.	08/01/14	05/01/19	Calendar developed for PD opportunities year long.	PD calendar, after school training sessions, off campus paid activities available and encouraged where allowed, approved.	All Admin., SS Coord., PD Committee & CRPDC
II.E.3.b	Action Step b: Staff will be evaluated and provided feedback by building administrators to promote employee growth, development and retention.	08/01/14	05/01/19	Quarterly or mid year informal feedback provided prior to yearly formal evaluation.	Documented in staff evaluations and placed in files	Principals & SS Coordinator
III	<b>III. FACILITIES, SUPPORT, INSTRUCTIONAL RESOURCES: Provide and maintain appropriate instructional resources, support services, and functional and safe facilities.</b>					
III.A	<b>Objective A: The district will fund essential and effective and required support services for effective implementation of the CSIP plan.</b>					
III.A.1	Strategy 1: The district will monitor class enrollments, including administrator, librarian and counselor ratios, to make sure that class size standards and enrollment requirements meet or exceed MSIP standards.	08/01/14	05/01/19			

III.A.1.a	Action Step a: District will monitor administrator/student ratio and request additional administration to meet or exceed MSIP standards.	08/01/14	05/01/19	Recommend additional positions based on student needs data the data	Administrators in place to meet or exceed MSIP standards.	All Admin. & SS Coordinator
III.A.1.b	Action Step b: District administration will monitor and request additional staff to meet or exceed MSIP standards.	08/01/14	05/01/19	Recommend additional positions based on the data	Personnel in place to meet or exceed MSIP standards.	Principals & SS Coordinator
III.A.2	Strategy 2: The district will continue to use and update annually an integrated data management system for administrative functions including, but not limited to, student information, attendance, grading, library catalog, transportation, financial accounting.	08/01/14	05/01/19			
III.A.2.a	Action Step a: The district will provide appropriate staff training to new and/or existing staff on the SIS program at the start of each year.	08/01/14	05/01/19	Orientation session for new/existing staff training on Lumen. Ongoing training as needed	Staff effectively utilizes Lumen	Lumen Admin, Lumen Training personnel, Principals & SS Coordinator
III.A.2.b	Action Step b: The district will provide information and training to parents on how to use the Lumen Parent Portal and other appropriate district data resources.	08/01/14	05/01/19	Pamphlet available at open house with Lumen Parent Portal information and dates for upcoming parent trainings.	Review attendance data and plan for future trainings. Review the parental signup documentation.	Lumen Admin, Lumen Training personnel, Principals & SS Coordinator
III.A.2.c	Action Step c: The district will provide the online library catalog to all staff, students, and the community as a resource to library materials as well as a tool for research.	08/01/14	05/01/19	Pamphlet available to parents at open house. Staff and students will be trained during first class sessions.	Review attendance data and plan for future trainings. Review data that evidences patron uses.	Librarian
III.A.2.	Action Step d: The district will continue to use and update as needed the STI Accounting and Payroll system.	8/2014	05/01/19	Continue to upgrade and utilize the STI system.	Implementation of upgrades and utilization.	Supt., Admin. Assistant & Tech Coordinator
III.A.3	Strategy 3: District library media resources and services will be used to improve the instructional program.	08/01/14	05/01/19			
III.A.3.a	Action Step a: The district will utilize teacher input in regard to curriculum needs.	08/01/19	05/01/19	Librarian will disseminate via email request for teacher input regarding curriculum needs.	Teacher check out and usage of newly purchased materials and resources.	Librarian
III.A.3.b	Action Step b: The district will continue to purchase materials based on standards set by DESE.	08/01/14	05/01/19	Develop a plan to allocate resources according to DESE standards.	Yearly state report of collection as it relates to state standards.	Supt. & Librarian

