

Strasburg C-3 School District

Comprehensive School Improvement Plan
(CSIP 2021-2026)



Approved by the Strasburg C-3 Board of Education
March 18, 2021

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Strasburg C-3 School District
2021-2026 Comprehensive School Improvement Plan Summary

The Comprehensive School Improvement Plan (CSIP) is a five-year strategic plan which provides a framework through which the Strasburg C-3 School District will support the school in ensuring academic success of each student. Strategic planning is a requirement for evaluation as dictated by the Missouri School Improvement Process (MSIP). The District's CSIP is a vital part of the evaluation process and is the driving document which links the vision and goals set forth by the District, with the improvement plans developed by the building. Although the CSIP undergoes a comprehensive review on a five-year cycle, the plan is reviewed and progress is evaluated annually. If the information indicates mid-cycle revisions are necessary, revisions will be incorporated into the current plan.

The strategic plan is founded from thoughtful input from stakeholders including parents, community members and dedicated education professionals who share a common mission- to prepare students for a lifetime of learning and personal success. The process was structured through a committee and input was considered from various stakeholders. Measurable objectives were then drafted to describe what the District should accomplish over the next five years.

The CSIP will guide the district in the development of their annual improvement plans and the school administration in development of the operating budget and needs. This document will be a living guide that will set a direction for changing and energizing the course of learning in the Strasburg C-3 School District.

The CSIP Development Process and Team Members

In February 2021, Mrs. Chrystal Mayfield created a Comprehensive School Improvement Plan (CSIP) Team to develop the Strasburg C-3 five year strategic plan.

The CSIP team met four times and did the following:

- Conducted a SWOT review of the district
- Reviewed the current CSIP
- Developed beliefs
- Approved the current district mission
- Created a vision for the district
- Identified the district's top five priorities for 2021-2026
- Developed SMART Goals
- Created action steps aligned to SMART goals
- Identified a process to annually review the CSIP in the spring of each year

The members of the CSIP Team were:

- Mrs. Chrystal Mayfield, Superintendent/Principal
- Katie McCoy, Student
- Maggie Mollenhour, Student
- Taylor Adams, Fourth Grade Teacher
- Latosha Brown, Parent, Board of Education Member
- Lori Chojnacki, Kindergarten Teacher
- Sherri Monday, Middle School Math/Science Teacher
- Pam Mollenhour, Parent, Teacher Art/Library
- Terry Stevens, Bookkeeper
- Ashley Struzick, Parent
- Katie Wingard, Parent, Board of Education Member
- Dr. Kevin Daniel, FiredUP Consulting Group, Facilitator

Mission/Vision/Core Beliefs

Mission

The Mission of the Strasburg C-3 School District is to prepare students for a lifetime of learning and personal success.

Vision

What We Hope to Become Over Time / We Aspire to become...

The vision of the Strasburg C-3 School District is to successfully produce high student achievement through problem-solving, technology, and collaboration.

The Strasburg C-III School District Believes:

- Every student will be provided the opportunity to learn in a way most effective for them.
- We must seek and retain motivated, inspired, and innovative staff who focus on every student's learning needs and provides best-instructional practices.
- Systems will be in place for all students to be supported academically, socially, mentally, physically, and emotionally.
- Every student and staff member deserve a safe climate and culture that fosters lifelong learning.
- Transparent allocation of resources and collaborative decision-making reflect that our students are our top priority.
- In fostering a collaborative culture for student achievement and opportunities.
- In creating and sustaining a partnership between students, staff, family, and community.

Priority Area: EFFECTIVE TEACHING and LEARNING

Person(s) or Team Responsible: Mrs. Chrystal Mayfield

SMART Goal ONE:

- On an annual basis, increase student achievement by 2-3% as measured by state/MAP and EOC assessments, local assessments and national assessments as it applies.

Action Steps Goal ONE:

- *Develop curriculum with pacing guides that are aligned to state standards.*
- *Ensure the written curriculum is the taught curriculum.*
- *Ensure the taught curriculum is the assessed curriculum.*
- *Create a curriculum development, revision and resource adoption plan to include a timeline for the district.*
 - *Include essential standards, scope and sequence, pacing guides and local assessment to be used.*
- *Provide staff training and professional development on how to best develop curriculum.*
- *Host an annual summer curriculum camp for the purpose of revising and adjusting curriculum, scope and sequence, pacing guides and local assessments.*
 - *Align resources to local curriculum standards.*
 - *Provide training and instruction for teaching resources*

SMART Goal TWO:

- By the spring of 2025, ensure 100% of teachers are implementing district-approved resources and best practices in teaching.

