

South Iron R-1 Schools

Comprehensive School Improvement Plan

**Adopted by
Board of Education
May 2003
Revised August 2004**

TABLE OF CONTENTS

TABLE OF CONTENTS	2
TIMELINE.....	3
MISSION STATEMENT.....	4
COMMITTEE	8
OBJECTIVES.....	10
OBJECTIVE 1	11
<i>Objective 1 Strategies</i>	12
OBJECTIVE 2	26
<i>Objective 2 Strategies</i>	27
OBJECTIVE 3	33
<i>Objective 3 Strategies</i>	34
OBJECTIVE 4	46
<i>Objective 4 Strategies</i>	47
OBJECTIVE 5	53
<i>Objective 5 Strategies</i>	54
APPENDIX	66
EVALUATION	67
SCORING GUIDE	67
<i>OBJECTIVE 1</i>	68
<i>OBJECTIVE 2</i>	74
<i>OBJECTIVE 3</i>	77
<i>OBJECTIVE 4</i>	82
<i>OBJECTIVE 5</i>	85

TIMELINE

September 1995	Development of Original Improvement Plan
June 1997-July 1998	Development of First Comprehensive School Improvement Plan
August 1999	Revised CSIP & Board Approval
August 2000	Revised CSIP & Board Approval
August 2001	Revised CSIP & Board Approval
October 2002	Revised CSIP & Board Approval
January 2003	Initial Planning for Major Revision of CSIP
February 2003	Committee Selection & Initial Work Met to review Mission Statement and Strengths & Weaknesses of the District
March-April 2003	Received Board Input & Analysis of Data Advisory Committee (Key Communicator Input) Preliminary Objectives & Strategies Identified Gather All Appropriate Group Input Initial Action Steps Proposed
April 2003	Rough Draft of New CSIP Reviewed by Board of Education Further Revisions Made
May 2003	Final Approval

MISSION STATEMENT

It is the mission of the South Iron R-1 School District to educate our students to be productive citizens by providing opportunities to succeed today.

Visions for South Iron in the future:

1. 100% of graduates are successful members of society.
2. 100% of parents are supportive of the school and their children.
3. Parental involvement in school is very high.
4. Students' active participation is essential. They are an integral part.
5. 90% of students graduate in appropriate career pathway that leads to work or additional training.
6. The school has 100% persistence to graduation.
7. 100% of students will be reading proficiently at grade level.
8. Parents and students are actively involved in character education.
9. All students are actively involved in class discussions and projects.
10. South Iron is a Drug Free/Safe School.

Beliefs: (Commitment concerning moral character)

1. All students should be expected to learn to their potential.
2. In order to learn to their maximum potential, students must buy into the system and be engaged in the process.
3. All people are truly worthy.
4. Students need to know how to apply skills to their daily lives.
5. All students must be dealt with as individuals.
6. High expectations must be the standard for all students.
7. The school must be a basis of support for all students.
8. We all have a responsibility to each other for our own actions.
9. Hard work brings success.
10. Parental involvement from PreK-12th grade is very important.

STRENGTHS OF DISTRICT

1. Good learning environment – safe, clean and friendly
2. Caring staff and administrators
3. Community support
4. Good communication between school/community
5. Low pupil/teacher ratio
6. Excellent programs/offerings – technology, pre-school, Parents as Teachers, athletics
7. Good student performance
8. Global education (birth through adult community education classes)
9. Strong extra-curricular activities/participation
10. A+ designated school
11. Aligned curriculum with mastery tracking
12. Dedicated staff and cooperative students
13. Well-trained staff that cares
14. Opportunity for quality education
15. Quality lunch program
16. Progressive – try to add programs as needed
17. Nice facilities with attractive appearance
18. Good sense of security
19. Community, staff, and students have pride in the school
20. Applied technology and coursework

AREAS FOR IMPROVEMENT

1. More parental involvement – especially in career pathways, high school, and character education
2. Smaller class size in core subjects at Jr. High level
3. Utilize various learning styles
4. System of evaluating student performance
5. Involvement of students
6. Intrinsic motivation for students
7. Student commitment to 8-semester education
8. More variety of classes
9. Students need to improve written communication skills – resumes, applications, W-4 forms
10. More hands-on learning at elementary level
11. More tutoring opportunities
12. More character education opportunities (especially 7-12)
13. Better management of cadet teachers
14. Improve parenting skills
15. Additional classroom space
16. Staff to become more focused on instruction – with less class interruption
17. Better teacher salaries – keep quality staff
18. Continue to improve current resources – to include textbook and technology
19. Student enrollment in college-prep/vocational classes

CSIP PLANNING

Board of Education:

Buddy Middleton
Annapolis, MO 63620

Administration:

Doug Funk, Superintendent
Brad Crocker, HS Principal
Homer Lewis, Elem. Principal

PDC:

Jessica Renicke
Lyndal Jenkins
Debbie Wright

MAP Representative:

Marsha Lane

Students:

Ashley Casteel
Kendra Jackson
Rachel Ford
Adam Toppins

Parents:

Jerry Cuneio
Vulcan, MO 63675

Mary Beth Middleton
Annapolis, MO 63620

Kathy Guinan
Annapolis, MO 63620

Karol Huff
Annapolis, MO 63620

Debbie Wright
Des Arc, MO 63636

Suzette Brewer
Annapolis, MO 63620

Tom Schembra
Annapolis, MO 63620

Ministerial Alliance:

Jerry Cuneio
Vulcan, MO 63675

Business People:

Debbie Wright
Des Arc, MO 63636

Community Betterment:

Mary Beth Henson
Annapolis, MO 63620

Other Staff:

Linda Lewis
Becky Peden
Glenda Tucker
Linda Shockley-Watson
Michelle Miller
Sherry Ruble
Kim Graham
Ann Ruble
Heather Tibbs
Suzette Brewer
Kim Johnston
Lynn Middleton

LIST OF IN-HOUSE COMMITTEE REPRESENTATIVES

Mr. Funk	Superintendent
Mr. Lewis	Elementary Principal
Mr. Crocker	High School Principal
Mrs. Lewis	Special Education & A+ Coordinator
Mrs. Ruble	Elementary
Miss Renicke	Elementary & PDC
Mrs. Lane	Senior MAP Leader
Mr. Jenkins	High School & Technology Coordinator
Mrs. Peden	High School
Mrs. Graham	Counselor

LIST OF 5 INDIVIDUAL COMMITTEES AND NAMES OF EACH:

Chair

Objective 1 —	Linda Lewis and Sherry Ruble
Objective 2 —	Becky Peden and Kim Graham
Objective 3 —	Homer Lewis and Linda Lewis
Objective 4 —	Brad Crocker and Jessica Renicke
Objective 5 —	Doug Funk

Group 1

Linda Lewis
Sherry Ruble
Marsha Lane
Lyndal Jenkins
Mary Beth Middleton
Kathy Guinan
Kendra Jackson

Group 2

Becky Peden
Kim Graham
Buddy Middleton
Ann Ruble
Heather Tibbs
Ashley Casteel

Group 3

Homer Lewis
Linda Lewis
Jerry Cuneio
Michelle Miller
Suzette Brewer
Mary Beth Henson
Rachel Ford

Group 4

Brad Crocker
Jessica Renicke
Karol Huff
Lyndal Jenkins
Debbie Wright

Group 5

Doug Funk
Homer Lewis
Kim Johnston
Lynn Middleton
Tom Schembra
Lyndal Jenkins
Linda Shockley
Adam Toppins

DESCRIPTION OF METHOD USED TO ENCOURAGE INDIVIDUAL SCHOOLS TO DEVELOP AND IMPLEMENT IMPROVEMENT PLAN

South Iron's CSIP was designed to address needed action in both elementary and secondary buildings since we are small and under one roof. This was and will continue to be encouraged by 1) including elementary teachers and principal as well as secondary teachers and principal on the overall CSIP committee, 2) include representatives from elementary and secondary of the individual strategy committees, 3) the curriculum coordinator will work with teachers at all grade levels to insure that all curriculum are competency based to the Show-me standards and articulated through the various grade levels.

DESCRIPTION OF PROCESS FOR BROAD-BASED COMMUNITY INPUT

Development: A broad-based group of community participation was included in the development of the plan.

Implementation and Evaluation: A broad-based group of individuals identified the action steps that will accomplish our strategies. Our key communicators—made up of a cross-section of school, board and community members—will make additional implementation and review the progress on the Comprehensive School Improvement Plan at one of their two annual meetings. The board and administrators will evaluate the progress of the CSIP at the end of each school year.

OBJECTIVES OF COMPREHENSIVE SCHOOL IMPROVEMENT PLAN

Objective Number	Measurable Objective	Pages
1	Our students will perform at or above performance levels of students compared to state averages on the Missouri Achievement program in reading and all academic areas.	11-24
2	Ninety-five percent (95%) of our graduates will be placed in occupations related to career path and course work, continue their education, or enter the military service. To the best of our knowledge, 95% or more of our graduates are placed in occupations related to their career paths.	25-31
3	All (100%) of our students will persist in their efforts to complete their high school education.	32-44
4	We will implement a staff development program that will maintain and recruit staff members who possess skills, knowledge, self-esteem and morale essential to perform effectively.	45-51
5	We will maintain fiscal practice that will meet current and future education programs and facilitate needs and utilize resources in the most effective and economic manner	52-64

OBJECTIVE 1

Our students will perform at or above performance levels of students compared to state averages on the Missouri Achievement program in reading and all academic areas.

