

**Neosho R-5 School District
Comprehensive School Improvement Plan
2011-2012**

Mission Statement: The mission of the Neosho R-5 School District is to inspire high academic achievement and maximize personal potential in all students.

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

1. Objective: The district will address areas of concern under the mandates of the No Child Left Behind Act as indicated on the Adequate Yearly Progress report by increasing the percentage of students scoring in the Advanced and Proficient levels on the MAP and EOC exams by at least 5% annually as the district strives to reach the Annual Proficiency Targets set for all subgroups.

1. Strategy: The district will provide opportunities for students to receive small-group/individual instruction to increase student achievement. The building principal, teachers, and Title I personnel will collaborate to assure that individual student skill deficiencies in English language arts and math are diagnosed in order to provide prescriptive instruction for students performing below grade level.

1.Action Step: Technology: Continue emphasis in reading and math with progress monitored through STAR Reading, STAR Math, NWEA, Limelight, and other computerized assessments.

2.Action Step: Technology: All 3rd and 4th grade students will have access to computer-based instruction in order to meet grade level expectations for AYP.

3.Action Step: The district provides tutoring and academic or career counseling for immigrant children and youth. Teachers will offer tutoring for immigrant children and youth. The counselors will provide academic or career counseling for immigrant children and youth.

4.Action Step: Multiple criteria will be used to identify eligible students most in need of services, such as teacher checklist, Missouri School Entry Assessment (Pre-K), and developmentally appropriate assessment (Pre-K to Grade 2).

5.Action Step: Grade levels to be served with Title I funds: Pre-K, Reading/English Language Arts and Math K-4.

6.Action Step: Summer School will be made available for individual students identified as needing help mastering the English Language Arts and Math State Standards.

7.Action Step: Supplemental educational services will be provided as needed to students attending elementary buildings who are in School Improvement Levels 2 or 3.

8.Action Step: RTI time is designated in each building to focus on basic academic instruction to address deficiencies or enrichment for students.

2. Strategy: The district will provide technical assistance to teachers for the purpose of improving instruction to all students and increasing student academic achievement.

- 1.Action Step: Technology: The District will provide professional development opportunities in technology during pre-school workshops, after school, or during the summer.

- 2.Action Step: Technology: Teachers will be sent to conferences and workshops to obtain information and ideas for the integration of technology into their curriculum.

- 3.Action Step: Technology: eMINTS-modeled classrooms will be maintained and training will be provided by the in-district trainer for all 3rd and 4th grade classrooms.

- 4.Action Step: Technology: The technology department will provide support to all equipment in the district and strive to maintain a 24 hour turnaround time on repairs.

- 5.Action Step: Technology: Interns from the local community college and a local vocational school will be used to provide additional technology support and provide a valuable learning experience for the students.

- 6.Action Step: Technology: The technology department will provide troubleshooting workshops for staff to aid them in resolving simple problems.

3. Strategy: The district will implement a plan to assess all students in every subgroup so that the participation rate of 95% will be met by all subgroups on the MAP and End-of-Course Exams.
4. Strategy: The district will implement research-based instructional strategies to improve English language proficiency and increase the number of ESL students who score at the proficient level on the MAP and End-of-Course Exams and meet all three Annual Measurable Achievement Objectives (AMAOs) as required by the No Child Left Behind Act of 2001.

- 1.Action Step: ESL teachers, classroom teachers, and administrators will meet to determine the best approaches and methodologies for providing English language instruction and academic content instruction for LEP and immigrant students at the early childhood, elementary, and secondary levels.

5. Strategy: Because the benefits of physical activity can affect academic learning, the district will provide as many opportunities as possible (based upon individual building circumstances) to increase the amount of structured physical fitness time for all students.

- 1.Action Step: The district will create more structured physical fitness time during school hours for K-8.

- 2.Action Step: The district will create more structured physical fitness time before and after school for physical fitness related activities for all grades.

- 3.Action Step: The district will create more structured physical fitness time; for example, walk videos and planned activities.

6. Strategy: The district will implement character education in all Neosho R-5 School District school buildings and departments.

- 1.Action Step: Technology: Character education information will be available on the district website for parent and community interaction.

- 2.Action Step: In order to remove bullying as the reason that some students do not want to attend school, the district character program, Positive Attitudes Worth Sharing (PAWS), will emphasize anti-bullying activities throughout the school year, with a special emphasis during Anti-bullying Week.

- 3.Action Step: Positive Behavioral Interventions and Support (PBIS) programs will provide structure for building expectations to improve the behavior and academic performance of students and faculty while improving the school climate and students' attitudes toward school.

7. Strategy: The district will add additional teachers as needed in order to improve instruction by lowering class sizes.

8. Strategy: The school district will identify homeless students and address their needs.

- 1.Action Step: Building principals, school counselors, secretaries, and teachers are provided a list of homeless students (on a need-to-know basis) in their building. The purpose is to make school staff members aware of the students (in their buildings) who may need priority services to help with academic needs or physical needs.