Action Steps Goal TWO:

- *Provide teachers training to successfully implement i-Ready or NWEA program.*
- *Provide teachers training on how to utilize data from aforementioned assessments to plan for and adjust instruction.*
- *Provide teachers information and the SAMR Model of technology integration and how it aligns to Strasburg C-3 lesson design moving forward.*
- *Teachers will integrate effective use of technology in classrooms aligned to the SAMR model of technology integration.*
- *Screen-time of students will be monitored and adjusted for age appropriate and grade-level appropriate time allocation.*
- *A digital citizenship curriculum will be taught and integrated into the district's curriculum by the 2022-23 school year or before.*

SMART Goal THREE:

- On an annual basis, increase the district's score on the DESE provided Annual Performance Report by 3-5%, or maintain the highest possible score

Action Steps Goal THREE:

- *The district's CARE Team will meet on an ongoing basis to provide support for students and staff.*
- *The CARE team will oversee the teams and deployment for a Multi-Tiered System of Support (MTSS).*
- *Consider the development of a data wall or some type of progress monitoring system for students academically behind, or, at-risk of retention.*
- *Consider the implementation of a Gifted Program.*
- *Create a district-wide team that meets fall, winter and spring to identify strategies and support for students who want to be challenged academically in higher, or different ways.*
- *Provide staff members with training on how best to support students social, emotionally and behaviorally.*
 - *Consider Trauma Informed Schools training and awareness for all staff.*
 - *Provide training in the Adverse Childhood Experiences (ACEs) assessment to staff and best to utilize the information.*
 - *Consider giving the Adverse Childhood Experiences (ACEs) assessment to students most at-risk*

SMART Goal FOUR:

- **On a frequent and ongoing/annual basis, data-based decisions will be made to improve operations, collaboration, local, MAP and EOC scores by a minimum of 5%.**

Action Steps Goal FOUR:

- *By 2023 100% of students will be assessed on a quarterly basis for appropriate RTI placement.*
- *Classroom teachers will use assessment data to plan for and adjust instruction when possible.*
- *Classroom teachers and staff will use summative data / state assessment information to adjust curriculum and to evaluate gaps in resources.*
- *A system of support (MTSS) will be developed based upon looking at and reviewing current assessment results.*
- *Classroom teachers will utilize DESE released items as part of conducting formative assessments and practice tests with students to adequately prepare them with test taking skill and test taking stamina.*
- *Administration will review MAP and EOC scores with staff to identify celebrations, improvements, gains made and areas for improvement.*

- *100% of all meetings involving decisions will include the question: Do we have any data that would help us make a more informed, or a better decision?*
- *Teacher collaboration agendas will have some data analysis and data review at 100% of those meetings.*
- *Teachers and administrators will learn about best practices in data analysis and data analysis protocols by 2022-23 at the latest.*

Monitoring and adjusting CSIP will be conducted on an annual basis

- *Annual CSIP team meeting will occur in late April / early May each year*
- *CSIP codes will be given to each action step as part of end of year process*
 - *Progressing (P), Completed (C), Stop Doing (SD), New Goal (NG) New Action Step (NAS)*

Priority Area: ALIGNMENT OF STANDARDS, CURRICULUM and ASSESSMENTS

Person(s) or Team Responsible: Mrs. Chrystal Mayfield

SMART Goal ONE:

- On an annual basis, student learning will increase by 2% or maintain a high level of achievement on local assessments.

Action Steps Goal ONE:

- *Create a curriculum development, revision and resource adoption plan to include a timeline for the district.*
 - *Include essential standards, scope and sequence, pacing guides and local assessment to be used.*
- *Provide staff training and professional development on how to best develop curriculum.*
- *Host an annual summer curriculum camp for the purpose of revising and adjusting curriculum, scope and sequence, pacing guides and local assessments.*
 - *Align resources to local curriculum standards.*
 - *Provide training and how to for teaching resources*
- *Evaluate instruction model for maximum effectiveness*
 - *Consider push in model for title services*
 - *Consider a study of the SAMR model for best practices in technology integration*
- *Review perception survey data and information on an annual basis to align teacher perception of instruction and stakeholder perception.*