Measurement: Missouri Assessment Program test scores and data will be analyzed annually over a five-year period.

Objective 1 Strategies

Standard Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Date Completed	Funding Source
6.3 #6, 7.2, 7.3, 7.3 #3, 6.8, 6.7, 6.4 #4	1	Research-based instructional strategies will be utilized to address all learning styles.	PDC/ Administration	July 2003	Ongoing	PDC Funds
7.5, #3, 6.1 #2, #3, #4 7.1, 6.2, 9.3	2	Monitor progress toward learner objectives through a variety of assessment strategies. The district annually reviews performance data disaggregated based on race/ethnicity/gender and disability.	Teacher/ Principal	July 2003	Ongoing	PDC Funds
6.1 #2, #4 7.3 #1	3	All curriculum areas will be reviewed and revised to insure alignment between skills tested and taught at each grade level, articulated through the grade levels and subject areas to insure continuity of learning.	Principal/ Curriculum Coordinator Teachers	July 2003	Ongoing	Local
8.8 #1, #2 8.7, 7.5 #2	4	Students and parents/guardians will be provided information about student performance and instruction in relation to learning objectives.	Supt. Principal Teachers	July 2003	Ongoing	Local
6.3 #5	5	Additional extended development and learning opportunities will be provided for all students.	Supt. Principals Teachers	July 2003	Ongoing	Title I
8.5 #4	6	Student enrollment in individual classes will continue to meet desirable standards under the MSIP guidelines under student/teacher ratios.	Supt. Principals	July 2003	Ongoing	Local

6.7 #1, #4, #5, #6 8.11 #1	7	Staff is involved in the planning and implementation of a properly funded professional development program for the district that leads to a well-trained staff.	PDC Supt.	July 2003	Ongoing	PDC Funds
8.7 #1, #2 7.5 #3	8	There are opportunities for a caring community to express their desires, identify concerns, ask questions and make suggestions regarding the school programs.	Administration	July 2003	Ongoing	
6.9 #2, #4 7.5 #3	9	Comprehensive guidance competencies will be appropriately addressed through needs assessment and analysis.	Counselor	July 2003	Ongoing	
6.2 #2	10	Students will be recognized for excelling in performance events, such as Missouri Assessment Program test, Terra Nova, and Renaissance – attendance.	Principal	July 2003	Ongoing	

Action Steps						
Strategy 1 Research-based instructional strategies will be utilized to address all learning styles.				Objective 1		
Standards/ Indicator	Step Number	Steps	Person Responsible	Start Date	Date Completed	Funding Source
6.3 #6	1	The district will identify students whose native language is not English and provide appropriate instruction	Principals Counselor	July 2003	Ongoing	N/A
7.2	2	The district will identify gifted/talented students at all grade levels and provide appropriate instruction suitable to their needs	Principals Counselor Teachers	July 2003	Ongoing	N/A
7.3	3	The students will be assessed and provided with vocational education programs	Counselor School-to- work coordinator	July 2003	Ongoing	N/A
7.3 #3	4	All students will be provided work-site educational opportunities	School-to- work coordinator	July 2003	Ongoing	N/A
6.8	5	The Library Media Center (LMC) resources and services will be an integral part of the instructional program	Librarian	July 2003	Ongoing	Title V
6.7	6	Professional development opportunities will be an integral part of the education program and all improvement initiatives	PDC	July 2003	Ongoing	N/A
6.4 #4	7	Student learning will be enhanced by integrating technology into classroom instruction	Technology Coordinator Teachers	July 2003	Ongoing	Title IID Title V

6.2 #2 6.3 #5 9.1 #1,2,4 9.3 9.4 #1,2	8	Implementation of the eMINTS program in grade 5 will increase student use of technology and improve student scores on the MAP.	Principal Teachers Tech. Dir. Supt.	Spring 2004	On-going	eMINTS
---	---	--	--	----------------	----------	--------

Action Steps						
Strategy 2 Monitor progress toward learner objectives through a variety of assessment strategies. The district annually reviews performance data disaggregated based on race/ethnicity/gender and disability.				Objective 1		
Standards/ Indicator	Step Number	Steps	Person Responsible	Start Date	Date Completed	Funding Source
7.5 #3	1	Staff members will monitor student progress and provide students and parents or guardians information about student performance	Principals Teachers	July 2003	Ongoing	Title I
6.1 #2	2	Teachers will review performance data for their previous class and incoming class and adjust the curriculum accordingly	Teachers Principals	July 2003	Ongoing	N/A
6.1 #4	3	Principals and teachers of individual subject areas will review performance data of South Iron students as a whole then curriculum and instruction will be adjusted as needed	Teachers Principals	July 2003	Ongoing	N/A
6.2 #1 6.2 #2	4	Students will make AYP (Adequate Yearly Progress) in the areas of math and communication arts.	Teachers Principals	July 2004	Ongoing	Title I Title V

6.1 #3, 6.2, 7.1	5	<p>Performance data will be reviewed by the district to adjust curriculum and instruction. Data will be analyzed according to race/ethnicity/gender and disability and curriculum/instruction will be modified accordingly</p> <ul style="list-style-type: none"> o The percentage of students with disabilities in Grade 3 and 7 who are proficient readers will increase, while the percentage that have Missouri Assessment Programs – Communication Arts (MAP-CA) read to them will decrease o The percentage of students with disabilities scoring at the Step 1 and Progressing achievement level will decrease, while the percentage of students with disabilities scoring at Proficient and Advanced will increase for each of the MAP subject area assessments 	Principal Board of Education	July 2003	Ongoing	Title I
6.2, 9.3	6	ACT scores will be reviewed by the district to adjust, then curriculum and instruction will be adjusted as needed	Teacher Counselor Principal Board of Education Supt.	July 2003	Ongoing	N/A

Action Steps						
Strategy 3 All curriculum areas will be reviewed and revised to insure alignment between skills tested and taught at each grade level, articulated through the grade levels and subject areas to insure continuity of learning.				Objective 1		
Standards/ Indicator	Step Number	Steps	Person Responsible	Start Date	Date Completed	Funding Source
6.1 #4	1	All curriculum guides will be reviewed and revised to meet the goals established by the district	Curriculum-Coordinator Staff	July 2003	Ongoing	N/A
6.1 #2	2	Teachers will be provided in-service to improve articulation between grade levels and subject areas	Principal Curriculum-Coordinator PDC	July 2003	Ongoing	N/A
7.3 #1	3	Competency-based curriculum and an instructional management system have been developed to prepare students for entry into the workplace and/or continued education	Teachers	July 2003	Ongoing	N/A

Action Steps						
Strategy 4 Students and parents/guardians will be provided information about student performance and instruction in relation to learning objectives.					Objective 1	
Standards/ Indicator	Step Number	Steps	Person Responsible	Start Date	Date Completed	Funding Source
8.8 #1, #2	1	The district will annually publish the school report card in the local newspaper and the district website	Supt.	July 2003	Ongoing	N/A
8.7	2	The district provides opportunities to foster positive community attitudes toward education by maintaining a Key Communicator Group	Supt.	July 2003	Ongoing	N/A
7.5 #2	3	Parents/guardians will be provided with information (pamphlets/booklets) concerning developmental and intellectual needs of children at all ages and ability levels	Counselor Nurse PAT Teachers	July 2003	Ongoing	N/A

Action Steps						
Strategy 5 Additional extended development and learning opportunities will be provided for all students.					Objective 1	
Standards/ Indicator	Step Number	Steps	Person Responsible	Start Date	Date Completed	Funding Source
6.3 #5	1	Students will be given the opportunity to participate in extended learning activities through an in-district summer school program, full-day kindergarten, before- and after-school tutoring, evening classes, ITV, summer band or music programs, gifted/talented classes, school to work experience, and homework	Supt. Principals Teachers	July 2003	Ongoing	Title I

Action Steps						
Strategy 6 Student enrollment in individual classes will continue to meet desirable standards under the MSIP guidelines under student/teacher ratios.				Objective 1		
Standards/ Indicator	Step Number	Steps	Person Responsible	Start Date	Date Completed	Funding Source
8.5 #4	1	Administration will assess enrollment in individual classes and continue to meet MSIP guidelines	Supt. Principals	July 2003	Ongoing	N/A

Action Steps						
Strategy 7 Staff is involved in the planning and implementation of a properly funded professional development program for the district that leads to a well-trained staff.					Objective 1	
Standards/ Indicator	Step Number	Steps	Person Responsible	Start Date	Date Completed	Funding Source
6.7 #5	1	The district will develop a written professional development plan as a part of the district's Comprehensive School Improvement Plan	PDC Supt.	July 2003	Ongoing	N/A
6.7 #1, #4	2	The professional Development committee will conduct an annual needs assessment survey and use the results with other pertinent information to plan and implement professional development activities tied to the Comprehensive School Improvement Plan	PDC Supt.	July 2003	Ongoing	N/A
6.7 #6	3	The district will provide in-service for all staff to recognize the signs and symptoms of substance abuse	PDC Supt.	July 2003	Ongoing	Title IVA Title V
8.11 #1	4	Staff members will have the opportunity to receive training in CPR and/or First Aid	PDC Safety- Coordinator	July 2003	Annually	N/A

