

Montgomery County R-II District

## Comprehensive School Improvement Plan 2016-2021



**Mission:** The mission of the Montgomery County R-II School District is to develop lifelong learners, productive citizens.

**Legend:**

***P=Progress Made***

***C=Completed***

***N=Not Assessed***

***R=Remove***

## Montgomery County R-II District

### CSIP Team Members:

**Michael Gray, Superintendent**

**Della Bell-Freeman, Assistant Superintendent**

**Mendi Granneman, SPED Director**

**Becky Lavy, Teacher, MCMS**

**Lisa Grosse, Administrator, MCHS**

**Chris Parker, Administrator, MCMS and MCE, as well as a parent**

**Madonna Pund, Administrator, MCMS**

**Maria Stille, BOE member as well as a parent**

**Leslie Huff, Teacher, JBE**

**Rhonda Vicente, Teacher, JBE**

**Jenny Krattli, Teacher, MCHS**

**Jessica Rodgers, Teacher, MCMS as well as a parent**

**Brenda Knapp, Parent**

**Jeania Burton, Administrator, MCE**

**Scott Davidson, Administrator, JBE**

**Josh Pierce, Teacher, MCHS**

**Joe Klekamp, Teacher, MCHS as well as a parent**

**Gina Hartman, BOE member as well as a parent**

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**Kayla Hart, Teacher, MCE**

**Sarah Whanger, Student, MCHS**

**Joey Schlueter, Student, MCHS**

**Jessie Cobb, Teacher, MCHS**

**Melissa Stufflebean, Teacher, MCE as well as a parent**

**Kaley Reagan, Parent**

**Chris Redmon, Administrator, MCHS**

**Christina Poggas, Teacher, MCHS**

***Committee developed in March 2016.***

**The CSIP team met April 11, 2016, May 5, 2016, May 16, 2016, and May 31, 2016. The drafts of all related documents were created using Google Documents and shared electronically with the team for input on an ongoing basis.**

## Montgomery County R-II District

**Goal #1:** Academic Achievement

**Objective #1:** Instruction and assessment

**MSIP Standard:** 1.1, 1.2, 1.3, 1.4, 2.1, 2.2, 2.3, 2.4,5

**Progress Measure:**

School Year	Academic Achievement			Subgroup Achievement			Graduation Rate			NEE Indicator 4.1: <i>Instructional strategies leading to student problem solving and critical thinking</i>		
	Points Possible	Points Earned	Percent Earned	Points Possible	Points Earned	Percent Earned	Points Possible	Points Earned	Percent Earned	Points Possible	Points Earned	Percent Earned
2014-2015	56	49	87.50%	14	12	85.70%	30	30	100%	7	4.31	62%
2015-2016	56			14			30			7	4.62	66%
2016-2017	56			14			30					
2017-2018	56			14			30					
2018-2019	56			14			30					
2019-2020												

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Strategy Number	Strategy	Person(s) Responsible	Projected Outcomes	Status of Strategy
1	<ol style="list-style-type: none"> <li>1. Ensure that our local curriculum is aligned to the Missouri Learning Standards.</li> <li>2. Utilize a centralized location to store our curriculum maps for the district, with universal components. Revisit the Essential Learning Outcomes for each level/course to review and revise as necessary.</li> </ol>	Administration Teachers	<ol style="list-style-type: none"> <li>1. Make revisions to our curriculum to ensure that there are no gaps between the local curriculum and expectations within the Missouri Learning Standards. Complete curriculum work by May 2017.</li> <li>2. Every subject/ every course will have a curriculum map in Mastery Connect by May 2017. Maps will be reviewed annually.</li> </ol>	
2	<ol style="list-style-type: none"> <li>1. Use locally adopted common formative and summative assessments and state assessments (ie: Mastery Connect, benchmark testing, USA Test Prep, CDT, MAP assessments, EOC, TSA, formative assessments) to inform instruction.</li> </ol>	Administration Teachers	<ol style="list-style-type: none"> <li>1a. Assessments will be given according to the building assessment schedules.</li> <li>1b. Assessment administration guidelines will be followed.</li> </ol>	
3	<ol style="list-style-type: none"> <li>1. Use the NEE teacher evaluation to assess teacher effectiveness and support teacher growth through professional development related to indicator 4.1 which states the teacher uses instructional strategies that lead students to problem-solving and critical thinking.</li> <li>2. Evaluate student data to monitor the effectiveness of instructional strategies in classrooms.</li> </ol>	Administration Teachers	<ol style="list-style-type: none"> <li>1. Indicator 4.1 will increase from the baseline average. Monitor annually.</li> <li>2. Increased student achievement from pre to post-test.</li> </ol>	