Monitoring and adjusting CSIP will be conducted on an annual basis

- *Annual CSIP team meeting will occur in late April / early May each year*
- *CSIP codes will be given to each action step as part of end of year process*
 - *Progressing (P), Completed (C), Stop Doing (SD), New Goal (NG) New Action Step (NAS)*

Priority Area: CLIMATE AND CULTURE

Person(s) or Team Responsible: Mrs. Chrystal Mayfield

SMART Goal ONE:

- On an annual basis, maintain or exceed 80% on the district's annual employee satisfaction survey. (FALL)

Action Steps Goal ONE:

- *Develop employee satisfaction survey. Superintendent will form a team to develop the survey.*
- *Survey will contain 6-10 questions per category of employee satisfaction.*
- *Categories in survey should include but not be limited to:*
 - *Climate / morale*
 - *Communication*
 - *Four-day school week*
 - *Curriculum, Instruction, Assessment*
 - *Curriculum Resources*
 - *Professional Development/Professional Learning*
 - *Budget transparency*
 - *Support systems and well-being of staff and students*
 - *Other categories TBD by survey development team*
 - *MTSS / RTI*

SMART Goal TWO:

- On an annual basis, maintain or exceed 80% on the district's annual parent, patron and student survey. (SPRING)

Action Steps for Goal TWO:

- *Develop parent, patron, and student stakeholder survey. Superintendent will form a team to develop the survey.*
- *Survey will contain 6-10 questions per category of employee satisfaction.*
- *Categories in survey should include but not be limited to:*
 - *Four-day school week*
 - *Student well-being*

- *Safety and security*
- *Customer service - ask about teacher to parent communication about student learning, progress and grades*
- *Communication*

SMART Goal THREE:

- *On an annual basis, see 3-5% growth in support systems for students and staff.*

Action Steps for Goal THREE:

- *Create an orientation program for new to the district staff members that provides a mentor or buddy and ongoing support for the first two years of employment and beyond as needed.*
- *Develop a two-year professional development plan for certified and non-certified staff that aligns to best practices / industry standard and Board of Education policies.*
- *Provide staff training and professional development on how to develop effective curriculum.*
- *Host an annual curriculum camp in the summer as part of ongoing support for staff in curriculum development.*
- *Review data and information from the fall staff survey to ensure staff members are satisfied with support systems in place.*
- *Review data and information from the spring parent, patron and student survey to ensure stakeholder satisfaction.*

Monitoring and adjusting CSIP will be conducted on an annual basis

- *Annual CSIP team meeting will occur in late April / early May each year*
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 - *Progressing (P), Completed (C), Stop Doing (SD), New Goal (NG) New Action Step (NAS)*

Priority Area: LEADERSHIP

Person(s) or Team Responsible: Mrs. Chrystal Mayfield

SMART Goal ONE:

- On an annual basis, maintain a minimum of 40% balance (reserve fund) on June 30 of each year.

Action Steps Goal ONE:

- *Annual ASB Report will be completed in a timely manner.*
- *Superintendent will provide a quarterly update as part of budget monitoring processes and communication.*
- *Superintendent will develop communications on a timely basis pertaining to revenue and expenditure projections.*
- *Superintendent will provide fall, winter and spring budget updates to staff.*
- *Superintendent will monitor legislation and funding issues on an ongoing basis.*
- *Superintendent will provide timely updates to the Board of Education pertaining to legislation and funding issues that impact Strasburg C-3.*

SMART Goal TWO:

- On an annual basis, building safety will meet 100% of all established safety standards.

Action Steps for Goal TWO:

- *District safety committee will meet two times on an annual basis.*
- *District safety committee will review safety and security procedures as part of ongoing meetings.*
- *District safety committee will ensure all safety and security drills are conducted each year on a timely basis.*
- *Staff survey will contain a minimum of six questions about safety and security.*
- *Procedures for student drop off and pick up will be reviewed on an ongoing basis.*

Monitoring and adjusting CSIP will be conducted on an annual basis

- *Annual CSIP team meeting will occur in late April / early May each year*
- *CSIP codes will be given to each action step as part of end of year process*
 - *Progressing (P), Completed (C), Stop Doing (SD), New Goal (NG) New Action Step (NAS)*

ONE TOWN, ONE SCHOOL, ONE FAMILY