Action Steps						
Strategy 8 There are opportunities for a caring community to express their desires, identify concerns, ask questions, and make suggestions regarding the school programs.					Objective 1	
Standards/ Indicator	Step Number	Steps	Person Responsible	Start Date	Date Completed	Funding Source
8.7 #1, #2, 7.5 #3	1	People from the community are encouraged to volunteer during the school day and to serve on advisory committees	Administration	July 2003	Ongoing	N/A

Action Steps						
Strategy 9 Comprehensive guidance competencies will be appropriately addressed through needs assessment and analysis.					Objective 1	
Standards/ Indicator	Step Number	Steps	Person Responsible	Start Date	Date Completed	Funding Source
6.9 #2	1	State approved needs assessments will be administered to students in grades 4-12. Significant needs areas will be determined and activities established to serve the needs	Counselor	July 2003	Ongoing	N/A
6.9 #4	2	Responsive services to students are provided as needed	Counselor	July 2003	Ongoing	N/A
7.5 #3	3	Teachers, administrators, and parents/guardians have access to students' academic progress and personal/social concerns	Counselor	July 2003	Ongoing	N/A

Action Steps						
Strategy 10 Students will be recognized for excelling in performance events, such as Missouri Assessment Program test, Terra Nova, and Renaissance – attendance.					Objective 1	
Standards/ Indicator	Step Number	Steps	Person Responsible	Start Date	Date Completed	Funding Source
6.2 #2	1	Students will be recognized for excelling in performance tests	Principals Teachers	July 2003	Ongoing	N/A

OBJECTIVE 2

Ninety-five percent (95%) of our graduates will be placed in occupations related to career path and coursework, continue their education, or enter the military service. To the best of our knowledge, 95% or more of our graduates are placed in occupations related to their career paths.

Measurement: Graduates will be surveyed annually to determine postsecondary education and/or employment status and preparation.

Objective 2 Strategies

Standard Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Date Completed	Funding Source
6.2 #5	1	Course offerings will be reviewed annually and revised as indicated by student needs, student performance, and responses from graduate survey	Counselor Principal	July 2003	Ongoing	
6.5 #1	2	An environment is provided which fosters character education	Principal	July 2003	Ongoing	Title IVA Title V
6.7 #1, 2, 5, 6	3	Training opportunities are provided for students, staff, parents, and community members through technological means to assist with career exploration and preparation	School-to- Work Coordinator Counselor	July 2003	Ongoing	Title I Title IID Title V
9.4	4	Career awareness and exploration will be utilized to prepare students for productive occupations of their choice	Career Teacher Counselors	July 2003	Ongoing	N/A

Action Steps						
Strategy 1 Course offerings will be reviewed annually and revised as indicated by student needs, student performance, and responses from graduate survey				Objective 2		
Standards/ Indicator	Step Number	Steps	Person Responsible	Start Date	Date Completed	Funding Source
6.2 #5	1	Students and teachers will be surveyed annually to determine the effectiveness of each class and how it fulfills student career pathway goals and objectives	Counselor	July 2003	Ongoing	N/A
6.2 #5	2	There will be a follow-up of graduates, surveyed 1 year and 5 years after their graduation to determine the appropriateness of courses they completed while at South Iron High School <ul style="list-style-type: none"> ○ The percentage of students with disabilities employed or enrolled in continuing education six months post vocational training will increase or be maintained at a high level ○ The percentage of students with disabilities employed or enrolled in continuing education six months post graduation will increase or be maintained at a high level 	Counselor	July 2003	Ongoing	N/A

6.1 #4, 6.2 #5	3	A curriculum committee to include students, community and business leaders along with school staff will meet annually to review information from the surveys and make decisions on the nature and content of courses to be offered during the following school year	Chaired by Principal	February	Ongoing	N/A
-------------------	---	---	-------------------------	----------	---------	-----

Action Steps						
Strategy 2 An environment is provided which fosters character education				Objective 2		
Standards/ Indicator	Step Number	Steps	Person Responsible	Start Date	Date Completed	Funding Source
6.4 #2	1	Character education videos, cassettes, and literature will be provided to staff and public for use at school, public institutions and organizations, and private homes	Counselor	July 2003	Ongoing	N/A
6.4 #2	2	Character education representatives from outside the school will be scheduled to make presentations to the student body	Principal And Staff	July 2003	Ongoing	N/A
6.4 #1	3	Classroom textbooks and literature will be selected each year which present appropriate character education training	Curriculum Review Team and Staff	July 2003	Ongoing	N/A
6.2 #5	4	Graduates and business people will be surveyed to help determine the nature of character education needed to prepare students for success later in life	Counselor	July 2003	Ongoing	N/A

Action Steps						
Strategy 3 Training opportunities are provided for students, staff, parents, and community members through technological means to assist with career exploration and preparation					Objective 2	
Standards/ Indicator	Step Number	Steps	Person Responsible	Start Date	Date Completed	Funding Source
6.2 #5	1	Students, staff, parents, and community members will be surveyed to help determine specific career exploration and preparation program needs	Counselor	July 2003	Ongoing	N/A
6.4 #1, 2, 3, 4	2	Non-traditional career information will be presented by ITV and video to students, staff, parents, and community members	Staff and Counselor	July 2003	Ongoing	N/A
6.4 #1, 2, 3, 4	3	Career exploration and preparation information will be presented by ITV and satellite TV	Staff	July 2003	Ongoing	N/A
6.4 #1, 2, 3, 4	4	Computer software programs such as <u>Career Ware "Bridges"</u> and <u>Please Understand Me Personality Inventory</u> along with Internet research will be made available to the students, parents, and community members	Counselor	July 2003	Ongoing	N/A

Action Steps						
Strategy 4 Career awareness and exploration will be utilized to prepare students for productive occupations of their choice				Objective 2		
Standards/ Indicator	Step Number	Steps	Person Responsible	Start Date	Date Completed	Funding Source
9.4	1	All 8 th graders will complete a semester-long career class to increase their self-awareness and help them choose a Career Pathway. They will use the IML guide to complete their 6-year plan.	Career Class Teacher	July 2003	Ongoing	N/A
6.2 #5	2	<u>Please Understand Me Personality Inventories</u> will be administered to all students Grades 8-12 to create greater self-awareness and understanding	Career Class Teacher And Counselor	July 2003	Ongoing	N/A
9.4	3	Students will view Mo-View Tech Prep/Employability Skills videos to develop a better understanding of the skills one must possess to acquire and keep a job	Staff and Counselor	July 2003	Ongoing	N/A
9.4	4	Students will participate in Career Days and other field trips to develop better Career Awareness	Staff and Counselor	July 2003	Ongoing	N/A
9.4	5	Job shadowing and work experience activities to include mock interviews will be made available to students to provide real-life experiences in the job place	Counselor and School-to-Work Coordinator	July 2003	Ongoing	N/A

OBJECTIVE 3

All (100%) of our students will persist in their efforts to complete their high school education.

Measurement: The annual drop-out report will be analyzed to determine whether the objective is met.

Objective 3 Strategies

Standard Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Date Completed	Funding Source
6.3 #5 7.1	1	Alternative delivery systems will be provided by caring staff to encourage persistence to graduation of all students <ul style="list-style-type: none"> o The percentage of students with disabilities graduating with a regular diploma will increase o The percentage of students with disabilities that drop out of school will decrease 	Supt.	July 2003	Ongoing	
6.9 #3 7.5 #3	2	Parents are involved in the planning of their students' curriculum of study and actively encourage the student to complete the designed program of study	Principal	July 2003	Ongoing	
6.3 #6	3	The district will provide programmatic support for students at risk of academic failure	Supt. Principal Counselor A+ Coordinator	July 2003	Ongoing	Title I Title V
7.1, 7.3	4	All students have equal access to the full range of vocational education programs/services and activities either within the district or through the area vo-tech school <ul style="list-style-type: none"> o The percentage of students with disabilities participating in vocational preparation programs is consistent with the percentage of participation in the general population of students 	Supt.	July 2003	Ongoing	

8.1, 8.12, 8.13	5	The district will provide support services that meets or exceeds state and federal guidelines in the areas of nutrition, transportation and school health services	Nurse Transportation and Food Director	July 2003	Ongoing	
8.4	6	The district will provide a well-balanced comprehensive co-curricular and extracurricular activities program related to the philosophy of the district	Supt.	July 2003	Ongoing	
7.6	7	The district provides or arranges with other local groups, agencies, and organizations to provide educational, vocational, recreational, cultural, enrichment and/or other services for the local community in accordance with the needs, interests and concerns of the community members	Supt.	July 2003	Ongoing	

Action Steps						
Strategy 1 Alternative delivery systems will be provided by caring staff to encourage persistence to graduation of all students					Objective 3	
Standards/ Indicator	Step Number	Steps	Person Responsible	Start Date	Date Completed	Funding Source
7.4, 7.1	1	The district will provide preschool services for all resident three- and four-year olds <ul style="list-style-type: none"> o The performance level of children who receive special education services prior to age 5 will increase on the School Entry Profile 	Supt.	July 2003	Ongoing	Title I
7.5 #1	2	The district will provide Parents as Teachers program for resident children, birth to five years of age	Supt.	July 2003	Ongoing	N/A
7.1 #1	3	The district will identify, and serve students as mandated by IDEA	Director of Special Education	July 2003	Ongoing	N/A
6.3 #6	4	The school district will provide programs for migratory students age 3-20 on an as-needed basis	Supt.	July 2003	Ongoing	N/A
6.3 #6	5	The district will identify and assess the educational needs of homeless children and youth; will provide for placement in the school of best interest	Supt.	July 2003	Ongoing	N/A