III.A.3.c	Action Step c: The district will continue to purchase books and other resources to support student reading levels.	08/01/14	05/01/19	Research and review resources available based on the student data.	Review checkout data of newly purchased materials.	Librarian & Principals
III.A.4	Strategy 4: District guidance programs will utilize the approved guidance curriculum and services to improve the instructional program.	08/01/14	05/01/19			
III.A.4.a	Action Step a: The district will continue to implement classroom guidance.	08/01/14	05/01/19	Set schedules based upon student needs data gathered	Schedule is meeting state standards.	Counselors
III.A.4.b	Action Step b: District counselors will meet with students for individual and emergency needs.	08/01/14	05/01/19	Set schedule based on student needs and state guidelines.	schedule is meeting state standards.	Counselors
III.A.4.c	Action Step c: District counselors will continue to evaluate and update the guidance program as needed.	08/01/14	05/01/19	Develop a plan to modify the program.	Evaluation data from the MO Guidance Program	Counselors
III.A.5	Strategy 5: The district will provide comprehensive services for children with disabilities as an integral part of the overall educational program of the district.	08/01/14	05/01/19			
III.A.5.a	Action Step a: The district will continue to expand the special education program and its services to meet the growing needs within our community.	8/2014	07/01/19	Refer students for eligibility criteria for categorical disabilities	Students with disabilities are making academic progress.	SS Coordinator
III.A.6	Strategy 6: The district will utilize the school health services program, which includes goals and objectives, service activities and an evaluation design, to improve the instructional program.	08/01/14	05/01/19			
III.A.6.a	Action Step a: The district nurse will monitor health services and provide necessary information to promote the prevention of and reduce the spread of communicable diseases on the school campuses.	08/01/14	05/01/19	Recommendations will be made and literature disseminated to address any district health issues.	Documentation of actions taken to address current medical issues.	Nurse
III.A.6.b	Action Step b: The district will continue to use the Medical Module in the Lumen program.	8/2014	05/01/19	Continue to upgrade and utilize the medical module in the Lumen system.	Implementation of the medical module in the Lumen program.	Nurse
III.A.6.c	Action Step c: Program improvement strategies will be identified and implemented.	08/01/14	05/01/19	Develop a plan for improvement.	Identification of students who require additional health services.	Nurse
III.A.7	Strategy 7: The district's food service program will provide at least one nutritionally balanced meal on scheduled attendance days to all students in accordance with Federal and State Child Nutrition Program regulations.	08/01/14	05/01/19			
III.A.7.a	Action Step a: The district will ensure that the food service program is coordinated with the local Wellness Plan to meet the needs of district students.	08/01/14	05/01/19	Coordinate nutrition guidelines that align to the local wellness plan.	The daily menus will reflect federal and state guidelines that coordinate to the local wellness plan.	Supt. & Food Service

III.A.7.b	Action Step b: The district will ensure that the food service program is coordinated to meet individual 504 plans of district students.	08/01/14	07/01/19	Compile a list of students who have 504 plans with nutrition accommodations.	Absence of medical issues relating to 504 nutritional accommodations.	Supt., Food Service & SS Coordinator
III.A.8	Strategy 8: The district will provide safe and efficient transportation to and from school in compliance with Missouri statutes, regulations, and local Board policy.	08/01/14	05/01/19			
