

Willow Springs R-IV School District

Improving the Quality of Life for Everyone
Through Quality Education



Comprehensive School Improvement Plan

2019-2024

Description of the Planning Process

Organization

The Willow Springs R-IV School District CSIP committee is comprised of nine members who represent parents, teachers, administration, and the board of education. Members met ten (10) times to discuss the school's mission, goals, beliefs, and practices to help increase student achievement and college and career readiness.

Data examined for this plan included the following:

- Annual Performance Rate
- MAP Summative Assessments
- ACT Scores
- Graduation Rate
- Attendance
- Office Discipline Referrals

CSIP Committee

Superintendent	Bill Hall
Curriculum Director/Moderator	Chris Waggoner
Elementary Principal	Bobby Cottengim
Middle School Principal	Philip Pietroburgo
High School Principal	Marty Spence
Elementary Teacher	Hope Berry
Middle School Teacher	Nathan Earls
High School Teacher	Tina Spencer
Board Member	Mac Gum

Mission & Beliefs

Mission Statement

The Willow Springs R-IV School District Mission:

Improving the quality of life for everyone through quality education.

Beliefs

The Willow Springs R-IV School District believes:

1. A quality school system is a reflection of a community, parents, and students who value education.
2. Learning is a natural and continuous process that has no known limits.
3. An ideal learning environment is stimulating and challenging.
4. All students and staff are emotionally and physically safe and treated with respect.
5. A quality system of education should be built on the foundational attributes of self-discipline, responsibility, and trustworthiness.
6. High school graduates should be equipped with the knowledge and skills to be college and career ready.
7. Every child should enter kindergarten ready to learn.

Goal 1--Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.

Objective 1-Increase the number of students who meet or exceed standards annually on local, state, and national assessments.

Strategy 1-We will have a challenging curriculum delivered by quality instruction which meets individual students' needs.

Action Step 1-Maximize the use of current technology as a method to deliver instruction.

Action Step 2-Use various sources of assessment data to evaluate and plan instructional programs.

Action Step 3-Utilize vertical & horizontal team meetings to review student achievement and curriculum.

Goal 1--Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.

Objective 1-Increase the number of students who meet or exceed standards annually on local, state, and national assessments.

Strategy 2-We will provide access to alternative instructional programs and strategies.

Action Step 1-Partner with outside agencies to implement and expand the availability of virtual courses to include classes we do not offer.

Action Step 2-Continue to develop educational opportunities for the alternative school.

Action Step 3-Use summer school as a means for credit recovery, enrichment, and transition from middle school to high school.

Goal 1--Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.

Objective 2-Meet or exceed the state average for subgroup students who are proficient or higher on the MAP test.

Strategy 1-We will provide intervention programs to increase student performance.

Action Step 1-Provide tutoring for struggling learners before and after school.

Action Step 2-Expand before, during, and after school programs to include enrichment activities for advanced and/or proficient students.

Action Step 3-Provide gifted students with multiple project-based activities to promote individual and team skills.

Action Step 4-Provide students struggling with reading and/or math opportunities to meet with an intervention teacher at least twice a week.

Goal 1--Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.

Objective 3-Maintain or increase the average composite score on the state English proficiency assessment.

Strategy 1-We will provide additional support for English learners (ELs) in reading, communication arts, and math to assist ELs in attaining English proficiency and developing high levels of academic achievement.

Action Step 1-Provide an EL program with a language translator and a resource teacher.

Action Step 2-Provide researched based instructional resources for the EL program.

Action Step 3-Provide a paraprofessional in the EL classroom to assist in supplementing instruction for EL students.

Goal 1--Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.

Objective 4-Maintain zero dropouts and 100% graduation rate.

Strategy 1-We will provide additional support for students that will assist them in completing their high school diploma.

Action Step 1-Utilize the Guiding, Advising, Preparing (GAP) program to promote personal ownership and commitment to education.

Action Step 2-Teach strategies for decision making.

Action Step 3-Provide transition planning for students in special education.

Action Step 4-Encourage Missouri Options for students considering dropping out.

Action Step 5-Continue to develop programs to increase homework accountability.

Goal 1--Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.

Objective 4-Maintain zero dropouts and 100% graduation rate.

Strategy 2-We will maintain a positive behavior support system throughout the district.