7.2	6	The district will identify gifted/talented students at all grade levels and provide them differentiated instruction suitable for their levels of intellectual, physical and social maturity	Supt.	July 2003	Ongoing	N/A
7.3 #3	7	The district will provide a School-to-Work program for students at risk	A+ Coordinator Counselor	July 2003	Ongoing	N/A

Action Steps						
Strategy 2 Parents are involved in the planning of their students' curriculum of study and actively encourage the student to complete the designed program of study				Objective 3		
Standards/ Indicator	Step Number	Steps	Person Responsible	Start Date	Date Completed	Funding Source
6.9 #3	1	Parents will sign class enrollment schedules for students 7-12 grades	Principal	July 2003	Ongoing	N/A
6.9 #3	2	The district will provide career pathway information to parents and students for 7-12 grades	Principal	July 2003	Ongoing	N/A
7.5 #3	3	The district will provide opportunities for parent/school staff contact throughout the year. Minimally, the elementary will strive for 3 contacts and grades 7-12 will strive for 2 contacts with each parent (i.e. parent/teacher conferences, achievement test results conferences)	Principal	July 2003	Ongoing	N/A

Action Steps						
Strategy 3 The district will provide programmatic support for students at risk of academic failure				Objective 3		
Standards/ Indicator	Step Number	Steps	Person Responsible	Start Date	Date Completed	Funding Source
6.3 #6	1	The district will cooperate with educational and community agencies for students at risk of academic failure (i.e. local law enforcement agencies, educational diagnostic centers, EMAA, Div. of Vocational Rehabilitation Programs, Div. of Social Services, etc.)	Supt.	July 2003	Ongoing	N/A
6.3 #5 6.3 #6	2	The district will provide at-risk programs for educationally disadvantaged students (i.e. after school tutoring, pre-school, Reading Recovery, tutoring, summer school, etc.)	Elementary Principal	July 2003	Ongoing	N/A
7.3 #3 7.6 #2	3	The district will provide continuing educational or support services for students (i.e. Vo-Tech, GED, work study, etc.)	Counselor	July 2003	Ongoing	N/A
6.9 #4	4	The district will provide a crisis management team for intervention in crisis situations (i.e. illegal drug use, attempting suicide, etc.) The school district will be a member of the Area One Crisis Counseling Team.	Counselor	July 2003	Ongoing	N/A
8.3 #5	5	The district will establish drop-out follow-up services for students who drop out of school, in order to facilitate their return to school and/or completion of their education	H.S. Principal	July 2003	Ongoing	N/A

8.3 #5	6	The district will utilize the services of the MO Literacy hotline	H.S. Principal	July 2003	Ongoing	N/A
6.3 #5	7	The district will continue to maintain an Alternative School program	Principal	July 2003	Ongoing	N/A

Action Steps						
Strategy 4 All students have equal access to the full range of vocational education programs/services and activities either within the district or through the area vo-tech school				Objective 3		
Standards/ Indicator	Step Number	Steps	Person Responsible	Start Date	Date Completed	Funding Source
7.3, 7.7	1	The district will participate in DESE A+ Program to include review Partnership Plan and all other required components	Supt. A+ Coordinator Board of Education	July 2003	Ongoing	Title V
7.3	2	The district will participate in the area Vo-Tech program	Supt.	July 2003	Ongoing	N/A
7.3 #4	3	The district will expand vocational offerings to students at the Vo-tech and at the local level	Supt.	July 2003	Ongoing	N/A

Action Steps

Strategy 5 The district will provide support services that meets or exceeds state and federal guidelines in the areas of nutrition, transportation and school health services				Objective 3		
Standards/ Indicator	Step Num.	Steps	Person Responsible	Start Date	Date Completed	Funding Source
8.11	1	The district will develop and implement programs for school health services which include goals and objectives, service activities and evaluation design	School Nurse	July 2003	Ongoing	N/A
8.12	2	<p>The district will strive to maintain and further develop health services programs through the various agencies.</p> <p>Examples include:</p> <ol style="list-style-type: none"> 1) State Health Department-MO School Age children Health Service Grant 2) Iron County Health Department-Resource information, TB booster clinic, Hepatitis B clinic, Flu clinic for staff and community, Pre-school screening 3) South Iron Health Advisory Committee-Health fairs, Pre-prom event, child neglect/abuse education for teachers and staff 4) Annapolis Medical Center-referrals, sports physicals, Protocol for emergency use of Epi-Pen 5) Dr. Albert/Ministerial Alliance for completion of vision referrals 6) Extension Office-Health Fair-Nutrition program 7) SEMO District Health Office-dental screening-Fluoride Swish 8) American Red Cross, CPR/First aid training and recertification, Dr. Toney – over-the-counter protocol 	School Nurse	July 2003	Ongoing	N/A

8.11	3	The presence of the school nurse will improve daily attendance by: identifying and preventing the spread of communicable disease; monitoring current immunizations; screening for vision and hearing; and monitoring student health problems	School Nurse	2004	Ongoing	N/A
8.12	4	The district will provide a school food program available to all students each day in accordance with Federal/State Child Nutrition program regulations and guidelines	Food Service Coordinator	July 2003	Ongoing	N/A
8.13	5	The district will provide transportation services that are safe, efficient, and consistent to and from school and comply with MO statutes, regulations and local board policy	Trans. Director	July 2003	Ongoing	N/A

Action Steps						
Strategy 6 The district will provide a well-balanced comprehensive co-curricular and extracurricular activities program related to the philosophy of the district				Objective 3		
Standards/ Indicator	Step Number	Steps	Person Responsible	Start Date	Date Completed	Funding Source
7.3	1	The district will support vocational/co-curricular student organizations which promote the philosophy of the district (i.e. VICA, Band, Beta, FBLA, Student Council, 4-H Student Community Connection, FCCLA, FTA, etc.)	Principal	July 2003	Ongoing	N/A
6.3 #5	2	The district will provide extracurricular activities as related to the philosophy of the district (i.e. Sports, Gifted Education, Academic Bowl, Quiz Bowl, Spelling Bee, etc.)	Supt. Principal	July 2003	Ongoing	N/A
6.3 #5	3	The district will strive to see that all students are involved in extra/co-curricular activities	Supt. Principal Sponsor	July 2003	Ongoing	N/A

Action Steps						
Strategy 7 The district provides or arranges with other local groups, agencies, and organizations to provide educational, vocational, recreational, cultural, enrichment and/or other services for the local community in accordance with the needs, interests and concerns of the community members				<u>Objective 3</u>		
Standards/ Indicator	Step Number	Steps	Person Responsible	Start Date	Date Completed	Funding Source
7.6 #1	1	The district will provide access to school buildings for community education and community use in accordance with board policy (computer lab, multipurpose room)	Principals	July 2003	Ongoing	N/A
7.6 #2	2	The district cooperates with other local agencies to assess the needs for community education and provides access to a comprehensive program of studies designed to meet the continuing educational needs of the public (i.e. Veterans Day Recognition, ITV classes, Adult Community Education classes, etc.)	Supt.	July 2003	Ongoing	N/A
7.6 #1	3	The district will seek to expand ITV special programs for the community	Supt.	July 2003	Ongoing	N/A

OBJECTIVE 4

We will implement a staff development program that will maintain and recruit staff members who possess skills, knowledge, self-esteem and morale essential to perform effectively.

Measurement: Review staff turnover annually.

Objective 4 Strategies

Standard Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Date Completed	Funding Source
8.4 #3	1	Maintain salaries and benefits sufficient to attract quality staff and progressive enough to reward lifetime commitment to the school district	Supt. Board of Ed. Principal	July 2003	Ongoing	
8.4	2	Initiate activities to provide incentives and recognize individual and group achievement	District/Career Ladder Principal	July 2003	Ongoing	
8.4	3	The board of education will employ and maintain quality staff members to implement the educational programs and services of the district	Supt. Building Principal	July 2003	Ongoing	
6.7	4	Provide opportunities for professional growth by supporting attendance and participation in activities that address curriculum and instructional practices for student achievement	PDC	July 2003	Ongoing	PDC Title I
6.7 #4, #5	5	The board adopts and monitors a program of staff assessment which conforms to statutory and regulatory requirements	Administration	July 2003	Ongoing	

Action Steps						
Strategy 1 Maintain salaries and benefits sufficient to attract quality staff and progressive enough to reward lifetime commitment to the school district				Objective 4		
Standards/ Indicator	Step Number	Steps	Person Responsible	Start Date	Date Completed	Funding Source
8.4	1	The administration and the board of education will work to develop communication for the betterment of staff salaries and benefits	Supt. Board of Ed.	July 2003	Ongoing	N/A
8.4 #3	2	The administration will meet with individual certified/non-certified groups to discuss competitive salaries and benefits annually	Supt.	July 2003	Ongoing	N/A
8.4 #3	3	The district will develop a system to compare South Iron's salaries to area schools	Sup. Board of Ed	July 2003	Ongoing	N/A
8.4 #3	4	The district will conduct and study the equality of all benefits as compared to other school districts	Salary Committee Administration	July 2003	Ongoing	N/A

