

## **MISSION STATEMENT**

Dunklin R-V is committed to creating a positive learning community that will prepare all students to attain their highest level of achievement in becoming responsible, respectful, healthy, and productive citizens.

## **VISION STATEMENTS**

We will be a district that:

1. Establishes, meets or exceeds local, state, and national standards.
2. Promotes continuous learning and prepares all students to be responsible citizens and contributing members of society.
3. Fosters and embraces diversity and insists upon respect for all.
4. Attracts, develops and retains highly qualified personnel.
5. Fosters a professional learning community among staff for continuous improvement.
6. Provides a positive, safe and secure learning environment.
7. Promotes strong parent, community and school alliances by seeking and utilizing a broad range of partnerships and resources.
8. Instills BLACKCAT pride in students, staff, community and alumni.
9. Maintains the financial resources to provide a successful and innovative learning community.
10. Engages students in academic and co-curricular pursuits that develop character and promote healthy life choices.
11. Utilizes research based instructional strategies including cutting edge technology.
12. Prepares students to use technology and higher order thinking skills in order to be competitive in a global society.

## **BELIEF STATEMENTS**

We believe:

1. Excellence Expected – No Excuses!
2. The district is accountable for educating all students.

3. Education includes the academic, social, emotional and physical growth of all students.
4. Quality instruction is essential to the academic achievement of all students.
5. Data-driven decision-making is critical.
6. Diversity enriches the educational experience for all.
7. Communication among students, staff, family and community for collaboration is essential to the district's success.
8. A safe, orderly, and respectful environment is imperative for learning.
9. Sufficient resources including appropriate school facilities are necessary to provide high-quality educational programs and services.
10. Healthy students will achieve at a higher level.

## **CSIP Goal 1 Student Performance Objectives**

Develop and enhance quality educational/institutional programs to improve performance and enable students to meet their personal, academic, and career goals.

### **Objective**

1. By June 30, 2013 the district will meet all standards by attaining High 1 or High 2 Status Level on the Annual Performance Report (APR).

### **Strategies**

- Continue Balanced Literacy instruction in communication arts.
  1. Provide ongoing professional development for new and existing teachers.
  2. Utilize outside consultant as needed.
  3. Utilize instructional coaches for modeling and peer coaching.
  4. Implement research based instructional practices.
  5. Annually evaluate the available resources in book rooms and classrooms.
  6. Evaluate data from reading assessments to differentiate and improve instruction.
  7. Provide remedial programs during and after school for students not meeting grade level expectations.
  8. Research reading level assessments that would provide reliable data for K-12 grade students.
  9. Utilize A+ students for tutoring.
- Continue Writer's Workshop in communication arts.
  1. Provide ongoing professional development for new and existing teachers.
  2. Utilize outside consultant as needed.
  3. Utilize instructional coaches for modeling and peer coaching.
  4. Evaluate data from writing assessments to differentiate and improve instruction.
  5. Implement research based instructional practices.
  6. Make available necessary resources for writer's workshop.
  7. Develop writing portfolios for each student that will follow them from grade to grade.
  8. Develop, utilize and evaluate pacing guides within each grade for mini-lessons and vertical alignment of writing genres.
  9. Utilize A+ students for tutoring.
- Continue Saxon Math.
  1. Provide ongoing professional development for new and existing teachers.
  2. Utilize outside consultant as needed.
  3. Utilize instructional coaches for modeling and peer coaching.
  4. Provide necessary resources to fully implement program.
  5. Assess students to properly place them starting in the middle school.
  6. Evaluate data from class assessments to differentiate and improve instruction.
  7. Provide remedial programs during and after school for students not meeting grade level expectations.
  8. Utilize A+ students for tutoring.
  9. Utilize high school Cat time for additional support for those students needing it.
- Implement new science curriculum.
  1. Provide ongoing professional development for new and existing teachers.



2. Utilize instructional coaches for modeling and peer coaching.
  3. Provide necessary resources to fully implement program.
  4. Utilize Stemcarts to enhance classroom instruction.
  5. Evaluate resources for alignment with grade level expectations.
  6. Maintain science resources to supplement instruction.
  7. Implement and evaluate data from common assessments to differentiate and improve instruction.
- Continue curriculum revision process.
    1. Implement the curriculum revision cycle.
    2. Research best practices in each subject area.
    3. Analyze state and local assessment results for alignment of curriculum.
    4. Provide professional development on instructional strategies to best implement the written curriculum.
    5. Utilize backward design for curriculum and assessment development.
    6. Research best resources and textbooks to implement the curriculum.
    7. Utilize one instructional coach to coordinate the curriculum revision process district wide.
  - Continue implementation of Assessment for Learning.
    1. Provide ongoing professional development for new and experienced teachers.
    2. Continue student-led spring conferences district wide.
    3. Utilize Professional Learning Community and common planning time to develop and analyze common assessments to improve student achievement.
    4. Establish academic expectations (i.e. scoring guides, student friendly objectives) and provide them to students to enhance student responsibility in the learning process.
    5. Assign homework that is relevant and has a purpose in the learning process.
    6. Evaluate data from class assessments to differentiate and improve instruction.
    7. Provide meaningful feedback on assignments and assessments that assist students in improving skills or knowledge (not just a grade or nice job).
    8. Utilize one instructional coach to coordinate the implementation of assessment for learning district wide.
  - Continue emphasis on ACT preparation and college and career placement.
    1. Implement more advanced courses and AP courses and increase the percentage of students taking courses.
    2. Continue to offer the ACT test at the high school.
    3. Continue to reimburse students scoring at or above the national average.
    4. Recognize and celebrate high achievement on the ACT test.
    5. Continue to give the Explore and PLAN test.
    6. Monitor ACT score of students taking preparation course to evaluate effectiveness of instruction.
    7. Continue field trips to expose students to post secondary opportunities.
    8. Maintain a rigorous and relevant curriculum K-12.
    9. Increase the percentage of students taking career education courses.
    10. Analyze data from tests and follow-up surveys of graduates to identify student and program needs.
    11. Maintain A+ program.

- Improve factors that lead to persistence to graduation.
  1. Maintain alternative school and explore expanding options.
  2. Continue High School 101 for freshmen.
  3. Use truancy court at the middle school to improve student attendance and academics.
  4. Implement guided study hall at the middle school.
  5. Use ISS to reduce the number of OSS.
  6. Develop and utilize Pyramids of Intervention.
  7. Use RTI to identify students that are having academic difficulties.
  8. Increase attendance until all buildings are above 96% every year.
  9. Maintain and improve the BRAG program.
  10. Celebrate academic accomplishments of students.
- Integrate technology that improves instruction and student achievement.
  1. Explore best practices of technology integration to improve student achievement.
  2. Provide professional development on the integration of technology.
  3. Provide the technology resources needed to improve student achievement.
  4. Maintain and expand the responsibilities of the district wide technology advisory group to include providing professional development for staff.
  5. Implement district technology plan.
  6. Maintain and upgrade technology infrastructure to meet the needs of the district.
- Promote the wellness and fitness of students.
  1. When the addition at Pevely is completed provide PE everyday for all students grades K-8.
  2. Explore requiring additional PE credits for graduation.
  3. When the cafeterias are completed provide additional healthy choices for meals.
  4. Continue involvement with Presidential Academic Fitness Award.
  5. Continue to work with Comtrea to provide counseling services for students.
  6. Continue membership with Characterplus.
  7. Provide character education.

### **Goal 2 Highly Qualified Staff Objectives**

Recruit, attract, develop, and retain highly qualified staff to carry out the LEA (Local Education Agency)/District mission, goals, and objectives.

#### **Objective**

1. By June 30, 2013 the district will recruit highly qualified teachers and provide continuous professional development opportunities to retain 95% of the professional staff. (Retention rate will be calculated by dividing the number of certified staff nonrenewed + left for other jobs not including spouse transfers and retirees/total number of certified staff)

#### **Strategies**

- Develop strategies to recruit highly qualified teachers for employment in our district.
  1. Analyze and revise interview process to attract highly qualified teachers.
  2. Provide adequate funding for base teacher salary.
  3. Develop recruitment materials that highlight district information.
  4. Provide competitive benefit package.



- Implement retention strategies.
  1. Provide adequate funding to maintain a competitive salary schedule and benefits package.
  2. Provide incentives which encourage staff to pursue advanced degrees and National Board Teacher Certification.
  3. Continue to provide professional development for teachers on current best practices.
  4. Provide mentor program for first and second year teachers.
  5. Maintain the instructional coach program to provide support for classroom teachers.
  6. To decrease staff turnover implement an exit survey process to gather and analyze data on why individuals chose to leave the district.
  7. Provide incentives for employees with perfect attendance.

### **Goal 3 Facilities, Support, and Instructional Resources Objectives**

Provide and maintain appropriate instructional resources, support services, and functional and safe facilities.

#### **Objective**

1. By January 1, 2012 all building renovations and additions funded by Proposition S will be completed.

#### **Strategies**

- STMS Projects
  1. Cafeteria Renovation
  2. Library Renovation
  3. Bathroom Renovations
  4. HVAC Replacement
  5. Lighting and electrical work
  6. Elevator installation
  7. Window replacement
  8. Building security
- Pevely Projects
  1. K-5 Addition with multipurpose room
  2. Demolition south end
  3. Bathroom Renovations
  4. HVAC Replacement
  5. Lighting and electrical work
  6. Building security
- High School Projects
  1. Addition
  2. Demolition A Building and Gym
  3. Bathroom Renovations
  4. HVAC
  5. Lighting and electrical work
  6. Building security

#### **Goal 4 Parent and Community Involvement Objectives**

Promote, facilitate, and enhance parent, student, and community involvement in LEA/District education programs.

##### **Objective**

1. By June 30, 2013 all buildings will make contact with 100% of their parents annually.

##### **Strategies**

- Parent Teacher Conferences in the fall.
  - Student led Parent Conferences in the spring.
  - Open House.
  - Phone calls.
  - WatchD.O.G.S.
  - Letters.
  - E-mails.
  - Parent Volunteers.
2. By June 30, 2013 all students will be involved in programs that promote social, emotional, character, and service education for our Dunklin R-V community.

##### **Strategies**

- Student-led conferences.
- Extracurricular involvement.
- Character education.
- Teens Against Tobacco Use (TATU).
- Herculaneum Youth Promoting Excellence and Responsibility (HYPER).

#### **Goal 5 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.

##### **Objective**

1. The board of education will maintain a 25% unrestricted fund balance.
  - The board will annually approve a budget and review financial reports each month.