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4	<ol style="list-style-type: none"> <li>1. Allow collaboration time for faculty to develop and strengthen teaching strategies focused on improving student learning.</li> <li>2. Provide on-going professional development in the areas of RTI and differentiated instruction</li> <li>3. Implement Professional Learning Community components district-wide and continue with the use of PLC logs/documentation.</li> <li>4. Strengthen instruction and learning at all levels through job-embedded professional development provided by Literacy, Math, and Technology Instructional Coaches.</li> </ol>	<p>Administration, Faculty and Staff PD committee</p>	<ol style="list-style-type: none"> <li>1. Administrators will evaluate and develop teachers at all levels to improve curriculum and instruction through best practices. Protecting collaboration time on professional development Mondays and within daily schedules will be priorities. Professional Development Plans will be reviewed <i>annually</i>. PD agendas will focus on these practices to improve student learning.</li> </ol>	
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**Goal #1:** Academic Achievement

**Objective #2:** Career Readiness

**MSIP Standard:** 3.1, 3.2, 3.3, 3.4, 3.5, 3.6,5

**Progress Measure:**

School Year	College And Career Ready			Graduation Rate		
	APR Points Possible	Points Earned	Percent Earned	APR Points Possible	Points Earned	Percent Earned
2014-2015	30	29.5	98.3%	30	30	100%
2015-2016	30			30		
2016-2017	30			30		
2017-2018	30			30		
2018-2019	30			30		
2019-2020						

Strategy Number	Strategy	Person(s) Responsible	Projected Outcomes	Status of Strategy

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<b>1</b>	<p>1. Develop and extend coursework in educational experiences beyond the classroom with technology and community partnerships. Students at all grade levels will be provided opportunities to explore career pathways, yielding successful post-secondary placement. Continue to administer ACT WorkKeys to seniors to measure hard and soft skills.</p> <p>2. Participate in state mandated assessments: MAP tests, EOC exams, ACT, t, AP tests, PLTW EOC exams, TSA tests (Vocational), ASVAB (military), Skills USA testing (VoTech).</p>	<p>Board of Education Administration Teachers Counselors</p>	<p>1a. At all grade levels, guidance counselors will offer career exploration opportunities based on an ever evolving job market. Monitor annually.</p> <p>1b. Develop the hard and soft skills needed to be college and career ready in a global economy.</p> <p>2a. 75% of the students will be at or above state standards on state approved assessments and as determined by the APR. Monitor annually.</p> <p>2b. 55% or more of the students assessed will be at or above the state standard on AP assessments, dual credit class assessments, or PLTW assessments and as determined by APR. Monitor annually.</p>	
<b>2</b>	<p>1. Utilize at-risk indicators to identify students for participation in summer school, credit recovery, MO Options. Indicators include: reading levels, alternative remedial course placement, identification for special education, and after school remedial programs</p>	<p>Administration Teachers RTI Team</p>	<p>1. Maintain a 92% or higher graduation rate. Monitor annually.</p>	



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	<p>1. Establish/uphold effective communication and interventions with interagency personnel (ie: Children's Division, Law Enforcement, Juvenile Office, Mental Health agencies in cooperation with school personnel) regarding students of concern.</p>	<p>Administration Counselors</p>	<p>1. Maintain a 92% or higher graduation rate. Monitor annually.</p>	
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## Montgomery County R-II District

**Goal #1:** Academic Achievement

**Objective #3:** Culture

**MSIP Standard:** 4, 5, I-7, I-8

**Progress Measure:**

School Year	Student Attendance			Graduation Rate			Staff Attendance-leave used-personal and sick leave hours are reported: leave used out of leave earned			Survey Data Staff/Student			NEE Indicator 5.3b <i>Establishes secure teacher-child relationships</i>			NEE Indicator 5.3 <i>Uses strategies that promote social competence in the classroom, school, and community and between students</i>		
	Points Possible	Points Earned	% Earned	Points Possible	Points Earned	% Earned	Personal Leave	Sick Leave	Dock Hours	Points Possible	Points Earned	% Earned	Points Possible	Points Earned	% Earned	Points Possible	Points Earned	% Earned
2014-2015	10	9.5	95%	30	30	100%	3,399.25/ 5,160.25	15,291.5 /12,460	1460.6				7	5.5	78.5%			
2015-2016	10			30			3,370.8/ 5,137.75	10,280/ 12,500	1681.7				7	5.58	79.7%			
2016-2017	10			30														
2017-2018																		
2018-2019																		
2019-2020																		