Action Steps						
Strategy 2 Initiate activities to provide incentives and recognize individual and group achievement				Objective 4		
Standards/ Indicator	Step Number	Steps	Person Responsible	Start Date	Date Completed	Funding Source
8.4	1	The district will study various recognition programs to determine which will better service the district's needs	Building Principal	July 2003	Ongoing	N/A
8.4	2	The district will adopt a recognition program for staff members	Building Principal	July 2003	Ongoing	N/A
8.4	3	The district will establish a coordinator for individual and group recognition (i.e. news releases, radio, and educational program	District Committee	July 2003	Ongoing	N/A
8.4	4	The district will continue to allocate required funds for the purpose of continuing current career ladder plans	Board of Education	July 2003	Ongoing	N/A

Action Steps						
Strategy 3 The board of education will employ and maintain quality staff members to implement the educational programs and services of the district				Objective 4		
Standards/ Indicator	Step Number	Steps	Person Responsible	Start Date	Date Completed	Funding Source
8.3 #2	1	The staff and the board of education will review the district policy to ensure that South Iron R-1 School District is an equal opportunity employer	Supt.	July 2003	Ongoing	N/A
8.8 #1, #2	2	The staff and the board of education will develop a school brochure to showcase the district via technology	Technology Committee	July 2003	Ongoing	N/A
8.4 #1	3	The administration and the board of education will maintain the application process to provide the district with candidates for employment consideration (video, portfolios, and resume)	Building Principal	July 2003	Ongoing	N/A
8.4	4	The district's administration will conduct performance-based teacher evaluations for certified staff	Supt. Building Principal	July 2003	Ongoing	N/A
8.4	5	The district's administration will conduct yearly evaluations for support staff	Supt. Building Principal	July 2003	Ongoing	N/A

Action Steps						
Strategy 4 Promote opportunities for growth by supporting attendance and participation in a variety of classes, seminars and committee meetings				Objective 4		
Standards/ Indicator	Step Number	Steps	Person Responsible	Start Date	Date Completed	Funding Source
6.7 #5, #6	1	The professional development committee will continue to allocate yearly PDC funds to staff for professional development	PDC Committee	July 2003	Ongoing	N/A
6.7 #1, #2, #5	2	The district will provide additional opportunities for the support staff to participate in annual professional development activities that address practices related to student achievement	Building Principal	July 2003	Ongoing	N/A
6.4	3	The district will promote further use of the interactive television for professional development	Technology Coordinator Building Principal Committee	July 2003	Ongoing	N/A
6.4 #3	4	The district will provide training in the use of instructional equipment and technology for enhancement of student achievement	Library Resource Staff	July 2003	Ongoing	Title IID Title V
6.7 #4	5	The district will study other educational avenues for all staff members to participate in	PDC	July 2003	Ongoing	N/A
6.7 #5	6	Staff members who participate in professional development activities will share that information with other appropriate staff	PDC	July 2003	Ongoing	N/A

Action Steps

Strategy 5

The board adopts and monitors a program of staff assessment which conforms to statutory and regulatory requirements

Objective 4

Standards/ Indicator	Step Number	Steps	Person Responsible	Start Date	Date Completed	Funding Source
6.7	1	The district will conduct regular staff evaluations to assess performance	Supt. Building Principal	July 2003	Ongoing	N/A
6.7	2	Formative evaluations will be used for the following: <ul style="list-style-type: none"> ○ Building level secretaries ○ Para-professionals ○ Building level principals ○ Cooks ○ Transportation ○ Maintenance crew 	Building Principal Supt. Supt. Food Director Trans. Director Supt. Principal	July 2003	Ongoing	N/A
6.7	3	Revise the PDC plan to comply with the mission of staff professional development	PDC Committee	July 2003	Ongoing	N/A
6.7 #5	4	Revise and improve the mentor/mentored teachers' manual for the district	PDC	July 2003	Ongoing	N/A

OBJECTIVE 5

We will maintain fiscal practice that will meet current and future education programs and facilitate needs and utilize resources in the most effective and economic manner

Measurement: The board of education will annually review each major program area and the district's financial records will be audited annually for fiscal soundness and accountability.

Objective 5 Strategies

Standard Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Date Completed	Funding Source
8.9	1	Continually evaluate facilities and programs on a periodic basis to assure they meet the needs of the district and that they promulgate a pride of the school in the community and they are safe for our students	Supt. Principal	July 2003	Ongoing	Title IVA Title V
8.6	2	Outline steps to secure financial funding based on the current educational program and the school improvement planning of the district	Supt.	July 2003	Ongoing	
8.1/8.2	3	The district utilizes written long-range plans in order to accomplish its educational mission	Board of Education	July 2003	Ongoing	
7.7	4	The district complies with all provisions, regulations and administrative requirements applicable to state and federal categorical programs	Supt.	July 2003	Ongoing	
8.3	5	The district exercises its governance authority through a current set of policies and procedures	Board of Education	July 2003	Ongoing	
8.5	6	The community provides sufficient financial resources to ensure a quality educational program	Board of Education	July 2003	Ongoing	
8.7	7	Administration and board involve the public by utilizing committees to provide information on issues and problems and providing information to the public about the condition of the school	Supt.	July 2003	Ongoing	

8.6 #5	8	The board utilizes a written long- and short-range plan for the maintenance/ renovation/replacement of its facilities to accommodate the district's instructional program	Board of Education	July 2003	Ongoing	
6.4	9	The district will make an effort to maintain a high level of instructional technology commensurate with these levels found in higher education and industry	Technology Coordinator	July 2003	Ongoing	Title IID Title V

Action Steps						
Strategy 1 Continually evaluate facilities and programs on a periodic basis to assure they meet the needs of the district and that they promulgate a pride of the school in the community and they are safe for our students				Objective 5		
Standards/ Indicator	Step Number	Steps	Person Responsible	Start Date	Date Completed	Funding Source
8.10 #3	1	Facilities and grounds will be inspected periodically by staff, as well as local and state officials in order to ensure safety for students a) Fire extinguishers – France Fire Extinguisher Co. b) Buses – Transportation Director c) Food Service – Food Service Director d) Boilers – MUSIC Insurance e) Playground equipment – Elementary Principal f) Fire inspection – Fire Marshall, insurance company g) School health – nurse's inspection h) Utility service review i) Classroom safety inspection - Principals Teachers j) Pest inspections (Contractor - presently Orkin)	Supt. Unless otherwise noted	July 2003	Ongoing	N/A
8.10 #3	2	The district has implemented emergency procedures for drills	Principal	July 2003	Ongoing	N/A

8.10 #3	3	Maintain a crisis management plan in case of emergency situations	Crisis Team	July 2003	Ongoing	N/A
8.7	4	The district will survey staff for input on facilities' maintenance needs	Supt. and Principal	July 2003	Ongoing	N/A
8.1	5	Programs are reviewed annually to determine need and effectiveness a) Board Program Evaluation b) Advisory Committee input c) Staff input – Principals	Supt.	July 2003	Ongoing	N/A
8.6	6	Texts and resource books are reviewed and a plan maintained for replacement	Elementary Principal and H.S. Principal	July 2003	Ongoing	N/A
8.6	7	Review of extra-curricular activities including uniform rotation schedule	H.S. Principal	July 2003	Ongoing	N/A

Action Steps						
Strategy 2 Outline steps to secure financial funding based on the current educational program and the school improvement planning of the district				Objective 5		
Standards/ Indicator	Step Number	Steps	Person Responsible	Start Date	Date Completed	Funding Source
8.7	1	The district will utilize staff, advisory committee and public to update long-range plans and fiscal needs	Supt.	July 2003	Ongoing	N/A
8.6 #2	2	The district's fiscal condition is reviewed annually	Board of Education	July 2003	Ongoing	N/A
8.5 #4	3	Grants will be sought to support educational needs	Principals Supt.	July 2003	Ongoing	N/A
8.7	4	Budgets are developed with input from staff and Board of Education	Supt.	July 2003	Ongoing	N/A
8.7	5	Information is gained by the district for maximum use of state and federal funds through a variety of sources, including meetings, mail, phones, electronic devices, and Internet	Supt.	July 2003	Ongoing	N/A
8.6	6	Legislation is carefully monitored and encouraged in order to maximize funding for South Iron	Supt.	July 2003	Ongoing	N/A

Action Steps						
Strategy 3 Outline steps to secure financial funding based on the current educational program and the school improvement planning of the district				Objective 5		
Standards/ Indicator	Step Number	Steps	Person Responsible	Start Date	Date Completed	Funding Source
8.2	1	The district will develop a comprehensive school improvement plan that is board approved	Supt.	July 2003	Ongoing	N/A
8.2 #2	2	The CSIP will seek input from staff, students parents and the community in the planning process	Supt.	July 2003	Ongoing	N/A
8.2 #3	3	The CSIP will be evaluated yearly by the Board of Education and administration with appropriate input from others (See Appendix A)	Supt.	July 2003	Ongoing	N/A
8.2 #1	4	The school mission statement is posted in all classrooms	Principals	July 2003	Ongoing	N/A
8.1	5	The Technology Plan will be developed and updated every year	Technology Coordinator	July 2003	Ongoing	N/A
8.1	6	Title I LEA Plan maintained and evaluated every three years	Supt.	July 2003	Ongoing	N/A
8.7	7	District Professional Development Plan will be maintained and evaluated annually	PDC	July 2003	Ongoing	N/A
8.7	8	Public Law 94-142 assurance statement will be approved annually	Special Ed Board of Education	July 2003	Ongoing	N/A