Action Step 1-Define consistent Principles at Willow Springs (PAWS) to reinforce character education throughout the district.

Action Step 2-Develop school wide behavior expectations.

Action Step 3-Review behavior data bimonthly and discuss interventions and preventions with faculty.

Goal 1--Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.

Objective 5-Maintain or increase attendance annually with a 95% target (ADA).

Strategy 1-We will recognize and reward good attendance.

Action Step 1-Recognize classes that meet or exceed attendance goals.

Action Step 2-Scoreboard attendance data and goals in prominent areas of each building.

Action Step 3-Recognize students who have perfect attendance.

Goal 1--Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.

Objective 5-Maintain or increase attendance annually with a 95% target (ADA).

Strategy 2-We will coordinate local resources to ensure student attendance.

Action Step 1-Monitor attendance of all students through grade level focus meetings.

Action Step 2-Provide a part-time juvenile officer to investigate families whose students are chronically absent.

Action Step 3-The school social worker and school resource officer will visit the homes of students who are absent to make sure all their educational needs are being met.

Action Step 4-Mail letters home to the parents of students approaching excessive absences.

Action Step 5-Phone calls will be made daily by an appointed staff member to homes of students who are absent.

Goal 1--Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.

Objective 6-100% of our preschool students will be ready for kindergarten.

Strategy 1-The district provides access to early learning experiences and provides opportunities for parents/guardians to learn about the developmental needs of their children.

Action Step 1-Serve the maximum number of students in the Parents as Teachers (PAT) program.

Action Step 2-Implement Project Construct and Eureka Math in the preschool program.

Action Step 3-Develop and implement reading strategies that will increase achievement and encourage reading from birth to kindergarten (i.e. Imagination Library).

Action Step 4-Work with daycares and community partners in order to provide support for birth-4 students not directly served by the school district.

Goal 1--Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.

Objective 7-100% of our students will be college or career ready (CCR).

Strategy 1-We will have measures in place starting in grade 6 to determine CCR.

Action Step 1-Implement the use of ACT Aspire in grades 6-10, and train staff how to use the data from the assessment.

Action Step 2-Continue to give assessments in career education classes that either measure technical skills attainment (TSA) or provide an industry recognized credential (IRC).

Action Step 3-Give the ACT to juniors as a measure of college readiness.

Action Step 4-Give the ACT WorkKeys as a measure of career readiness.

Goal 1--Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.

Objective 7-100% of our students will be college or career ready.

Strategy 2-We will expand our Career & Technical Education (CTE) Programs while maintaining our current partnerships.

Action Step 1-Continue our partnership with the South Central Career Center in West Plains.

Action Step 2-Expand career education projects through clubs and/or curriculum (SAE, FCCLA contests, etc.).

Actions Step 3-Develop partnerships with local businesses and post-secondary institutions to expand career education programs.

Goal 1--Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.

Objective 7-100% of our students will be college or career ready.

Strategy 3-We will increase enrollment and assist students so they can be successful in college readiness/advanced classes.

Action Step 1-Continue our partnership with Missouri State University-West Plains to provide dual enrollment classes and possible dual diploma programs.

Action Step 2-Provide Advanced Placement (AP) courses through Launch.

Action Step 3-Create screeners to identify students who are ready for advanced classes.

Action Step 4-All students will complete a senior project prior to graduation.

Goal 1--Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.

Objective 7-100% of our students will be college or career ready.

Strategy 4-We will explore and expand career curriculum programs.

Action Step 1-Create new career exploration classes in middle school.

Action Step 2-Expand internships with local businesses.

Action Step 3-Provide career education and community speakers in preschool-grade 4.

Action Step 4-Provide career exploration classes for elementary through high school.

Action Step 5-All students will have a plan of study related to a career cluster as they enter ninth grade.

Goal 2--Recruit, attract, develop, and retain highly qualified staff to carry out the Local Educational Agency (LEA)/district mission, goals, and objectives.

Objective 1-Recruit, develop, and retain 100% fully certified administrators and teachers.

Strategy 1-We will seek to recruit professional staff members that are properly certified for their teaching assignment.

Action Step 1-Utilize teacher interview committees to acquire professional staff members that are properly certified for their prospective teaching assignments.

Action Step 2-Seek the assistance of colleges and universities to find talented and qualified candidates in undergraduate programs.

Goal 2--Recruit, attract, develop, and retain highly qualified staff to carry out the Local Educational Agency (LEA)/district mission, goals, and objectives.

Objective 2-Ensure 100% of our staff members receive high-quality professional development.

Strategy 1-We will provide ongoing professional development for all staff in the use of current and future technology in the preparation and delivery of instruction in order to improve student achievement.

Action Step 1-Evaluate the online technology needs assessment to assist in developing professional development opportunities.

Action Step 2-Teachers will provide breakout sessions during district PD days and in after-school sessions.

Action Step 3-Increase technology proficiency through various training programs to assist teachers in integrating technology into curriculum.

Goal 2--Recruit, attract, develop, and retain highly qualified staff to carry out the Local Educational Agency (LEA)/district mission, goals, and objectives.

Objective 2-Ensure 100% of our staff members receive high-quality professional development.

Strategy 2-We will continuously seek to provide research-based professional development opportunities to all staff members.

Action Step 1-Provide staff development opportunities on Missouri integrated models, such as Data-Based Decision Making and Assessment Capable Learners.

Action Step 2-Provide mentors for all beginning teachers during the first and second years.

Action Step 3-Provide ongoing professional development for current curriculum and co-curricular initiatives.

Goal 2--Recruit, attract, develop, and retain highly qualified staff to carry out the Local Educational Agency (LEA)/district mission, goals, and objectives.

Objective 2-Ensure 100% of our staff members receive high-quality professional development.

Strategy 3-We will provide local professional development opportunities for faculty and staff.

Action Step 1-Provide leadership training for all faculty and staff.

Action Step 2-Provide school safety training and character education training annually.

Action Step 3-Provide annual training in the following areas:
Confidentiality
Sexual Harassment
Health Issues
Bullying
Student Suicide Prevention
Dyslexia

Action Step 4-Promote staff study & book groups.

Goal 2--Recruit, attract, develop, and retain highly qualified staff to carry out the Local Educational Agency (LEA)/district mission, goals, and objectives.

Objective 2-Ensure 100% of our staff members receive high-quality professional development.

Strategy 4-We will provide high quality professional development opportunities annually to implement, monitor, evaluate, and sustain the English Learner program.

Action Step 1-Provide professional development opportunities to all staff of classrooms with ELs, to acquire high level skills in modification and adoption of curricula and/or instructional materials.

Action Step 2-ELL teachers will attend state and/or national ESOL conferences.

Goal 2--Recruit, attract, develop, and retain highly qualified staff to carry out the Local Educational Agency (LEA)/district mission, goals, and objectives.

Objective 3-The percentage of staff who show growth on the evaluation system will increase annually.

Strategy 1-All certified staff will be evaluated based on a progress evaluation system.

Action Step 1-Teachers, building leaders, and district leaders will determine goals that will be reflected on the teacher's individual professional development plan.

Action Step 2-All teachers will be observed multiple times throughout the year. Data will be collected to evaluate progress in targeted areas.

Action Step 3-All teachers will receive training on the district's evaluation system and student learning objectives (SLOs).

Action Step 4-Building and district leadership will receive training on evaluation techniques and stay updated on state teacher evaluation expectations.

Action Step 5-Teachers will receive training and feedback using peer coaching.

Goal 3--Provide and maintain appropriate instructional resources, support services and functional, safe facilities.

Objective 1-All teachers and students will have the instructional resources and equipment to support and extend all curriculum.

Strategy 1-We will train 100% of teachers and staff to utilize technology to develop management information systems for educational and administrative purposes to ensure effective use of time and data communication.

Action Step 1-Develop the school's website to make more information available to parents.

Action Step 2-Maintain the use of Parent Portal in order to increase communication between students, parents, and teachers.

Action Step 3-Provide frequent updates using the following resources:
Facebook
Twitter
School Messenger

Goal 3--Provide and maintain appropriate instructional resources, support services and functional, safe facilities.

Objective 1-All teachers and students will have the instructional resources and equipment to support and extend all curriculum.

Strategy 2-We will provide 100% equitable access to educational technology to increase student performance and academic achievement.

Action Step 1-Add technological devices and mobile labs to the classrooms.

Action Step 2-Provide online resources and curriculum based software to support instruction.

Action Step 3-Provide assistive technology for students with visual and hearing impairments.

Goal 3--Provide and maintain appropriate instructional resources, support services and functional, safe facilities.