2. Objective: District teachers and administration will meet during each school year to review assessment data, revise and realign curriculum, discuss instructional methods, and develop common assessments.

1. Strategy: The district will provide collaboration time each Friday for all grade levels to develop strategies and materials to improve instruction and increase the number of students scoring at the proficient level on the MAP and End-of-Course Exams.

2. Strategy: Teacher representatives from each elementary school who serve on the Curriculum Action Team (CAT) committees for grades K-4 will meet quarterly to review assessment data, revise and realign curriculum, discuss instructional methods, and develop common assessments. Vertical alignment meetings will be held within each department.

- 1.Action Step: Technology: Computer-generated assessment data will be used to evaluate achievement levels to determine areas where curriculum adjustments are needed.

- 2.Action Step: Technology: All students will be required to complete assessments that are related to the State Standards and the GLEs. Pearson Limelight will be used to create assessments and measure progress.

- 3.Action Step: Technology: Teachers and administrators will utilize computer-generated assessment data (Star Reading, Star Math, NWEA, Limelight, etc.) to determine areas for improvement.

3. Strategy: All content area teachers in grades 5-12 will meet to review assessment data, revise and realign curriculum, discuss instructional methods, and develop common assessments in addition to regular collaboration times within buildings/departments.

- 1.Action Step: Technology: Pearson Limelight will be used to evaluate achievement levels to determine areas where curriculum adjustments are needed.

- 2.Action Step: Technology: All students will be required to complete assessments that are related to the Show-Me Standards and the GLEs. Pearson Limelight will be used to create assessments and measure progress.

- 3.Action Step: Technology: Teachers and administrators will utilize Pearson Limelight to determine areas for improvement.

4. Strategy: The district will use approaches and methodologies based upon scientifically-based research regarding the instruction of LEP and immigrant students.

- 1.Action Step: ESL teachers, classroom teachers, and administrators will meet to determine the best approaches and methodologies for providing English language instruction and academic content instruction for LEP and immigrant students at the early childhood, elementary, and secondary levels.

3. Objective: The district will put programs in place to increase the graduation rate by 2% annually.

1. Strategy: The district will focus on individual student success in order to encourage persistence to graduation so that the graduation rate for students in all subgroups will be equal to or greater than 85%. i.e. Flex, MO Option, TLC, VLC, PLATO, Southwest Alternative Education Center.

4. Objective: The district attendance policy will be implemented in order to keep the district attendance percentage equal to or greater than 93%.

1. Strategy: The district will implement an attendance policy in cooperation with district personnel, the Children's Division of Family Services, the Newton County prosecuting attorney and judges, and representatives from the Newton County Juvenile Office in order to improve student attendance and hold parents accountable for keeping students in school so that the attendance rate for students in all subgroups will be equal to or greater than 93%.

- 1.Action Step: Technology: A student data base (PowerSchool), and a district calling system (School Messenger) will be used to improve attendance tracking and aid state reporting.

2. Strategy: The district will use Homeless funds and the Bright Futures program to remove barriers faced by homeless students by purchasing/providing school supplies, personal hygiene supplies, laundry services, medical/dental services, etc. as needed.

3. Strategy: The district will train staff members/students in violence prevention and other ways to improve school climate so that students want to be in school.

1.Action Step: The character program (PAWS) will emphasize anti-bullying activities during Anti-bullying Week.

2.Action Step: PBIS programs will emphasize school climate to improve students' attitudes toward school.

2. Goal: Recruit, attract, develop, and retain highly qualified staff to carry out the LEA (local educational agency)/District mission, goals, and objectives.

1. Objective: District personnel will recruit, attract, develop, and retain highly qualified staff, as defined by the NCLB Act of 2001, in order to carry out the district mission, goals, and objectives.

1. Strategy: The district will recruit excellent candidates for all positions. (DI 1)

1.Action Step: Highly qualified ESL teachers will be employed to serve the needs of the English Language Learners enrolled in district schools.

2.Action Step: Highly qualified enrichment teachers are employed to serve the needs of the gifted and talented students enrolled in district elementary and middle schools.

3.Action Step: Highly qualified art and music teachers are employed to serve the needs of the students enrolled in district schools.

4.Action Step: Highly qualified counselors are employed to serve the needs of the students enrolled in district schools.

5.Action Step: Teachers hired with Title I funds will be properly certified with documentation on file.

6.Action Step: Paraprofessionals hired with Title I funds will have at least 60 semester hours, two-year certification, or pass the praxis.

2. Strategy: 100% of teachers in each building will participate in professional development activities during the school year or during the summer as verified by the district professional development survey.

3. Strategy: Candidates will participate in a rigorous district interview process, and excellent candidates with supporting references will be hired. (DI 1)

4. Strategy: New employees will be provided with professional assistance at the district and building levels. (DI 5)

1.Action Step: Technology: The district will provide technology training as part of the new teacher in-service.

5. Strategy: The district acknowledges excellence in performance by recognizing one certified employee and one classified employee at each monthly school board meeting during the school year. (DI 1)

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

1. Objective: The board and district administration will provide and maintain appropriate instructional resources, support services, and functional, safe facilities.

1. Strategy: The district will provide appropriate instructional resources for the teachers and students. (DI 1)

1.Action Step: Technology: Computers will be replaced every 5-7 years.

2.Action Step: Technology: Computer peripherals (scanners, printers, digital cameras, etc.) will be provided to staff based on request, funding, and approval of supervisor and technology committee.

3.Action Step: Technology: Appropriate software will be provided for instructional use (Rosetta Stone, Study Island), tracking student mastery (Limelight, NWEA, Star Reading, and Star Math), and record keeping (PowerSchool).

2. Strategy: The district will provide adequate support services. (DI 1)

1.Action Step: Technology: Technology equipment will be repaired or replaced in a timely manner.

2.Action Step: Technology: The network infrastructure will be maintained and upgraded when needed to meet instructional and administrative requirements.

3.Action Step: Coordination and integration of educational services will occur at the district and building levels with the following programs: Head Start, English Language Acquisition/Limited English Proficiency/Immigrant, and Migrant.

4.Action Step: Through the coordination of area programs, PAT and Head Start will work together to help students transition into school. Curriculum alignment and daily support skill acquisition will be provided for students who are not meeting the State Standards.

5.Action Step: Services will be provided for migrant students according to their needs based on multiple criteria assessments.

6.Action Step: Homeless students will receive services through Title I if applicable.

7.Action Step: Nonpublic students will receive support, if applicable, before and/or after school at the Neosho R-5 School District facilities.

3. Strategy: The district will provide functional, safe facilities. (DI 1)

1.Action Step: The district will pass a facility bond issue that will construct a fifth and sixth grade center.

- 2.Action Step: The district will make improvements to the high school.
 - 3.Action Step: The district will make additions and structural improvements to other existing schools.
 - 4.Action Step: Technology: The district will provide appropriate Internet filtering software.
 - 5.Action Step: Technology: Network security software and hardware will be maintained.
 - 6.Action Step: Technology: Internet safety training will be provided to students and staff.
 - 7.Action Step: Technology: The district phone system will be maintained.
 - 8.Action Step: Technology: Security cameras will be provided in buildings as needed.
4. Strategy: The district will provide adequate support services for ESL students by providing ESL instructional assistants as needed to support LEP students in the acquisition of English language skills in order to become proficient in communication arts and math.
- 1.Action Step: The district will improve the instruction of LEP students through coordination and integration of educational services. District Title III committee meetings will be held quarterly. A district coordination meeting will be held between ESL teachers, Title I teachers, and administrators each semester.

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

1. Objective: District personnel will continue to plan and promote parent events to encourage parent and community involvement in educational programs and activities.

- 1. Strategy: The district will encourage parents to come to activities at their children's school. (DI 6)

- 1.Action Step: Technology: The district web page will provide information to parents about school and district activities.

- 2.Action Step: Technology: Teacher web pages will be hosted for parents to access information about activities and assignments for their students.

- 3.Action Step: Transition activities for students entering kindergarten and the elementary program will include: parent orientation, kindergarten orientation, coordination with preschool providers, and transfer of records.

- 2. Strategy: The district will solicit parent involvement in decision-making. (DI 6)

- 1.Action Step: Technology: Information about upcoming projects of the district will be provided on the district web page with vehicle for providing input.

2.Action Step: Technology: The district web page will be used to provide information to the community about the district and to survey community members about district issues.

3. Strategy: The district acknowledges community support and involvement by recognizing one patron or business at each monthly school board meeting during the school year. (DI 6)
4. Strategy: The district encourages parents and community members to become involved in planning and working in district programs and efforts.

1.Action Step: The district will provide involvement opportunities for parents and community members through such activities as the Building Improvement Plan Committees, Futures Committee, Bright Futures, ESL PAC/Information Meetings, and parent events.

5. Goal: Govern the LEA/District in an efficient and effective manner providing leadership and representation to benefit the students, staff, and patrons of the district.

1. Objective: The school board will provide leadership and representation to sustain a learning environment that is conducive to improving student performance.

1. Strategy: An evaluation of the district school board will be conducted through a survey of district employees, parents, and community members.
2. Strategy: The district school board will meet once a quarter to discuss and review board goals and performance.
3. Strategy: The district school board will evaluate the district programs annually. (DI 3)

1.Action Step: Technology: The Director of Technology will submit a report to the school board annually to evaluate the status of technology in the district.

4. Strategy: The board will review the district CSIP plan annually. (DI 3)
5. Strategy: The district school board will provide the opportunity for students, staff, parents, and patrons to be involved through open communication, advisory committees, and focus groups. (DI 6)
6. Strategy: Public information will be disseminated in a timely manner. (DI 6)

1.Action Step: Technology: The district web page will be used for disseminating information to the public.

2.Action Step: Technology: An automated emergency calling system will be maintained to notify parents of emergency situations.

7. Strategy: The district principals will provide a quarterly academic report to the school board which will include specific information regarding the achievement levels of the ELLs in the building and strategies being implemented to address the needs of the LEP students.