Action Steps

Strategy 4 The district complies with all provisions, regulations and administrative requirements applicable to state and federal categorical programs				Objective 5		
Standards/ Indicator	Step Number	Steps	Person Resp.	Start Date	Date Completed	Funding Source
7.7	1	All state and federal documentation is maintained on file as follows: Title I (Disadvantaged Students) – Elementary Principal Title IIA (Professional Development Funds) - High School Principal Title IID Technology, Professional Development – High School Principal Title IVA (Safe and Drug-Free Schools) and security – High School Principal Title V (Library, Reform Projects Related to CSIP) – High School Principal Technology as related to CSIP – Technology Coordinator Parents as Teachers – Elementary Principal Teacher Incentive Grants – Principals Technology Grants – Technology Coordinator A+ Reauthorization – A+ Coordinator Impact Aid – Superintendent Career Ladder – Career Ladder Committee Core Data – Superintendent/Secretary Medicaid Reimbursement – Coordinator SRSA – Superintendent HB474 – Superintendent Transportation – Superintendent and Director of Transportation Food Service – Superintendent and Head Cooks School Age Child Care – Elementary Principal	Supt.	July 2003	Ongoing	N/A

Action Steps						
Strategy 5 The district exercises its governance authority through a current set of policies and procedures				Objective 5		
Standards/ Indicator	Step Number	Steps	Person Responsible	Start Date	Date Completed	Funding Source
8.3	1	Policies are reviewed and updated as needed	Board of Education	July 2003	Ongoing	N/A
8.3	2	Administration provides procedures for obtaining input from staff on policy changes affecting programs, curriculum and employee welfare issues	Supt.	July 2003	Ongoing	N/A
8.3	3	Policies will be made available to the staff and public	Supt. and Secretary of Board	July 2003	Ongoing	N/A
8.3 #4	4	New board members receive the required training as detailed by law	Board of Education	July 2003	Ongoing	N/A

Action Steps						
Strategy 6 The community provides sufficient financial resources to ensure a quality educational program				Objective 5		
Standards/ Indicator	Step Number	Steps	Person Responsible	Start Date	Date Completed	Funding Source
8.5	1	The board utilizes sound financial practice	Board of Education	July 2003	Ongoing	N/A
8.5 #2	2	Annual budget is prepared and adopted	Supt. and Board of Education	July 2003	Ongoing	N/A
8.5 #4	3	The board reviews fiscal condition and if balances begin to decline towards the 3% balance limit of a financially strapped district, the community will be involved	Board of Education	July 2003	Ongoing	N/A
8.6 #3	4	Audits are conducted and the results studied and approved by the board	Board of Education	July 2003	Ongoing	N/A
8.6 #2	5	Board administration and staff prepare and annually review a guideline percentage that indicates a safe balance for our district	Supt.	July 2003	Ongoing	N/A
8.6 #5	6	Current auditing practices including inventories are adhered to and approved by the Board of Education	Board of Education	July 2003	Ongoing	N/A

Action Steps

Strategy 7

Administration and board involve the public by utilizing committees to provide information on issues and problems and providing information to the public about the condition of the school

Objective 5

Standards/ Indicator	Step Number	Steps	Person Responsible	Start Date	Date Completed	Funding Source
8.7	1	Required committees and councils meet as needed: Key Communicators – Superintendent A+ Advisory – A+ Coordinator Student Council – Principal Vocational Programs – Instructors At Risk – Elementary Principal Gifted – Elementary Principal Title I – LEA Committee	Supt.	July 2003	Ongoing	N/A
8.8	2	Develop a Public Relations program to better report to the community. Should include but not limited to: <ul style="list-style-type: none"> ○ Administrative reports and communication ○ Teacher coordinators of building communication ○ Student reports of activities ○ Student newsletter ○ Annual report of the school (report card) ○ District Website ○ School marquee installed and maintained 	Supt.	July 2003	Ongoing	N/A

Action Steps						
Strategy 8 The board utilizes a written long- and short-range plan for the maintenance/ renovation/replacement of its facilities to accommodate the district's instructional program				Objective 5		
Standards/ Indicator	Step Number	Steps	Person Responsible	Start Date	Date Completed	Funding Source
8.9	1	The district will conduct an accessible study pursuant to ADA requirements and implement a correct action plan	Supt.	July 2003	Ongoing	N/A
8.9	2	Board will annually review the facilities' needs of the district to determine appropriateness for needed programming	Board of Education	July 2003	Ongoing	N/A
8.6 #5	3	Rotational schedules will be developed for the following resources as needed Bus purchases – Transportation Director Uniform schedules – Principal/AD Cafeteria Equipment – Food Service Coordinator Industrial Arts Equipment – Teacher/Principal Textbooks rotation – Principal Technology Replacement Plan – Technology Coordinator LMC Resources – Librarian	Supt.	July 2003	Ongoing	N/A

Action Steps						
Strategy 9 The district will make an effort to maintain a high level of instructional technology commensurate with these levels found in higher education and industry				Objective 5		
Standards/ Indicator	Step Number	Steps	Person Responsible	Start Date	Date Completed	Funding Source
8.5 #4	1	The district will seek all appropriate grants in order to keep technology upgraded	Principal Technology Coordinator	July 2003	Ongoing	
8.7	2	Survey staff, current students, graduates, as well as business and higher education institutions to determine needed technology	Technology Coordinator	July 2003	Ongoing	
6.4 #4	3	Incorporate technology skills into the curriculum	Curriculum Director Technology Coordinator	July 2003	Ongoing	
6.4 #4	4	Provide local funds for acquiring and maintaining support of instructional technology	Supt. Technology Coordinator	July 2003	Ongoing	
8.3	5	Develop and oversee policies governing student/staff/community use of technology	Technology Coordinator Principals	July 2003	Ongoing	

APPENDIX

Comprehensive School Improvement Plan Evaluation

- ❑ An evaluation of the district's comprehensive school improvement shall be conducted in April or May of each school year.
- ❑ The evaluation shall be conducted by the District CSIP Committee using appropriate resources including surveys, testing data, MSIP documentation and results, etc.
- ❑ The following scoring guide will be used to determine the level at which the district is performing on each action step in the Comprehensive School Improvement Plan.
- ❑ If it is determined that an action step is not being met, a short explanation will be recorded in the Objective Analysis part of the evaluation guide.
- ❑ If needed, a corrective plan will be devised by the CSIP Committee after the evaluation.

Scoring Guide

0. Timeline action step not met
1. Timeline action step not met, but work started
2. Timeline action step met
3. Timeline action step met and exceeded

OBJECTIVE 1

Our students will perform at or above performance levels of students compared to state averages on the Missouri Achievement program in Reading and all academic areas.

Strategy 1 Research-based instructional strategies will be utilized to address all learning styles.

Score	Steps
	The district will identify students whose native language is not English and provide appropriate instruction
	The district will identify gifted/talented students at all grade levels and provide appropriate instruction suitable to their needs
	The students will be assessed and provided with vocational education programs
	All students will be provided work-site educational opportunities
	The Library Media Center (LMC) resources and services will be an integral part of the instructional program
	Professional development opportunities will be an integral part of the education program and all improvement initiatives
	Student learning will be enhanced by integrating technology into classroom instruction
	Implementation of the eMINTS program in grade 5 will increase student use of technology and improve student scores on the MAP.
	Total Score

Strategy 2 Monitor progress toward learner objectives through a variety of assessment strategies. The district annually reviews performance data disaggregated based on race/ethnicity/gender and disability.

Score	Steps
	Staff members will monitor student progress and provide students and parents or guardians information about student performance
	Teachers will review performance data for their previous class and incoming class and adjust the curriculum accordingly
	Principals and teachers of individual subject areas will review performance data of South Iron students as a whole then curriculum and instruction will be adjusted as needed
	Students will make AYP (Adequate Yearly Progress) in the areas of math and communication arts.
	<p>Performance data will be reviewed by the district to adjust curriculum and instruction. Data will be analyzed according to race/ethnicity/gender and disability and curriculum/instruction will be modified accordingly</p> <ul style="list-style-type: none"> ○ The percentage of students with disabilities in Grade 3 and 7 who are proficient readers will increase, while the percentage that have Missouri Assessment Programs – Communication Arts (MAP-CA) read to them will decrease ○ The percentage of students with disabilities scoring at the Step 1 and Progressing achievement level will decrease, while the percentage of students with disabilities scoring at Proficient and Advanced will increase for each of the MAP subject area assessments
	ACT scores will be reviewed by the district to adjust, then curriculum and instruction will be adjusted as needed
Total Score	

Strategy 3 All curriculum areas will be reviewed and revised to insure alignment between skills tested and taught at each grade level, articulated through the grade levels and subject areas to insure continuity of learning.

Score	Steps
	All curriculum guides will be reviewed and revised to meet the goals established by the district
	Teachers will be provided in-service to improve articulation between grade levels and subject areas
	Competency-based curriculum and an instructional management system have been developed to prepare students for entry into the workplace and/or continued education
	Total Score

Strategy 4 Students and parents/guardians will be provided information about student performance and instruction in relation to learning objectives.

Score	Steps
	The district will annually publish the school report card in the local newspaper and the district website
	The district provides opportunities to foster positive community attitudes toward education by establishing a Key Communicator Group
	Parents/guardians will be provided with information (pamphlets/booklets) concerning developmental and intellectual needs of children at all ages and ability levels
	Total Score

Strategy 5 Additional extended development and learning opportunities will be provided for all students.