Objective 2-Decrease the number of Safe School violations each year.

Strategy 1-All students will be educated in the dangers and warning signs of violence and/or threats of violence in the school setting.

Action Step 1-The School Resource Officer will provide classroom instruction describing age appropriate actions that students can take when a threat of violence occurs.

Action Step 2-Schools will provide anti-bullying education for teachers and students.

Goal 3--Provide and maintain appropriate instructional resources, support services and functional, safe facilities.

Objective 2-Decrease the number of Safe School violations each year.

Strategy 2-Maintain a Threat Assessment Team who will examine warning signs.

Action Step 1-Threat assessment team will meet weekly to address concerns within each building.

Action Step 2-Inform staff of threats or potential student conflicts.

Goal 3--Provide and maintain appropriate instructional resources, support services and functional, safe facilities.

Objective 3-Ensure the wellness and safety of staff and students in our school system.

Strategy 1-We will comply with 100% of the state and national content filtering guidelines in compliance with the Child Internet Protection Act.

Action Step 1-Maintain acceptable use policy that must be agreed to prior to a student or faculty member logging into the district network daily.

Action Step 2-Maintain the firewall and update it daily.

Goal 3--Provide and maintain appropriate instructional resources, support services and functional, safe facilities.

Objective 3-Ensure the wellness and safety of staff and students in our school system.

Strategy 2-Achieve coordinated communications, both internally and externally, regarding safety issues and crisis management.

Action Step 1-Provide training using my.willowbears.com and the district's crisis reunification app.

Action Step 2-Conduct regular intruder drills (barricade and evacuation).

Action Step 3-Regularly test the systems used in an emergency situation to ensure

proper functionality.

Goal 3--Provide and maintain appropriate instructional resources, support services and functional, safe facilities.

Objective 4-Ensure students have the physical and emotional support to succeed and reach their maximum learning potential.

Strategy 1-Assist students and families with the physical needs of the household.

Action Step 1-Provide weekly food pickups/dropoffs to ensure families have the proper nourishment on the weekends.

Action Step 2-Provide periodical hygiene tables for students during breaks and in the Bear Bucks store.

Action Step 3-Facilitate opportunities to provide donations to families in need throughout the district.

Action Step 4-Partner with local civic groups to provide assistance to families in need.

Action Step 5-Partner with a healthcare establishment to locate a clinic in the school environment and provide services to students, staff, and the community.

Goal 3--Provide and maintain appropriate instructional resources, support services and functional, safe facilities.

Objective 4-Ensure students have the physical and emotional support to succeed and reach their maximum learning potential.

Strategy 2-Assist students with behavioral and emotional needs.

Action Step 1-Contract with local healthcare provider to provide behavioral support as needed.

Action Step 2-Provide appropriate counseling services in all buildings.

Action Step 3-Provide staff development which includes emotional and behavioral support strategies.

Goal 4--Promote, facilitate, and enhance parent, student, and community involvement in LEA/district educational programs.

Objective 1-Provide activities to increase parent involvement, including participation at parent/teacher conferences.

Strategy 1-Assist pre-kindergarten (birth-age 4) families and community providers with the transition into kindergarten.

Action Step 1-Meet with and provide daycares with guides to build development toward preschool and/or kindergarten.

Action Step 2-Maintain a Parents As Teachers program to provide support for parents of children aged birth to 3 years old.

Goal 4--Promote, facilitate, and enhance parent, student, and community involvement in LEA/district educational programs.

Objective 1-Provide activities to increase parent involvement, including participation at parent/teacher conferences.

Strategy 2-Assist families with the transition into middle school and high school.

Action Step 1-Provide family orientation nights during 4th/8th grades to showcase the offerings of the next grade and provide resources for a successful transition.

Action Step 2-Provide remediation as necessary for students making the transition from middle school to high school.

Goal 4--Promote, facilitate, and enhance parent, student, and community involvement in LEA/district educational programs.

Objective 1-Provide activities to increase parent involvement, including participation at parent/teacher conferences.

Strategy 3-Assist families with the transition into post-secondary activities (work, college, etc.).

Action Step 1-Provide transition planning for students in special education.

Action Step 2-Host FAFSA workshops to aid college-bound students and families.

Action Step 3-Require individual career and academic plans (ICAP) prior to entering high school.

Action Step 4-Provide career exploration activities for all students beginning in elementary.

Action Step 5-Administer the ACT Aspire assessment to all students periodically in grades 6-11 to measure college and career readiness.

Action Step 6-Administer the ACT WorkKeys to all students prior to graduation.

Action Step 7-Provide opportunities for students to meet with representatives from post-secondary institutions and agencies.

Goal 4--Promote, facilitate, and enhance parent, student, and community involvement in LEA/district educational programs.

Objective 1-Provide activities to increase parent involvement, including participation at parent/teacher conferences.

Strategy 4-Increase family awareness of student work and progress at school.

Action Step 1-Host on-campus activities to inform parents about classroom activities and curriculum.

Action Step 2-Conduct home visits by teachers to the Russian community to facilitate parent involvement and participation in instructional and English language development programs as needed.

Action Step 3-Explore the use of student-led student/parent/teacher conferences.

Action Step 4-Develop student-led individual education plans (IEP's).

Action Step 5-Maintain a student information system which allows parents to access their students' information.

Goal 4--Promote, facilitate, and enhance parent, student, and community involvement in LEA/district educational programs.

Objective 2-Increase two-way communication between school and parents annually.

Strategy 1-Staff model effective verbal, non-verbal, and media communications with students, parents, and other staff to foster active inquiry, collaboration, and supportive interaction in the classroom.

Action Step 1-Parent/Student Portal--communicate grades,attendance, etc.

Action Step 2-Positive parent contacts by mail.

Action Step 3-Use social media to promote activity on campus.

Action Step 4-Use technology to remind students and parents of upcoming assignments and events.

Goal 4--Promote, facilitate, and enhance parent, student, and community involvement in LEA/district educational programs.

Objective 3-Maintain and strengthen positive, collaborative relationships with stakeholders.

Strategy 1-Use a variety of media to maximize awareness and support of goals, objectives, and programs.

Action Step 1-Use social media to promote activity on campus.

Action Step 2-Use technology to remind students and parents of upcoming assignments and events.

Action Step 3-Use phone message systems as a way to communicate school news to parents.

Goal 4--Promote, facilitate, and enhance parent, student, and community involvement in LEA/district educational programs.

Objective 3-Maintain and strengthen positive, collaborative relationships with stakeholders.

Strategy 2-Develop community partnerships in order to expand educational opportunities.

Action Step 1-Work with community leaders to explore workforce needs.

Action Step 2-Work with community colleges/universities to offer dual degree programs and maintain dual credit opportunities.

Action Step 3-Continue partnerships with local career centers to help students complete certifications in available pathways.

Action Step 4-Work with businesses to develop and/or expand externships, apprenticeships, and internships.

Action Step 5-Access community resources to assist with Senior Projects.

Goal 5--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-Allocate and manage resources necessary to implement school improvement plan to increase student achievement.

Strategy 1-The board and superintendent will establish and apply capital projects plans.

Action Step 1-Develop and maintain a roof maintenance plan.

Action Step 2-Review and maintain a bus purchase schedule.

Action Step 3-Develop capital spending projects annually focused on maintaining and upgrading facilities.

Goal 5--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-Allocate and manage resources necessary to implement school improvement plan to increase student achievement.

Strategy 2-The district will identify spending priorities annually.

Action Step 1-Maintain a competitive salary schedule.

Action Step 2-Work with the technology department to review the technology purchase plan.

Action Step 3-Conduct board planning sessions biannually in order to determine the needs of the district.

Goal 5--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 2-The district will implement a continuous review process focused on student achievement.

Strategy 1-The district collects data to guide and monitor the development and implementation of Comprehensive School Improvement Plan.

Action Step 1-The board reviews the Annual Performance Report (APR) annually and provides feedback for interventions.

Action Step 2-Review a balanced scorecard with measurable data at least quarterly.

Action Step 3-The board will work with district administration biannually, providing direction in line with the district's vision.

Goal 5--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 3-The board understands its roles and responsibilities and acts accordingly.

Strategy 1-Provide visionary leadership, organizational alignment, and continuous school improvement as elected representatives of the community.

Action Step 1-The superintendent and board president will coordinate training for the board.

Action Step 2-New board members will participate in MSBA first-year training.

Action Step 3-The board will annually review, revise and communicate the strategic plan for the school district.