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Strategy Number	Strategy	Person(s) Responsible	Projected Outcomes	Status of Strategy
<b>1</b>	<p>Collaborate to develop and maintain respectful and professional adult-to-adult relationships through PLC and following established norms.</p> <ol style="list-style-type: none"> <li>1. Develop a survey related to climate and culture by the start of 2016-2017 school year.</li> <li>2. Administer the survey pre and post annually.</li> <li>3. Reflect on trends within survey data.</li> <li>4. Collect and analyze data on staff attendance.</li> </ol>	<p>CSIP committee, Administration, Faculty and Staff</p>	<ol style="list-style-type: none"> <li>1. Staff will model respectful and collaborative behavior to foster a professional environment. Monitor annually.</li> <li>2. A positive climate will result in fewer absences by staff.</li> </ol>	
<b>2</b>	<p>Demonstrate a respectful and caring relationship with one another between staff and students.</p> <ol style="list-style-type: none"> <li>1. Develop a student survey related to climate and culture to address a student’s perspective of classroom/building climate by the start of the 2016-2017 school year.</li> <li>2. Administer the survey pre and post annually for students in grades 3-12.</li> <li>3. Utilize NEE indicator 5.3b for new teachers (educators with 2 years of experience or less) or 5.3 for experienced teachers for walk-through observations.</li> <li>4. Review NEE Student Survey results regarding teacher/student climate and classroom culture from a student perspective as well.</li> </ol>	<p>CSIP committee, Administration, Faculty and Staff Students</p>	<ol style="list-style-type: none"> <li>1. Student achievement and student attendance will increase as a result of building and maintaining a positive adult and student relationships. Monitor annually.</li> </ol>	

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**Goal #1:** Academic Achievement

**Objective #4:** Facilities, support services, instructional resources

**MSIP Standard:** G-6, I-11

**Progress Measure:** This checklist will help us monitor if tasks from this objective have been accomplished.

School Year	Preventative Maintenance Plan	Facilities Needs Assessment	District RtI process	Community Partnerships	Program Reviews	Technology Plan developed and implemented	Resources and programs aligned to MO Learning Standards
2014-2015							
2015-2016							
2016-2017							
2017-2018							
2018-2019							
2019-2020							

Strategy Number	Strategy	Person(s) Responsible	Projected Outcomes	Status of Strategy
1	<ol style="list-style-type: none"> <li>Develop and implement a Preventative Maintenance Plan for Facilities.</li> <li>Work collaboratively with community agencies to understand and promote growth and</li> </ol>	Administration Maintenance & Custodial Staff  Administration, BOE, Staff	<ol style="list-style-type: none"> <li>Plan date of completion: June 2017 Annually monitor and document progress</li> <li>Annually monitor, address and</li> </ol>	

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	<p>development in the county.</p> <ol style="list-style-type: none"> <li>3. Develop a Needs Assessment of Facilities to enhance the teaching and learning environment.</li> <li>4. Develop a long range plan to identify appropriate use of all district facilities.             <ol style="list-style-type: none"> <li>1. Clarify guidelines for public use of facilities.</li> <li>2. Communicate public use of facilities guide lines.</li> </ol> </li> </ol>	<p>Administration, BOE</p> <p>Administration, BOE</p>	<p>document progress</p> <ol style="list-style-type: none"> <li>3. Plan date of Completion: March 2017 Annually monitor, address and document progress</li> <li>4. Plan date of Completion: May 2018 Annually monitor, address and document progress</li> </ol>	
2	<ol style="list-style-type: none"> <li>1. Develop a consistent RtI process and approach K-12. Develop a district RtI team comprised of Building RtI Leaders. The team will meet on PD Mondays. Develop a district-wide, systematic method to track students' referrals to the RtI team</li> <li>2. Maintain current relationships and develop new relationships with external organizations to provide opportunities and resources outside of what the district can provide. For example opportunities may include: job shadowing, internship opportunities, interview days, experiential learning, etc. The district will add or enhance one relationship annually.</li> <li>3. Analyze current district programs including federally funded programs.</li> </ol>	<p>District RtI committee to be chaired by the SPED director and assistant principal at the high school</p> <p>Administration, Staff, BOE</p> <p>Administration, Staff, BOE</p>	<ol style="list-style-type: none"> <li>1. Plan date of Completion: May 2017 Annually monitor and document progress</li> <li>2. Annually monitor and document progress</li> <li>3. Annually review and make recommendations to continue programs or make adjustments</li> </ol>	

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3	<ol style="list-style-type: none"> <li>1. Develop a technology committee comprised of the superintendent, the tech director, the technology teachers, parent representatives, and staff.</li> <li>2. Develop a district 21st Century Learning Plan / Technology Plan that will guide planning and recommendations to the BOE. The committee will work on the plan during PD Mondays.</li> <li>3. Fully plan for the implementation of the Missouri Learning Standards by identifying instructional resources and programs needed.</li> </ol>	<p>District Technology Committee (Staff, Community Members, Parents, BOE)</p> <p>Administration, Staff, BOE</p>	<ol style="list-style-type: none"> <li>1. Plan date of Completion: May 2017</li> <li>2. Annually monitor and document progress</li> <li>3. List of Resources: Date TBD</li> </ol>	
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**Goal #1:** Academic Achievement

**Objective #5:** Governance

**MSIP Standard:** G-8, G-9,

**Progress Measure:** This checklist will help us monitor if tasks from this objective have been accomplished.

School Year and Building				
	Monthly BOE reports	Comprehensive report quarterly	Sharing student achievement data	Training related to grading and instructional practices
2014-2015				
JBE				
MCE				
MCMS				
MCHS				
2015-2016				
JBE				
MCE				
MCMS				
MCHS				

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2016-2017				
JBE				
MCE				
MCMS				
MCHS				
2017-2018				
JBE				
MCE				
MCMS				
MCHS				
2018-2019				
JBE				
MCE				
MCMS				
MCHS				
2019-2020				
JBE				



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MCE				
MCMS				
MCHS				

Strategy Number	Strategy	Person(s) Responsible	Projected Outcomes	Status of Strategy
<b>1</b>	<ol style="list-style-type: none"> <li>1. Administration will supply the BOE a monthly report including spotlighted monthly activities, attendance, and any other relevant information specific to their building.</li> <li>2. Administration will supply the BOE with a comprehensive report displaying academic data for the core subject areas for each semester or more often if appropriate, rule of 90 by 90 attendance data, &amp; office referral data.</li> <li>3. Provide the BOE with MAP, EOC, ACT &amp; Network for Effective Educators (NEE) data annually.</li> <li>4. Administrators will follow the current adopted Board of Education Reports schedule.</li> </ol>	<ol style="list-style-type: none"> <li>1-2. Appropriate Administration</li> <li>3. Assistant Superintendent</li> <li>4. Superintendent, Assistant Superintendent or designated district personnel</li> </ol> <p>***BOE is responsible for ensuring the receipt of various reports.</p>	<p>1-4. Monthly reporting with the goal of monitoring and ultimately improving student achievement.</p>	

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Strategy Number	Strategy	Person(s) Responsible	Projected Outcomes	Status of Strategy
2	<ol style="list-style-type: none"> <li>1. Make available and distribute to stakeholders student achievement data through grade cards and progress reports, parent teacher conferences, newspaper articles, parent newsletters &amp; various electronic communication including updated websites, social media sites, Mastery Connect, SIS, e-mail, and mass communication software, etc. Documentation of sharing of data will be retained.</li> <li>2. Provide continuous training for stakeholders in the areas of standards based grading and instructional practices. Sign in sheets and communications home related to opportunities will be retained for documentation.</li> </ol>	Administration & Staff	<ol style="list-style-type: none"> <li>1. Improve student achievement through various forms of communication to all district stakeholders. Documentation of sharing of data will be retained.</li> <li>2. Increased communication will provide additional opportunities for stakeholders to understand the practice and purpose of standards-based grading outcomes and grading practices.</li> </ol>	