Score	Steps
	Students will be given the opportunity to participate in extended learning activities through an in-district summer school program, full-day kindergarten, before- and after-school tutoring, evening classes, ITV, summer band or music programs, gifted/talented classes, school to work experience, and homework
	Total Score

Strategy 6 Student enrollment in individual classes will continue to meet desirable standards under the MSIP guidelines under student/teacher ratios.

Score	Steps
	Administration will assess enrollment in individual classes and continue to meet MSIP guidelines
	Total Score

Strategy 7 Staff is involved in the planning and implementation of a properly funded professional development program for the district that leads to a well-trained staff.

Score	Steps
	The district will develop a written professional development plan as a part of the district's Comprehensive School Improvement Plan
	The professional Development committee will conduct an annual needs assessment survey and use the results with other pertinent information to plan and implement professional development activities tied to the Comprehensive School Improvement Plan
	The district will provide in-service for all staff to recognize the signs and symptoms of substance abuse
	Staff members will have the opportunity to receive training in CPR and/or First Aid
	Total Score

Strategy 8 There are opportunities for a caring community to express their desires, identify concerns, ask questions, and make suggestions regarding the school programs.

Score	Steps
	People from the community are encouraged to volunteer during the school day and to serve on advisory committees
	Total Score

Strategy 9 Comprehensive guidance competencies will be appropriately addressed through needs assessment and analysis

Score	Steps
	State approved needs assessments will be administered to students in grades 4-12. Significant needs areas will be determined and activities established to serve the needs
	Responsive services to students are provided as needed
	Teachers, administrators, and parents/guardians have access to students' academic progress and personal/social concerns
	Total Score

Strategy 10 Students will be recognized for excelling in performance events, such as Missouri Assessment Program test, Terra Nova, and Renaissance – attendance.

Score	Steps
	Students will be recognized for excelling in performance tests
	Total Score

Objective 1 Analysis:

OBJECTIVE 2

Ninety-five percent (95%) of our graduates will be placed in occupations related to career path and coursework, continue their education, or enter the military service. To the best of our knowledge, 95% or more of our graduates are placed in occupations related to their career paths.

Strategy 1 Course offerings will be reviewed annually and revised as indicated by student needs, student performance, and responses from graduate survey

Score	Steps
	Students and teachers will be surveyed annually to determine the effectiveness of each class and how it fulfills student career pathway goals and objectives
	There will be a follow-up of graduates, surveyed 1 year and 5 years after their graduation to determine the appropriateness of courses they completed while at South Iron High School <ul style="list-style-type: none"> ○ The percentage of students with disabilities employed or enrolled in continuing education six months post vocational training will increase or be maintained at a high level ○ The percentage of students with disabilities employed or enrolled in continuing education six months post graduation will increase or be maintained at a high level
	A curriculum committee to include students, community and business leaders along with school staff will meet annually to review information from the surveys and make decisions on the nature and content of courses to be offered during the following school year
	Total Score

Strategy 2 An environment is provided which fosters character education

Score	Steps
	Character education videos, cassettes, and literature will be provided to staff and public for use at school, public institutions and organizations, and private homes
	Character education representatives from outside the school will be scheduled to make presentations to the student body
	Classroom textbooks and literature will be selected each year which present appropriate character education training
	Graduates and business people will be surveyed to help determine the nature of character education needed to prepare students for success later in life
	Total Score

Strategy 3 Training opportunities are provided for students, staff, parents, and community members through technological means to assist with career exploration and preparation

Score	Steps
	Students, staff, parents, and community members will be surveyed to help determine specific career exploration and preparation program needs
	Non-traditional career information will be presented by ITV and video to students, staff, parents, and community members
	Career exploration and preparation information will be presented by ITV and satellite TV
	Computer software programs such as <u>Career Ware "Bridges"</u> and <u>Please Understand Me Personality Inventory</u> along with Internet research will be made available to the students, parents, and community members
	Total Score

Strategy 4 Career awareness and exploration will be utilized to prepare students for productive occupations of their choice

Score	Steps
	All 8 th graders will complete a semester-long career class to increase their self-awareness and help them choose a Career Pathway. They will use the IML guide to complete their 6-year plan.
	<u>Please Understand Me Personality Inventories</u> will be administered to all students Grades 8-12 to create greater self-awareness and understanding
	Students will view Mo-View Tech Prep/Employability Skills videos to develop a better understanding of the skills one must possess to acquire and keep a job
	Students will participate in Career Days and other field trips to develop better Career Awareness
	Job shadowing and work experience activities to include mock interviews will be made available to students to provide real-life experiences in the job place
	Total Score

Objective 2 Analysis:

OBJECTIVE 3

All (100%) of our students will persist in their efforts to complete their high school education.

Strategy 1 Alternative delivery systems will be provided by caring staff to encourage persistence to graduation of all students

Score	Steps
	The district will provide preschool services for all resident three- and four-year olds <ul style="list-style-type: none"> ○ The performance level of children who receive special education services prior to age 5 will increase on the School Entry Profile
	The district will provide Parents as Teachers program for resident children, birth to five years of age
	The district will identify, and serve students as mandated by IDEA
	The school district will provide programs for migratory students age 3-20 on an as-needed basis
	The district will identify and assess the educational needs of homeless children and youth; will provide for placement in the school of best interest
	The district will identify gifted/talented students at all grade levels and provide them differentiated instruction suitable for their levels of intellectual, physical and social maturity
	The district will provide a School-to-Work program for students at risk
Total Score	

Strategy 2 Parents are involved in the planning of their students' curriculum of study and actively encourage the student to complete the designed program of study

Score	Steps
	Parents will sign class enrollment schedules for students 7-12 grades
	The district will provide career pathway information to parents and students for 7-12 grades
	The district will provide opportunities for parent/school staff contact throughout the year. Minimally, the elementary will strive for 3 contacts and grades 7-12 will strive for 2 contacts with each parent (i.e. parent/ teacher conferences, achievement test results conferences)
	Total Score

Strategy 3 The district will provide programmatic support for students at risk of academic failure

Score	Steps
	The district will cooperate with educational and community agencies for students at risk of academic failure (i.e. local law enforcement agencies, educational diagnostic centers, EMAA, Div. of Vocational Rehabilitation Programs, Div. of Social Services, etc.)
	The district will provide at-risk programs for educationally disadvantaged students (i.e. after school tutoring, pre-school, Reading Recovery, tutoring, summer school, etc.)
	The district will provide continuing educational or support services for students (i.e. Vo-Tech, GED, work study, etc.)
	The district will provide a crisis management team for intervention in crisis situations (i.e. illegal drug use, attempting suicide, etc.) The school district will be a member of the Area One Crisis Counseling Team.
	The district will establish drop-out follow-up services for students who drop out of school, in order to facilitate their return to school and/or completion of their education
	The district will utilize the services of the MO Literacy hotline
	The district will continue to maintain an Alternative School program
	Total Score

Strategy 4 All students have equal access to the full range of vocational education programs/services and activities either within the district or through the area vo-tech school

Score	Steps
	The district will participate in DESE A+ Program to include review Partnership Plan and all other required components
	The district will participate in the area Vo-Tech program
	The district will expand vocational offerings to students at the Vo-tech and at the local level
	Total Score

Strategy 5

The district will provide support services that meets or exceeds state and federal guidelines in the areas of nutrition, transportation and school health services

Score	Steps
	The district will develop and implement programs for school health services which include goals and objectives, service activities and evaluation design
	<p>The district will strive to maintain and further develop health services programs through the various agencies.</p> <p>Examples include:</p> <ol style="list-style-type: none"> 1) State Health Department-MO School Age children Health Service Grant 2) Iron County Health Department-Resource information, TB booster clinic, Hepatitis B clinic, Flu clinic for staff and community, Pre-school screening 3) South Iron Health Advisory Committee-Health fairs, Pre-prom event, child neglect/abuse education for teachers and staff 4) Annapolis Medical Center-referrals, sports physicals, Protocol for emergency use of Epi-Pen 5) Dr. Albert/Ministerial Alliance for completion of vision referrals 6) Extension Office-Health Fair-Nutrition program 7) SEMO District Health Office-dental screening-Fluoride Swish 8) American Red Cross, CPR/First aid training and recertification, Dr. Toney – over-the-counter protocol
	The presence of the school nurse will improve daily attendance by: identifying and preventing the spread of communicable disease; monitoring current immunizations; screening for vision and hearing; and monitoring student health problems
	The district will provide a school food program available to all students each day in accordance with Federal/State Child Nutrition program regulations and guidelines
	The district will provide transportation services that are safe, efficient, and consistent to and from school and comply with MO statutes, regulations and local board policy

Strategy 6 The district will provide a well-balanced comprehensive co-curricular and extracurricular activities program related to the philosophy of the district

Score	Steps
	The district will support vocational/co-curricular student organizations which promote the philosophy of the district (i.e. VICA, Band, Beta, FBLA, Student Council, 4-H Student Community Connection, FCCLA, FTA, etc.)
	The district will provide extracurricular activities as related to the philosophy of the district (i.e. Sports, Gifted Education, Academic Bowl, Quiz Bowl, Spelling Bee, etc.)
	The district will strive to see that all students are involved in extra/co-curricular activities
	Total Score

Strategy 7 The district provides or arranges with other local groups, agencies, and organizations to provide educational, vocational, recreational, cultural, enrichment and/or other services for the local community in accordance with the needs, interests and concerns of the community members

Score	Steps
	The district will provide access to school buildings for community education and community use in accordance with board policy (computer lab, multipurpose room)
	The district cooperates with other local agencies to assess the needs for community education and provides access to a comprehensive program of studies designed to meet the continuing educational needs of the public (i.e. Veterans Day Recognition, ITV classes, Adult Community Education classes, etc.)
	The district will seek to expand ITV special programs for the community
	Total Score

Objective 3 Analysis:

OBJECTIVE 4

We will implement a staff development program that will maintain and recruit staff members who possess skills, knowledge, self-esteem and morale essential to perform effectively.