III.A.8.a	Action Step a: The district will continue to monitor bus services while working closely with the contracted vendor to meet student needs.	08/01/14	07/01/19	Develop the most efficient transportation routes.	Annual review of transportation costs to stay within budget.	Supt. & Transportation Director
III.A.8.b	Action Step b: The district will verify that the contracted vendor meets all requirements as established by the federal and state government relating to transportation.	Annual 8/2014	07/01/19	Ongoing verification that busses are in optimal working order.	The district maintains each year as accident free.	Supt. & Transportation Director
III.B	<b>Objective B: The district will provide appropriate instructional resources for efficient and effective school operations.</b>					
III.B.1	Strategy 1: District teachers and students will have all needed instructional resources and equipment to support and extend all curriculums.	08/01/14	05/01/19			
III.B.1.a	Action Step a: The district will provide each student with the needed textbook for all enrolled classes as determined by the class syllabus.	8/2014	05/01/19	Conduct an audit for each class and purchase needed textbooks.	All students have textbooks for class.	Principals & SS Coordinator
III.B.1.b	Action Step b: Administration will collaborate with teachers and vendors to make available the necessary resources for the programs offered.	8/2014	05/01/19	Conduct an audit for each class and purchase needed resources.	All teachers have all needed resources for the program.	Principals & SS Coordinator
III.B.2	Strategy 2: All district staff and students will utilize technology materials and resources to promote personal, academic, and career needs as measured by a district survey.	08/01/14	05/01/19			
III.B.2.a	Action Step a: A technology survey component will be developed and given to all district staff and students annually.	08/01/14	05/01/19	Develop and administer technology survey.	Completed survey.	Technology Committee
III.B.2.b	Action Step b: Teachers will utilize available district software to promote personal, academic, and career needs.	08/01/14	05/01/19	Ongoing usage as needed by the course requirements.	Teacher lab sign-up and student log-in.	Teachers
III.B.3	Strategy 3: The district will provide technical assistance and hardware/software maintenance for district technology users.	08/01/14	05/01/19			
III.B.3.a	Action Step a: The district will continue to engage in a contractual agreement with an approved vendor to provide technical support and hardware/software maintenance on an ongoing basis.	08/01/14	05/01/19	Review services.	Award contract for services.	Supt. & BOE

III.B.4	Strategy 4: The district will develop and implement a five year instructional resources purchase plan including textbooks, equipment, furniture, and technology needs.	08/01/14	05/01/19			
III.B.4.a	Action Step a: The district will implement a 5 year instructional purchase plan for subject area textbooks	08/01/14	05/01/19	Develop a yearly purchase plan.	New or enhanced curriculum materials.	All Admin & Textbook committees
III.B.4.b	Action Step b: The district will implement a 10-year purchase plan for classroom/office furniture and accessories.	08/01/14	05/01/19	Develop a yearly purchase plan.	New or refurbished furniture.	All Admin, SS Coord. & Librarian
III.B.4.c	Action Step c: Teachers will request needed technology resources annually through the budget process.	08/01/14	07/01/19	Identified items presented for inclusion in the next budget.	New inventory of equipment	Teachers and Building Admin
III.B.4.d	Action Step d: The district will apply for grants as appropriate to supplement and enhance opportunities to secure and maintain necessary and beneficial technology resources.	08/01/14	05/01/19	Be aware, seeking grant opportunities when available and make applications in a timely manner after seeking board approval for matching grant options through budget process	Grant approval	All Admin, SS Coordinator & Teachers
III.B.4.e	Action Step e: The district will continue to provide and upgrade security cameras and a monitoring system to enhance student safety and building security.	08/01/14	05/01/19	Assess current needs annually	Equipment purchases	All Admin & SS Coord.
III.B.4.f	Action Step f: The district will continue to provide an integrated phone system and intercom system to promote building communication, safety, and access.	08/01/14	05/01/19	Prepare for continued system use in budgeting or plans for new system.	Upgraded systems	Supt. & Tech Coordinator
III.B.4.g	Action Step g: The district will annually update all inventories, including textbooks, equipment, furniture, technology, etc.	08/01/14	05/01/19	Discuss options, timelines, etc. for process to be used.	Updated inventories	All district staff
III.B.5	Strategy 5: The district will increase access to technology resources by reviewing the process for identifying and allocating funds for the purchase of resources needed to meet improvement plan goals and objectives.	08/01/14	05/01/19			
III.B.5.a	Action Step a: The district will provide building staff with adequate technical and instructional technology support.	08/01/14	05/01/19	Support will be given through inservices and workshops	PD Logs	All Admin., SS Coordinator & Tech Coordinator
III.B.5.b	Action Step b: The district will provide necessary budgets required to maintain and upgrade technology and technology resources, including support, staff, infrastructure, etc.	08/01/14	05/01/19	Secure bids, costs, etc. from qualified vendors.	Maintained and upgraded equipment.	Supt. & BOE

III.B.5.c	Action Step c: The district will support grant writing and provide matching funds to maintain, expand, and upgrade the technology program including infrastructure, software, hardware, support and staff.	08/01/14	05/01/19	Seek e-rate funding, Vocational grants, etc. as available.	Support given as needed	Supt., Tech Coordinator Teachers & BOE
III.C	<b>Objective C: The district will implement a long-range facilities plan and annually inspect facilities to determine safety, adequacy, and appropriateness for district programs.</b>					
III.C.1	Strategy 1: The Facility & Grounds Committee will review facility and grounds issues within the district annually and make suggestions for future projects and plans.	08/01/14	05/01/19			
III.C.1.a	Action Step a: The district will continue to provide and upgrade security cameras and a monitoring system to enhance student safety and building security.	08/01/14	05/01/19	Assess needs based on concerns. Secure bids, costs, etc. from qualified vendors.	Equipment purchases	All Admin., Maintenance & Tech Coordinator
III.C.1.b	Action Step b: The district will investigate the need for additional classrooms/resource room to meet programming needs.	08/01/14	05/01/19	Conduct a facilities audit to survey future need for additional classroom/resource rooms for programming needs. Incorporate audit findings into design documents.	Building designed for program needs	Supt and Building Admin
III.C.1.c	Action Step c: The district will continue roof replacement per the long range building facilities plan.	08/01/14	05/01/19	Monitor roofing needs	Roof Replacements made	Supt and BOE
III.C.1.d	Action Step d: The district will replace/remodel district restrooms, with ADA specifications in mind.	08/01/14	05/01/19	Determine costs, timelines, etc. for proposed improvements.	Remodeled restrooms	All Admin, Maintenance, Long Range Planning Committee & BOE
	Action Step e: The district will conduct a formal facilities "walk through" to determine any maintenance needs.	08/01/14	05/01/19	Superintendent and head maintenance director conduct quarterly walk-thru to note any repairs needed.	Log of any noted maintenance issues and actions taken	All Admin., Maintenance & BOE
III.C.2	Strategy 2: A district-wide safety and crisis plan is in place.	08/01/14	05/01/19			
III.C.2.a	Action Step a: A district-wide Safety Committee will meet at least twice each year to review safety plans, crisis plans, and other safety concerns.	08/01/14	05/01/19	Meet twice annually and report results to superintendent	Updated safety and crisis plan.	Supt & Safety Committee members
IV	<b>IV. PARENT AND COMMUNITY INVOLVEMENT: Promote, facilitate, and enhance parent, student, and community involvement in the LEA/District education programs.</b>					

IV.A	<b>Objective A: The district will annually increase parent and/or guardian participation in their children's education by 3% as measured by sign-in sheets, surveys, and other records of attendance at various school activities.</b>					
IV.A.1	Strategy 1: Annually the district will provide at least four (4) opportunities for parents/guardians to learn about the intellectual and developmental needs of their children at all ages and/or to participate constructively in their children's education.	08/01/14	05/01/19			
IV.A.1.a	Action Step a: The district will continue to provide open house events, fall & spring parent-teacher conferences, family literacy nights, A+ orientation nights, and Kindergarten screening.	08/01/14	05/01/19	Calendar, website, correspondence, newsletter reflect events.	Sign-in/attendance	Building Admin; building committee members
IV.A.2	Strategy 2: The district will continue to maintain and further develop a plan to integrate technology driven communication tools for parent access to student and district information.	08/01/14	05/01/19			
IV.A.2.a	Action Step a: The district will provide training in the use of district technology resources to parents and district patrons.	08/01/14	05/01/19	Plan a Technology literacy night for interested parents and patrons.	Parent/Patron sign-in.	Technology Literacy Committee
IV.A.2.b	Action Step b: The district will continue to provide communication through the use of School Reach, Lumen Parent Portal, and the district web page.	08/01/14	05/01/19	Ongoing Process	Parental sign ups and web counter	Central Office and Webmaster
IV.A.2.c	Action Step c: The district will make computer labs available and provide training to parents and patrons on how to access and utilize district technology such as Parent Portal, School Reach, etc. at three different opportunities during the year - Open House, PT conference in October and PT conferences in March.	08/01/14	05/01/19	School website and newsletters	Parent attendance	Staff and district patrons
IV.A.2.d	Action Step d: The district will work collaboratively with the local library to provide literacy/technology opportunities/events to be shared with the public.	08/01/14	05/01/19	Implement plan	Sign in of participants	Tech Coordinator, Librarian & local Librarian
IV.B	<b>Objective B: The district will build relationships with other local groups, agencies, and organizations to provide educational, career education, recreational, cultural, enrichment, and/or other services for the local community to address student, district and community needs.</b>					

IV.B.1	Strategy 1: The district will work cooperatively with local youth agencies to provide information, access, and opportunities for interested district students. Review policy.	08/01/14	05/01/19			
IV.B.1.a	Action Step a: The district will continue to allow youth agencies to send information home with the students through the school.	08/01/14	05/01/19	Monitor distribution of data by local agencies.	Information sent home.	Principals
IV.B.1.b	Action Step b: The district will continue to allow youth agencies access to district facilities to hold practices or conduct meetings.	08/01/14	05/01/19	Monitor calendar of access and compliance with expectations.	Facilities are made available.	Principals & Athletic Dir.
IV.B.2	Strategy 2: The district will work closely with the local park board to promote community sports programs and related opportunities for district students.	08/01/14	05/01/19			
IV.B.2.a	Action Step a: The district will continue to partner with the local Park Board for the use of the softball/baseball complex.	08/01/14	05/01/19	Secure extension of agreement.	Facility is available to the district.	Supt., Principal and AD
IV.B.3	Strategy 3: The district will work cooperatively with the local Ministerial Alliance and other such agencies as deemed appropriate to provide related programs, needed items for students, and other community events that benefit district students.	08/01/14	05/01/19			
IV.B.3.a	Action Step a: The district will send a list of supplies needed by students to the Ministerial Alliance each year.	08/01/14	05/01/19	Ongoing Process	List provided.	Counselors
IV.B.3.b	Action Step b: The district will have teacher and administrative representatives at the community Back to School Bash.	08/01/14	05/01/19	Be available to help with incoming families and students.	Attendance by teachers and administrator/s.	Principals & Counselors
IV.B.3.c	Action Step c: The district will utilize School Reach to relate important community events to the public.	08/01/14	05/01/19	Ongoing Process	SchoolReach participants	All Admin, HS Secretary & Tech. Coordinator.
IV.B.4	Strategy 4: The district will sponsor a Career Education Day utilizing area business leaders and owners to share opportunities for careers and employment for high school students.	08/01/14	05/01/19			
IV.B.4.a	Action Step a: The sponsor a Career Day with local businesses to share career and employment opportunities within the community.	08/01/14	07/01/19	Plan and set-up Career Day.	Students attend Career Day	Counselors
IV.C	<b>Objective C: The district will engage and collaborate with students, staff, parents, and patrons to share ideas, suggestions, and concerns with the district and to participate and provide input through committee participation.</b>					

IV.C.1	Strategy 1: Patrons will be provided opportunities and venues to participate on committees, share ideas, give input, and provide suggestions and/or share concerns with the Board of Education.	08/01/14	05/01/19			
IV.C.1.a	Action Step a: The district will have a process by which patrons can address the Board at regular monthly Board meetings.	08/01/14	05/01/19	Include notice of this opportunity in district newsletters, handbooks, etc.	Patron participation at BOE meetings.	Supt., & BOE
IV.C.1.b	Action Step b: The district will work closely with organizations such as PTO, Athletic Booster club, Music Booster Club, and others to provide opportunities for the community to improve the educational, recreational, and cultural lives of our students.	08/01/14	05/01/19	Ongoing Process.	Patron participation at the events.	All Admin & organization presidents
IV.C.1.c	Action Step c: The district will continue to create and sponsor school surveys for the community to take part in each year.	08/01/14	05/01/19	Provide surveys as needed to community.	Completed and returned surveys.	All Admin & SS Coord.
IV.C.1.d	Action Step d: The district will continue to invite parents and community patrons to participate on committees such as CSIP, Safety, Technology, Advisory committees, etc.	08/01/14	05/01/19	Invite patron participation.	Patron participation at the events.	All Admin & SS Coord.
V	<b>V. GOVERNANCE: Govern the LEA/District in an efficient and effective manner providing leadership and representation to benefit the students, staff, and patrons of the district.</b>					
V.A	<b>Objective A: The district will follow an annual, systematic process for reviewing and evaluating the district CSIP document.</b>					
V.A.1	Strategy 1: The district will align budget allocations to CSIP goals and objectives.	08/01/14	05/01/19			
V.A.1.a	Action Step a: Administration will review budgetary matters pertaining to the CSIP.	08/01/14	05/01/19	Conduct regular Administration meetings.	Discuss budget items relative to CSIP	Supt. & BOE
V.A.2	Strategy 2: As needed, the district will inform the board of progress on the CSIP plan to ensure that timelines, benchmarks, etc. are being met.	08/01/14	05/01/19			
V.A.2.a	Action Step a: The district will provide CSIP monitoring system training.	08/01/14	05/01/19	Fall: all staff trained	CSIP in use, all staff trained, sign-in sheets from training	Supt
V.A.2.b	Action Step b: The CSIP committee will meet as needed to review progress on goals, objectives, strategies, and action steps.	08/01/14	05/01/19	CSIP Plan	Team notes and updates	Supt & CSIP Committee members
V.A.2.c	Action Step c: District enrollment and attendance numbers will be reported monthly as part of the Principal's report.	08/01/14	05/01/19	Attendance reports	Building reports/Board packet	All Admin

V.B	<b>Objective B: The BOE will annually review data to the Program Evaluation Schedule to guide district level decisions regarding curriculum, programs, resources, and services offered.</b>					
V.B.1	Strategy : The district will review APR, School Report Card, ACT data, PLC, Dibels, AIMSweb, and other pertinent data at regular intervals through the year.	08/01/14	05/01/19			
V.B.1.a	Action Step a: APR data will be presented at the September Board meeting annually.	08/01/14	05/01/19	APR data	Accessible through DESE website	All Admin. & SS Coordinator
V.B.1.b	Action Step b: The School Report Card will be presently annually.	08/01/14	05/01/19	School report card	Accessible through DESE website	All Admin. & SS Coordinator
V.B.1.c	Action Step c: MAP and EOC test data will be presented to the Board at the October meeting or as soon as available each year.	08/01/14	05/01/19	MAP and EOC data	Accessible through DESE website	All Admin. & SS Coordinator
V.B.1.d	Action Step d: District administrators will provide regular summaries of staff evaluations and employment recommendations to the BOE as required by statute and BOE policy.	08/01/14	05/01/19	Evaluation summaries	Board Minutes, closed session	All Admin. & SS Coordinator
V.C	<b>Objective C: The BOE will maintain current policies.</b>					
V.C.2	Strategy 1: The BOE will review new and revised MCE model policies.	8/1/2014	5/1/2019			
V.C.2.a	Action Step a: The board will review and take action on new and revised policies as provided by MSBA within eight weeks.	Aug-15	May-19	Utilize MCE's policy service to recommend changes and review amendments to polices.	Updated board policies will be accessible through the district's website.	School Board
V.C.1	Strategy 2: The BOE will explore the viability and practical application of establishing a five year cycle of policy discussion and review.	08/01/14	05/01/19			
V.C.1.a	Action Step a: Board will discuss reviewing policy updates semi-annually or annually at scheduled or special meetings.	08/01/14	05/01/19	Board meetings	Board agenda item and discussion. Decision to move forward on five year rotation or continue with status quo	School Board
V.D	<b>Objective D: The BOE will annually evaluate the Superintendent using a performance-based evaluation tool aligned with state standards.</b>					
V.D.1	Strategy 1: The BOE and Superintendent will mutually establish goals no later than August of each year.					
V.D.1.a	Action Step a: Board District goals set	08/01/14	05/01/19	Board goals set in June for following fiscal year.	On file for review upon request	School Board
V.D.1.b	Action Step b: Superintendent goals set	08/01/14	05/01/19	Superintendent goals presented to board at July meeting.	On file for review upon request	Supt.

V.D.2	Strategy 2: The BOE and Superintendent will discuss performance at least twice each year prior to the formal written evaluation.	08/01/14	05/01/19	August informal discussion and feedback. November informal discussion and feedback. Formal evaluation in January.	Closed session agenda item	Supt. & BOE
V.D.3	Strategy 3: The formal written evaluation of the Superintendent will occur no later than January of each year.	08/01/14	05/01/19		Eval given and contract action in minutes	Supt. & BOE
V.D.4	Strategy 4: The decision regarding the extension, no extension, or termination of the Superintendent's contract will be made no later than the January board meeting.	08/01/14	05/01/19		Contract action in minutes	School Board
V,E	<b>Objective E: The BOE will provide the annual budget necessary to maintain an efficient and effective educational program that is focused on meeting district CSIP goals.</b>					
V.E.1	Strategy 1: The district will provide appropriate budgets to support quality educational programs and upkeep of current district initiatives.	08/01/14	05/01/19			
V.E.1.a	Action Step a: District will set aside 1% for PD each year.	08/01/14	05/01/19	Recommended and/or required by DESE.	In Approved annual budget	Supt. & BOE
V.E.1.b	Action Step b: District will budget for the Discover Program.	08/01/14	05/01/19	Plan for year is developed.	In Approved annual budget	Supt. & BOE
V.E.1.c	Action Step c: District will budget necessary funds to provide for curriculum revision.	08/01/14	05/01/19	Determine needs, Select desired vendor & plan for implementation, provide funds	In Approved annual budget	Supt. & BOE
V.E.1.d	Action Step d: District will provide a five year cycle of replacement for technology, textbooks, equipment, and classroom furniture.	08/01/14	05/01/19	Implementation of cycle through budget process	In Approved annual budget, new equipment, resources, technology equipment inventory present.	Supt. & BOE
V.E.1.e	Action Step e: District will provide a competitive salary and fringe benefits package.	08/01/14	05/01/19	Superintendent will gather data from local and conference schools for comparison. Staff surveyed for additional benefits desires.	In Approved annual budget	Supt. & BOE
V.E.2	Strategy 2: The district will maintain annual budget reserves of at least 15%.	Aug-14	05/01/19			
V.F.	<b>Objective F: Board of Education members participate in continued training and professional development.</b>	Aug-14	05/01/19			
V.F.1	Strategy 1: New Board Members will receive training within 12 months.	Jul-14	05/01/19			Supt. & BOE
	Action Step a: Local Orientation occurs within 1 month	08/01/14	05/01/19	Board President will meet with new members by June. Superintendent will meet with new members by August.	Referenced in superintendent's	Supt. & BOE

	Action Step b: Formal Board training will occur within 12 months by Law, 6 months encouraged	As needed		All new board members will be trained in first twelve months by law, suggested within 6 months. New Board members will share a trip report after training.	Training Certificates	Board members
	Strategy 2: Board members will be offered the opportunity to participate in ongoing continuing Ed and Professional Development	08/01/14	07/01/19	Training needs identified for non conference items. arrangements made for local presentations or outside presenters to come in. Board invited to staff training events. Board members attend annual MSBA or MARE Conferences, Spring and Fall Meetings, June Leadership Training for Continuing Ed or PD	Reports of attending member in board meetings, credits in record, Trip reports	Board members