

**Dunklin R-V**  
**November 14, 2012**

**Mission:** Educating today for a better tomorrow.

**Vision:**

Dunklin R-V will be a nationally recognized school district that is highly regarded for the achievement and character of our students and the excellence of our people, programs and learning environment.

**We believe:**

1. Excellence is expected – Accept the Challenge!
2. The district is accountable for educating and challenging every student.
3. Education includes the academic, social, emotional and physical growth of every student.
4. Quality instruction is essential to the academic achievement of every student.
5. It is critical for the district to make data-driven decisions.
6. Diversity enriches the educational experience for all.
7. Communication and collaboration among students, staff, family and community are essential to the district's success.
8. A safe and respectful environment is imperative for learning.
9. Appropriate resources and school facilities are necessary to provide high-quality educational programs and services for students, staff and the community.
10. Healthy students will achieve at a higher level

**Dunklin R-V Comprehensive School Improvement Plan  
October 2013 - FINAL**

<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, and enable the district to score 90% or higher on the Annual Performance Report (APR)</b>
<b>Objective A: Annually increase the MAP Performance Index (MPI) in all subject areas to reach the on track or exceeds level by 2018.</b>
Strategy 1: Sustain PLC culture to address individual student learning needs.
Action Step a: Define and implement Essential Learning Outcomes (ELOs) for every course; PLC teams and individual teachers will collect and analyze data to monitor student progress and adjust instruction accordingly.
Action Step b: PLC teams will review data sources and establish SMART goals that target areas of identified student needs.
Action Step c: Faculty members will use research based strategies to address deficiencies in meeting SMART goals.
Strategy 2: Develop and implement comprehensive curriculum aligned with state standards.
Action Step a: Grade/subject level teachers will work with their PLC teams to develop, revise, and align curriculum objectives with the appropriate grade and subject level for alignment with state standards.
Action Step b: Grade/subject area teachers will develop lessons that are based on research-based instructional strategies and tied to appropriate learning objectives.
Strategy 3: Strengthen implementation of RTI to identify and support each student at his/her academic level.
Action Step a: Provide remedial programs for students not meeting reading level, grade level or course level expectations.
Strategy 4: Implement a Character Education and Behavior Support Program.
Action Step a: Increase use of Character Plus Programs including Rachel's Challenge and Anti-Bullying education for parents and students.
Action Step b: Implement PBIS in K-8.
Strategy 5: Integrate technology into instruction and learning activities
Action Step a: Implement the 1 to 1 initiative in grades 9-12.
Action Step b: Research and implement best practices of technology integration in the classroom.
Action Step c: Increase student access and use of technology through classroom instruction at the elementary and middle school levels.
Strategy 6: Implement strategies to meet the academic, social and emotional needs of the increasing poverty level of the district
Action Step a: Provide a school home liaison to work with families to address students' at-risk behaviors
Action Step b: Implement research-based strategies to address the academic and social needs of students from low-income homes.
<b>Objective B: Dunklin R-V School District will perform at least On Track in all three subcategories of College and Career Readiness as measured by the MSIP 5 Standards indicated in the Annual Performance Report (APR).</b>
Strategy 1: Improve participation and performance on national standardized tests for secondary students.



Action Step a: Administer Explore test in 8th grade.
Action Step b: Administer national secondary standardized tests at least annually or on national testing dates (e.g., ACT, SAT, ASVAB, COMPASS, PLAN and Advanced Placement).
Action Step c: Provide ACT study sessions at the high school prior to each ACT.
Action Step d: Implement ACT prep class at the high school.
Action Step e: Reimburse students who score at or above the national average on the ACT.
Action Step f: Continue to use the high school as a testing center for the ACT.
<b>Strategy 2: Increase participation and performance in Advanced Placement, dual credit, International Baccalaureate, credit-bearing and technical skills courses.</b>
Action Step a: Expand Advanced Placement course offerings and increase the percentage of students that earn a grade of "B" or higher.
Action Step b: Expand Dual Credit course offerings and student participation at the high school.
Action Step c: Develop partnership with Jefferson College to provide dual enrollment and dual credit courses for students in grades 11-12 online.
<b>Strategy 3: Increase the number of students entering post-secondary educational institutions and/or careers in the respective program of study.</b>
Action Step a: Implement programs that support post-secondary education/training , career placement, and/or military enrollment (A+, Tech Prep)
<b>Objective C: Student attendance will be at least On Track by 2018 as measured by the MSIP 5 Standards.</b>
<b>Strategy 1: Implement a comprehensive district attendance and wellness program.</b>
Action Step a: Develop a comprehensive attendance and wellness plan.
Action Step b: Maintain a current district wellness policy.
Action Step c: Continue every day P.E. classes for grades K-8.
Action Step d: Continue the use of the sports bus to provide opportunities for students to participate in after school activities.
Action Step e: Utilize Positive Behavior Interventions & Support and other evidence-based strategies to work with students whose attendance falls below 95%.
Action Step f: Develop and implement strategies to recognize students whose attendance meets or exceeds 95%.
<b>Objective D: Increase graduation rate from 88.8% to 92% by 2018.</b>
<b>Strategy 1: Decrease the number of dropouts each year.</b>
Action Step a: Require each student to develop a 4-year plan of study to promote timely graduation.
Action Step b: Increase student participation/enrollment in the Area Technical School to at least 30 students by 2018.
Action Step c: The guidance counselors will encourage student enrollment in vocational/technical courses.
Action Step d: Research and implement effective strategies to recognize and support at-risk students.
<b>Objective E: The district will increase the academic performance of special needs students.</b>



Strategy 1: Implement Individualized Education Plans (IEP) for students with special needs as written.
Action Step a: Implement accommodations for students with special needs as articulated in each student's IEP.
Action Step b: Implement transition planning for students with special needs as required by IDEA.
Action Step c: The district will assess the effectiveness of current instruction and assessment practices to improve learning consistent with MSIP requirements for special needs students.

<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>
<b>Objective A: Recruit, attract, and maintain 100% highly qualified staff.</b>
Strategy 1: Assess staffing needs based on vacancies and grade and course expansion.
Action Step a: Consider internal candidates for filling vacancies.
Action Step b: Recruit external candidates to fill vacancies.
<b>Objective B: Develop and maintain highly effective staff with a yearly retention rate of no less than 95%.</b>
Strategy 1: Provide a two-year support program for new teachers.
Action Step a: Implement a mentor program.
Action Step b: Implement buddy program for teachers new to the district.
Strategy 2: Utilized a district wide performance based evaluation process that meets state requirements.
Action Step a: Train and certify administrators to use the evaluation tool.
Action Step b: Provide staff training on effective use of the evaluation system.
Strategy 3: Provide professional development focused on effective implementation of programs and practices identified in student performance objectives.
Action Step a: Develop and implement annual district professional development plan.
Action Step b: Provide targeted individualized professional development based on performance evaluation results and district student performance needs.
Strategy 4: Develop and implement a staff retention plan.
Action Step a: Utilize a retention committee.

<b>III. FACILITIES, SUPPORT, INSTRUCTIONAL RESOURCES: Provide and maintain appropriate instructional resources, support services, and functional and safe facilities.</b>
<b>Objective A: Improve and maintain educational facilities to meet quality standards as measured by Missouri Department of Elementary and Secondary Education School Facility Guidelines.</b>
Strategy 1: Develop and implement both short and long term facilities and maintenance plans.
Action Step a: Conduct a maintenance safety audit in all facilities annually and facilities plan adjusted accordingly.
Action Step b: Conduct a facilities assessment and develop a long-range facilities plan
Action Step c: Explore funding options to implement long range facility plan.



<b>Objective B: Improve and maintain technology resources that will enable students to integrate technology into all coursework in grades Pre-K through 12 by meeting or exceeding all goals laid out in the National Educational Technology Plan.</b>
Strategy 1: Increase available technology devices at all campuses
Action Step a: Maintain 1 to 1 initiative implemented at high school
Action Step b: Install Promethean Boards in all pre-k classrooms
Action Step c: Explore expansion of 1:1 Initiative at PreK-8
Strategy 2: Maintain a comprehensive professional development and maintenance plan to ensure appropriate use and maintenance of technology equipment.
Action Step a: Implementation and maintenance of help-desk at HHS for 1 to 1.
Action Step b: Review maintenance needs at technology committee meetings and update as needed.
Action Step c: Ensure ongoing professional development for staff to utilize technology resources to optimal level.
<b>Objective C: All core subject textbooks &amp; library resources will be reviewed and updated to meet alignment with Missouri State Standards.</b>
Strategy 1: Align all core subjects to meet Missouri Standards.
Action Step a: Conduct resources/textbook reviews annually according to district curriculum review cycle.
Action Step b: Increase non-fiction media center resources per Missouri State Standards
<b>Objective D: Transportation resources and food service facilities will be maintained and improved to meet the needs of growing student population.</b>
Strategy 1: Maintain adequate cafeteria facilities at all campuses
Action Step a: Conduct annual food services audit and correct all issues noted in audit
Action Step b: Address issue of electricity for food storage in power outages through implementation of generators.
Strategy 2: Maintain appropriate number of busses in fleet to meet needs of growing student population
Action Step a: Conduct annual transportation audit and address all issues found in audit
<b>Objective E: Ensure that all school campuses are a safe and secure environment for our students and staff.</b>
Strategy 1: Develop and implement a long term security plan for the district.
Action Step a: Employ school resource officer(s)
Action Step b: Annual A.L.I.C.E. training of staff and students at all campuses
Action Step c: Annually review safety and security procedures
<b>IV. PARENT AND COMMUNITY INVOLVEMENT: Promote, facilitate, and enhance parent, student, and community involvement in the LEA/District education programs.</b>
<b>Objective A: The district will increase staff/parent communication through a variety of resources.</b>
Strategy 1: Annually a parent/guardian for every student will receive personal contact from at least one teacher each quarter.
Action Step a: Develop and implement a plan for how each building will implement Strategy 1.



<b>Objective B: 90% of parents/guardians will participate in their child's education by attending at least one school-related activity annually.</b>
Strategy 1: The district will hold a variety of events throughout the year that promotes and facilitates community involvement and participation. These events will be in addition to MSHSAA sanctioned activities. (Missouri State High School Activities Association)
Action Step a: The district will continue to provide a minimum of two Parent/Teacher conferences per year.
Action Step b: The district will host at least one Open House at the beginning of the school year.
Action Step b: Create a district parental involvement committee to study and implement research based parental involvement strategies.

<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>
<b>Objective A: Board of Education members annually participate in training and professional development.</b>
Strategy 1: Administer a board self-evaluation.
Action Step a: Form a board committee and research school-board evaluations throughout the state of Missouri.
Action Step b: Annually administer and score the Self-Evaluation Tool.
Action Step c: Analyze and discuss evaluation results.
Action Step d: Prioritize and implement changes based on results of self-evaluation.
Strategy 2: New Board Members will participate in training within first 12 months of service.
Action Step a: BOE will host an orientation for potential board members to address what it means to be a board member.
Action Step b: Newly elected or appointed board members will complete required training from MSBA within 12 months by law; 6 months preferred.
Strategy 3: Board members will annually participate in ongoing continuing education and Professional Development.
Action Step a: Board members will participate in continuing education opportunities.
Action Step b: BOE will participate in Professional Development.
<b>Objective B: The Dunklin R-V School District will maintain 25% in the unrestricted fund balance.</b>
Strategy 1: Adopt a budget that maintains 25% in the unrestricted fund balance.
Action Step a: Monthly evaluations of the budget.
<b>Objective C: The Dunklin R-V School Board will annually evaluate the Superintendent using a performance-based evaluation tool aligned with state standards.</b>
Strategy 1: The BOE and Superintendent will mutually determine what will be measured no later than August of each year.
Action Step a: Board district goals set.
Action Step b: Superintendent goals set

Strategy 2: The BOE and Superintendent will discuss performance at least twice each year prior to the formal written evaluation.
Strategy 3: The formal written evaluation of the Superintendent will occur no later than January of each year.
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.
<b>Objective D: Maintain current board policies.</b>
Strategy 1: The board will review all district policies once every 5 years.
Action Step a: Stakeholder committee will develop a 5-year cycle for policy review and recommendations. (Stakeholders will include board members, administrators, teachers, and community members.)
<b>Objective E: The district will follow an annual, systematic process for reviewing and evaluating the district CSIP document.</b>
Strategy 1: The district will align budget allocations to CSIP goals and objectives.
Strategy 2: The district will develop a CSIP calendar of events for review at monthly BOE meetings to ensure timelines, benchmarks, etc. are being met.
Action Step a: The CSIP progress will be reported monthly during BOE meetings.
Action Step b: The CSIP team leaders and BOE will meet annually to review progress on goals, objectives, strategies, and action steps.
Action Step c: The district will schedule a Community Engagement meeting annually to share CSIP and other district data to community patrons.