Strategy 1 Maintain salaries and benefits sufficient to attract quality staff and progressive enough to reward lifetime commitment to the school district

Score	Steps
	The administration and the board of education will work to develop communication for the betterment of staff salaries and benefits
	The administration will meet with individual certified/non-certified groups to discuss competitive salaries and benefits annually
	The district will develop a system to compare South Iron's salaries to area schools
	The district will conduct and study the equality of all benefits as compared to other school districts
	Total Score

Strategy 2 Initiate activities to provide incentives and recognize individual and group achievement

Score	Steps
	The district will study various recognition programs to determine which will better service the district's needs
	The district will adopt a recognition program for staff members
	The district will establish a coordinator for individual and group recognition (i.e. news releases, radio, and educational program)
	The district will continue to allocate required funds for the purpose of continuing current career ladder plans
	Total Score

Strategy 3 The board of education will employ and maintain quality staff members to implement the educational programs and services of the district

Score	Steps
	The staff and the board of education will review the district policy to ensure that South Iron R-1 School District is an equal opportunity employer
	The staff and the board of education will develop a school brochure to showcase the district via technology
	The administration and the board of education will maintain the application process to provide the district with candidates for employment consideration (video, portfolios, and resume)
	The district's administration will conduct performance-based teacher evaluations for certified staff
	The district's administration will conduct yearly evaluations for support staff
	Total Score

Strategy 4 Promote opportunities for growth by supporting attendance and participation in a variety of classes, seminars and committee meetings

Score	Steps
	The professional development committee will continue to allocate yearly PDC funds to staff for professional development
	The district will provide additional opportunities for the support staff to participate in annual professional development activities that address practices related to student achievement
	The district will promote further use of the interactive television for professional development
	The district will provide training in the use of instructional equipment and technology for enhancement of student achievement
	The district will study other educational avenues for all staff members to participate in
	Staff members who participate in professional development activities will share that information with other appropriate staff

	Total Score
--	--------------------

Strategy 5 The board adopts and monitors a program of staff assessment which conforms to statutory and regulatory requirements

Score	Steps
	The district will conduct regular staff evaluations to assess performance
	Formative evaluations will be used for the following: <ul style="list-style-type: none"> ○ Building level secretaries ○ Para-professionals ○ Building level principals ○ Cooks ○ Transportation ○ Maintenance crew
	Revise the PDC plan to comply with the mission of staff professional development
	Revise and improve the mentor/mentored teachers' manual for the district

	Total Score
--	--------------------

Objective 4 Analysis:

OBJECTIVE 5

We will maintain fiscal practice that will meet current and future education programs and facilitate needs and utilize resources in the most effective and economic manner

Strategy 1 Continually evaluate facilities and programs on a periodic basis to assure they meet the needs of the district and that they promulgate a pride of the school in the community and they are safe for our students

Score	Steps
--------------	--------------

	Facilities and grounds will be inspected periodically by staff, as well as local and state officials in order to ensure safety for students <ul style="list-style-type: none"> a) Fire extinguishers – France Fire Extinguisher Co. b) Buses – Transportation Director c) Food Service – Food Service Director d) Boilers – MUSIC Insurance e) Playground equipment – Elementary Principal f) Fire inspection – Fire Marshall, insurance company g) School health – nurse’s inspection h) Utility service review i) Classroom safety inspection - Principals Teachers j) Pest inspections (Contractor - presently Orkin)
	The district has implemented emergency procedures for drills
	Maintain a crisis management plan in case of emergency situations
	The district will survey staff for input on facilities’ maintenance needs
	Programs are reviewed annually to determine need and effectiveness <ul style="list-style-type: none"> a) Board Program Evaluation b) Advisory Committee input c) Staff input – Principals
	Texts and resource books are reviewed and a plan maintained for replacement
	Review of extra-curricular activities including uniform rotation schedule
	Total Score

Strategy 2 Outline steps to secure financial funding based on the current educational program and the school improvement planning of the district

Score	Steps
	The district will utilize staff, advisory committee and public to update long-range plans and fiscal needs
	The district’s fiscal condition is reviewed annually
	Grants will be sought to support educational needs
	Budgets are developed with input from staff and Board of Education

	Information is gained by the district for maximum use of state and federal funds through a variety of sources, including meetings, mail, phones, electronic devices, and Internet
	Legislation is carefully monitored and encouraged in order to maximize funding for South Iron
	Total Score

Strategy 3 Outline steps to secure financial funding based on the current educational program and the school improvement planning of the district

Score	Steps
	The district will develop a comprehensive school improvement plan that is board approved
	The CSIP will seek input from staff, students parents and the community in the planning process
	The CSIP will be evaluated yearly by the Board of Education and administration with appropriate input from others (See Appendix A)
	The school mission statement is posted in all classrooms
	The Technology Plan will be developed and updated every year
	Title I LEA Plan maintained and evaluated every three years
	Professional Development Plan will be maintained and evaluated annually
	Public Law 94-142 assurance statement will be approved annually
	Total Score

Strategy 4 The district complies with all provisions, regulations and administrative requirements applicable to state and federal categorical programs

Score	Steps
--------------	--------------

	<p>All state and federal documentation is maintained on file as follows:</p> <ul style="list-style-type: none"> Title I (Disadvantaged Students) – Elementary Principal Title IIA (Professional Development Funds) Superintendent Title IID Technology, Professional Development – Superintendent Title IVA (Safe and Drug-Free Schools) and security – High School Principal Technology as related to CSIP – Technology Coordinator Parents as Teachers – Elementary Principal Teacher Incentive Grants – Principals Technology Grants – Technology Coordinator A+ reauthorization – A+ Coordinator Impact Aid – Superintendent Career Ladder – Career Ladder Committee Core Data – Superintendent/secretary Medicaid Reimbursement – Coordinator SRSA – Superintendent HB474 – Superintendent Transportation – Superintendent and Director of Transportation Food Service – Superintendent and Head Cooks School Age Child Care – Elementary Principal
	Total Score

Strategy 5

The district exercises its governance authority through a current set of policies and procedures

Score	Steps
	Policies are reviewed and updated as needed

	Administration provides procedures for obtaining input from staff on policy changes affecting programs, curriculum and employee welfare issues
	Policies will be made available to the staff and public
	New board members receive the required training as detailed by law
	Total Score

Strategy 6 The community provides sufficient financial resources to ensure a quality educational program

Score	Steps
	The board utilizes sound financial practice
	Annual budget is prepared and adopted
	The board reviews fiscal condition and if balances begin to decline towards the 3% balance limit of a financially strapped district, the community will be involved
	Audits are conducted and the results studied and approved by the board
	Board administration and staff prepare and annually review a guideline percentage that indicates a safe balance for our district
	Current auditing practices including inventories are adhered to and approved by the board of education
	Total Score

Strategy 7 Administration and board involve the public by utilizing committees to provide information on issues and problems and providing information to the public about the condition of the school

Score	Steps
--------------	--------------

	<p>Required committees and councils meet as needed:</p> <ul style="list-style-type: none"> Key Communicators – Superintendent A+ Advisory – A+ Coordinator Student Council – Principal Vocational Programs – Instructors At Risk – Elementary Principal Gifted – Elementary Principal Title I – LEA Committee
	<p>Develop a Public Relations program to better report to the community. Should include but not limited to:</p> <ul style="list-style-type: none"> ○ Administrative reports and communication ○ Teacher coordinators of building communication ○ Student reports of activities ○ Student newsletter ○ Annual report of the school (report card) ○ District Website ○ School marquee install and maintained
	<p>Total Score</p>

Strategy 8 The board utilizes a written long- and short-range plan for the maintenance/ renovation/replacement of its facilities to accommodate the district's instructional program

Score	Steps
	The district will conduct an accessible study pursuant to ADA requirements and implement a correct action plan
	Board will annually review the facilities' needs of the district to determine appropriateness for needed programming
	Rotational schedules will be developed for the following resources as needed Bus purchases – Transportation Director Uniform schedules – Principal AD Cafeteria Equipment – Food Service Coordinator Industrial Arts Equipment – Teacher/Principal Textbooks rotation – Principal Technology Replacement Plan – Technology Coordinator LMC Resources – Librarian
	Total Score

Strategy 9 The district will make an effort to maintain a high level of instructional technology commensurate with these levels found in higher education and industry

Score	Steps
	The district will seek all appropriate grants in order to keep technology upgraded
	Survey staff, current students, graduates, as well as business and higher education institutions to determine needed technology
	Incorporate technology skills into the curriculum
	Provide local funds for acquiring and maintaining support of instructional technology
	Develop and oversee policies governing student/staff/community use of technology
	Total Score

Objective 5 Analysis:
