

Introduction

A Comprehensive School Improvement Plan (CSIP) is designed to focus on the improvement of a district's student achievement, performance levels, programs, and services. The plan will serve as a "road map" to the long-term improvements the district hopes to realize.

This document will identify important long and short-range improvement initiatives to be implemented over a five-year period of time. It is not a document that simply identifies "what" the goals for improvement will be; it is a document that details "how" the district intends to make the desired improvements. The Central R-III CSIP document will serve the following purposes:

- It will be a document that provides direction for programs and services for the entire school district.
- It will be a document that meets the planning requirements identified in Standard 13.1C of MSIP.
- It will serve as the improvement plan to which all in-service activities are to relate (160.530.RSMO).
- The plan will serve as one of the major sources of identification of Career Ladder activities.
- It will serve as the plan required for application for all Federal Programs.

The Central R-III School District is interested in continuous effort being made to bring about meaningful improvements, which will have a positive impact on the students and community. The Comprehensive School Improvement Plan will take time to implement. However, the CSIP is the means through which improvement is most likely to occur.

Description of the Planning Process

The Central- R-III School District and Board of Education strives to involve students, parents, staff, and the community as partners in the educational process to develop life-long learners and responsible citizens in an ever-changing society. In order to achieve this goal, the district recognizes we must have an ongoing evaluation process for all aspects of the educational process. In addition to meeting standards, the district has an overriding concern of how to effect “real” improvements and facilitate meaningful change. The Comprehensive School Improvement Plan is the document, which provides the framework and structure for all programs offered at Central- R-III Schools.

In February 2005, the Central- R-III School District completed the third cycle of the MSIP evaluation process. Once all data had been provided to the district, the Board of Education and administrative team began the planning process for the Comprehensive Improvement Plan. Several groups and committees were assembled and given the task of analyzing data and developing an improvement plan.

The following groups participated in the planning process:

- Community Key Stakeholders Committee
- Curriculum Committee
- Professional Development Committee
- Administrative/Board of Education Committee
- Teacher Advisory Committee
- Building Level Improvement Committees

Each committee was provided with an in-service program designed to review the improvement process and discuss improvement objectives. Each group had an opportunity to review:

- Student Achievement Data
- Dropout Statistics
- Graduation Rates
- Long/Short Range Facility Plans
- Technology Plan
- Curriculum Guides
- ACT Data
- MSIP Final Report
- Other Relevant Data

In addition to reviewing data, each participant was asked to complete a questionnaire requesting input on the following topics:

- Instructional Programs
- Mission Statement

- District Financial Status
- Student Performance
- Character Education
- Technology in Education
- Special Services Programs
- Facilities
- Governance

After each group had ample opportunity to review and discuss the information, several meetings with representatives of the aforementioned committees met to develop the Comprehensive Improvement Plan.

The following individuals served as committee representatives for the 2008-09 Comprehensive Improvement Planning Committee:

Denny Norris (Board Member)	Bobette Crump (Parent)
Tommy Gibson (Board Member)	Donnie and Kelly Davis (Parents)
Jim Sherrill (Board Member)	Harvey and Marylee Faircloth (Comm.)
Jack Marler (Board Member)	Danny and Michelle Forsythe (Parents)
Ken Douglas (Board Member)	Dean and Cathy Goforth (Community)
Dooley Politte (Board Member)	Elain Gordon (Teacher)
Dave Gross (Board Member)	Roy and Scarlet Gray (Parents)
Connie Agnew (Parent)	Kim Gremminger (Teacher)
Michael and Joanna Barton (Parents)	Ken Halter (Counselor)
Don and Diann Bess (Parents)	Mark Hardy (Teacher)
Brian and Jill Wagner (Parents)	Joe and Darla Holloway (Parents)
James and Shelby Bryan (Parents)	David and Sherry Holloway (Parents)
Holly Buxton (Community)	Randy Huff (Teacher)
Ronnie and Linda Calvird (Parents)	Lisa Hulsey (Non-Certified)
Dwight Jones (Parent)	James and Toni Labrot (Parents)
Louie Lucas (Parent)	Robert and Charlott Lupkey (Parents)
Gina Mabry (Parent)	Bryan and Debbie Manion (Parents)
Gary and Amy McKinney (Parents)	Roger and Jane McMillan (Parents)
Sandy Neff (Teacher)	Susie Oaks (Parent)
Jon Petty (Teacher)	James and Lisa Sisk (Parents)
Terri Richardson (Parent)	Bobby and Linda Ridings (Parents)
Scott and Robin Sebastain (Parents)	Sara Skiles (Student)
Tracy Stamm (Teacher)	Amber Kennedy (Student)
Connor Priest (Student)	Candace Jones (Student)

Building Level Improvement Plans

Once the district level improvement plan was developed, each building principal worked with their staff to develop building level plans. The broad based district goals were used as the guiding principles for each building plan. The building level plans are designed to utilize improvement strategies to enhance and strengthen the existing curriculum. The teaching staff is required to document the use of the identified strategies in the development of lesson plans, which are designed to meet specific strategies. In addition, the teacher evaluation process includes a component, which addresses and use these strategies identified in the building level and district level improvement plans. These plans are working documents. The Board approves the plans each October

Plan Evaluation

The building level improvement plans are evaluated on an annual basis. A formal report on progress made toward meeting district level goals identified in the Comprehensive Improvement Plan is made biennially to the Board of Education. Recommendations for additions or deletions to the plan are made by the improvement committee and formally approved by the Board of Education. The entire review and revision process will be repeated annually.

Several pieces of data are used to evaluate the effectiveness of the Comprehensive School Improvement Plan. The data evaluated are as follows: Attendance rates, discipline referrals, enrollment, student performance on teacher-made assessments, ACT, MAP, and NAEP assessment scores, and drop-out rates.

Mission of the Central R-III School District

The Central R-III School District strives to involve students, parents, staff, and the community as partners in the educational process to develop life-long learners and responsible citizens in an ever-changing society. The district will provide varied opportunities to increase skills, broaden knowledge, enhance applications, and develop work habits necessary to **successfully:**

- Attend an academic college or university
- Further education through a vocational or technical school
- Seek and maintain employment

Beliefs/Vision

The Central R-III School District feels that it is important to clarify what it values. This process will allow everyone to judge whether proposed objectives, strategies, and actions are important and consistent with the district's beliefs.

We believe that:

- All students can learn
- All students have inherent values
- Every person is responsible for guiding and motivating achievements
- Teachers are responsible for guiding and motivating students
- Teachers/parents are responsible for student achievement
- The total educational team must include a community partnership

**MSIP STRENGTHS AND CONCERNS
THIRD CYCLE REVIEW
FEBRUARY 2005**

Area of Concern: Library Media Center

Concern: The Central Elementary LMC is not staffed before school, does not have adequate storage/work space, and does not provide minimal seating space. (6.8.1)

- I. Anticipated outcomes in terms of student benefit and/or performance: (short-term and long-term).

The district has made great strides to improve the budget allocation for the LMC's. Students benefit greatly from current resource material. The district will expand all LMC's when funds become available. The district has added a great deal of technology, which assists students in research, and acquiring data. The students will benefit greatly from having complete access to the libraries at all times.

<u>Improvement Strategies</u>	<u>Time Line</u>	<u>Responsibility</u>
Employ additional staff to Work in LMC	2007	Board of Ed.
Add additional Shelving	Completed	Building Principal
Expand library to include additional seating	Completed	Board of Ed.

MSIP 5 YEAR PLAN

Area of Concern: Differentiated Instruction

Concern: The dropout rate for students with disabilities is not comparable to that of the general population. (7.1.4)

Concern: The graduation rate for students with disabilities is not increased and is not comparable to the graduation rate of the general population of students. (7.1.7)

Concern: Title I services are not supplemental at New Hope Care. (7.7)

I. Anticipated outcomes in terms of student benefit and/or performance: (short-term and long-term).

The Central R-III School District has a very low dropout rate, as noted as a strength by this MSIP review. The District also has a high graduation percentage. The school district is always seeking new ways to improve in these two areas for all of its student populations.

Providing appropriate services for all of our students is paramount to the Central School District. The district will work with any residential care facility in its boundaries to ensure that appropriate services are provided.

<u>Improvement Strategies</u>	<u>Time Line</u>	<u>Responsibility</u>
Decrease the Dropout Rate for IEP Students and Increase the Graduation Rate for students with IEP's	2008	Building Princ./ Assist. Princ./ Counselors/ At-Risk Teach./ SBSW
Provide Supplemental Title 1 Services at New Hope	Completed	Special Ed. Director

MSIP 5 YEAR PLAN

Area of Concern: School Services

Concern: The district does not include information related to the quality of educational/vocational planning services by the high school or identification of strengths in the high school's program and services. (8.1.1)

Concern: All board members have not completed the required sixteen hours of orientation/training within the twelve months following election. (8.34.)

Concern: The community is not represented on the guidance advisory committee. (8.7.1)

Concern: One restroom in Central Elementary is accessible to students with disabilities; but, due to its size, this restroom is not large enough for adults with disabilities. (8.9.1)

Concern: In both the middle and high school industrial technology areas are not properly ventilated. (8.10.1)

I. Anticipated outcomes in terms of student benefit and/or performance: (short-term and long-term).

The Central School District has an outstanding school board that is committed to the school. All board members are interested in acquiring training that will assist them in their responsibilities.

The community has always been supportive of the district. The community always has, and always will, be represented on all school committees when appropriate.

Safety is considered to be a priority in the Central School District. Students who have proper and safe equipment to work with will perform at a higher level in the classroom. The district has worked with an architect to address the above concerns and these have been included in the districts long-range facility plans.

Improvement Strategies	Time Line	Responsibility
Educational/Vocational Services Available will be added to Handbook	Completed	HS Principal/ Counselors
Board Members will Complete Training	2008	Board of Ed./ Super.
Community Members will be added to Guidance Advisory Committee	Completed	HS Principal/ Counselors

Make restroom ADA
Compliant at Central Elem.

2010

Board of Ed.

Install Ventilation System

2010

Board of Ed.

MSIP 5 YEAR PLAN

Area of Concern: Performance Report

Concern: MAP achievement results in the grade span 6-8 showed improvement, but these scores were low in math and science. (9.1.2)

The Central R-III School District is a high performing school district at all levels. The district will continue to make efforts to improve performance.

I. Anticipated outcomes in terms of student benefit and/or performance: (short-term and long-term).

<u>Improvement Strategies</u>	<u>Time Line</u>	<u>Responsibility</u>
Develop Strategies to Improve Instruction in Math and Science	2008	MS Principal/ Counselor/ Teachers

STRENGTHS IDENTIFIED DURING MSIP REVIEW

Area: Resource Component

1. The district provides a large number of electives/exploratory courses at the junior high/middle school level. (1.2)
2. The district's self-contained and departmentalized classes meet the minimum class-size standards at all levels; in addition, a majority of these classes meet the desirable class-size standards. (2.1)
3. The district's librarian-to-student staffing ratio meets the desirable standards at all levels. (3.1)
4. The district's principal-to-student staffing ratio meets the desirable standards at the middle school and high school. (4.3)

Area: Instructional Design and Practices

1. Advance questionnaire data indicate, parent and student satisfaction with the teachers and that teachers use student assessment data to plan instruction. (6.3.1 and 6.3.4)
2. Advance questionnaire data indicate satisfaction with the instructional materials provided by the district and the adequacy of training in using computers and other technology. (6.4.2 and 6.4.3)
3. The Central Technology Training Initiative provides technical support and training to the staff in the use of technology to enhance student performance. (6.4)
4. Advance questionnaire data indicate there is a positive climate for learning in the district and that teachers and administrators accept responsibility for promoting student success and reducing student failure. (6.5)
5. Advance questionnaire data indicate faculty, support staff, student, and parents feel safe at school. (6.6.2)

Area: Differentiated Instruction

1. Services provided through the districts Parents as Teachers program for families with children birth to age three are greater than 10 percent above the state average. (7.5.1)

Area: School Services

1. Advance questionnaire data indicate that the district CSIP has been modified based on program evaluations. (8.2.3)
2. Advance questionnaire data indicate the district facilities are in good condition. (8.10)

Area: Performance Report

1. In the grade span 9-11, students demonstrate high achievement in a majority of the subject areas. (9.1.3)
2. The percent of advance courses taken by juniors and seniors is at a high level. (9.4.1)
3. The percent of graduates enrolled in postsecondary education is at a high level. (9.4.3)
4. The percent of vocational completers who were placed in related employment or continued their education after graduation is at a high level. (9.4.4)
5. The district's dropout rates are low. (10.1.1)

DISTRICT GOALS

ACHIEVEMENT:

The district will develop an instructional and curricular plan to improve academic performance and provide equal opportunity to all students.

- *Increase test scores to meet or exceed standards on the MAP assessment, NAEP assessment, and ACT.*
- *Authentic performance learning and assessment models will be utilized.*
- *The district will increase academic rigor and expectations as reflected in district curricula, academic opportunities and test performance.*
- *The district curriculum will align with the Missouri Show Me Standards and National Goals.*
- *Emphasize math and reading proficiency.*
- *Encourage students to enroll in advanced courses.*
- *Multi-cultural, disability-awareness and gender fair concepts and practices are infused in the curriculum, instructional programs and all school activities.*
- *The district will identify disadvantaged student in grades 1 thru 12 and provide alternative programs/teaching strategies to improve student achievement.*
- *Preschool education will be available to promote the development of appropriate skills, social adjustment and physical, emotional and mental growth of the child.*
- *The district will provide College and career preparation opportunities.*

ATTENDANCE/DROP-OUT RATE:

The district will have an attendance rate of 94 percent or better at each attendance center and the annual drop out rate will meet or exceed state standards.

- *Each attendance center will develop board approved attendance policies.*
- *The district will provide a “Helping Hands Network” for patrons and students by employing additional health care and social workers.*
- *The district will provide programs or courses, which promote educational value for all students.*
- *An alternative school program will be developed for students who are not meeting expectations in the regular program.*
- *The district will expand vocational educational opportunities to provide students with assistance in the transition to the workplace and/or continued education.*
- *Provide intervention strategies and programs for At-Risk students.*
- *Incorporate Tech Prep courses into the curriculum.*
- *The district will provide programs for students and staff in drug awareness.*
- *Each attendance center will promote attendance through the use of positive reward programs.*

TEACHING AND LEARNING:

The district will provide instructional strategies and techniques, which are relevant to curricular objectives and are based on current research regarding student learning.

- *Provide students the opportunity to enroll in vocational education programs as well as college preparatory coursework and gifted programs.*
- *Activities and procedures will provide a comprehensive program of career awareness and exploration in grades k-12.*
- *The district will provide alternative delivery systems.*
- *Teachers will be provided in-service on alternative teaching strategies, supplemental approaches, authentic assessments, and performance based teaching and learning.*
- *Provide students the opportunity to enroll in vocational education programs as well as college preparatory coursework and gifted programs.*

GOVERNANCE AND ADMINISTRATION:

The Board of Education and administrative staff will responsibly serve the educational needs of our children and our community.

- *The district will implement a district wide procedural plan, which coordinates the evaluation of the overall effectiveness and/or efficiency of the district's programs and services.*
- *The Board of Education will review, evaluate and update policies annually.*
- *The Comprehensive School Improvement Plan will be updated and revised, as necessary, so that it is continuously in effect.*
- *The Board of Education will receive on going training in the area of program evaluation.*
- *To maximize student performance the district will recruit and retain highly qualified and competent staff for all district positions.*

TECHNOLOGY/LIBRARY MEDIA:

The District will develop a plan for implementing technology throughout the district that will provide the very best educational opportunity for all who attend our school.

- *To provide the latest computer and technology hardware for classroom use throughout the district.*
- *The District will provide adequate LMC facilities*
- *The District will provide training opportunities for all staff in order to implement Technology into their classroom along with Administrative and Support functions.*
- *Develop district and community electronic on-line presence.*
- *Enhance and strengthen student's problem solving and critical thinking skills through integration of curriculum and technology.*
- *Provide written documentation of Technology and LMC procedures and guidelines.*

FACILITIES, GROUNDS, AND TRANSPORTATION:

The district will adopt a plan to develop and maintain appropriate and safe facilities, grounds, and transportation as determined by MSIP standards.

- *The district will provide a safe physical environment for all students.*
- *The district will comply with requirements identified in the Americans with Disabilities Act (ADA).*
- *The district will develop long and short range plans for the maintenance, renovation, and replacement of facilities to accommodate the district's instructional programs.*
- *A clean and healthy learning environment will be provided for district programs.*
- *Students will be provided a safe means of transportation to and from school.*
- *The district will implement a crisis management plan.*

PARENT/COMMUNITY INVOLVEMENT:

District parents/guardians will have varied opportunities to participate constructively in the educational program through service on advisory committees, volunteering to assist in classrooms, tutoring programs, and through extra-curricular organizations.

- *The district will increase participation rate by 25% in the Parents as Teachers Program.*
- *The district will develop avenues for parents to participate in extra curricular programs.*
- *The district will provide facilities and services for the local community in accordance with the needs, interests and concerns of the community members.*
- *The district will increase the amount of parent participation in the educational process.*
- *The district will work cooperatively with other agencies to assess the needs of the community and work to address those needs.*

SCHOOL HEALTH SERVICES:

The district will provide school health services to improve, protect, and maintain the health status of each child to ensure that he/she is in the best state of health in order to benefit the most from the educational experience offered in the school setting.

- *The district will provide health office management.*
- *The district will provide a health and development assessment.*
- *The district will provide first aid and emergency care.*
- *The district will strive for the prevention and control of communicable disease.*
- *The district will address special health concerns.*
- *The district will provide a safe and healthy environment.*
- *The district will provide health counseling.*
- *The district will promote of wellness.*

Achievement:

The district will develop an instructional and curricular plan to improve academic performance and provide equal opportunity to all students.

IMPROVEMENT AREA: ACHIEVEMENT

The district will develop an instructional and curricular plan to improve academic performance and provide all students a fair opportunity to learn.

Strategy #1: Increase test scores to meet or exceed standards on the MAP assessment, NAEP assessment, and ACT.

Evaluation: Assessment results will be reviewed and evaluated annually.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding Source
6.3 #2	Teachers will teach a study skills unit to all grade levels.	2001- Ongoing	Building Principals	District
6.1, 6.2	Crystal Report information will be used to determine district strengths and concerns as identified by the MAP.	2001- Ongoing	Building Principals	District
6.2	The district will evaluate a variety of data (longitudinal, demographic, disaggregate, survey) to support decisions about curriculum and instruction.	2001- Ongoing	Superintendent, Curriculum Director, and Building Principals	District
6.2, 6.3, 6.7	The district will provide staff development activities related to the assessment program.	2001- Ongoing	Superintendent, Professional Development Committee, and Building Principals	Federal, State, and Professional Development
6.2	Core subject teachers at the middle school will be given common plan times to plan instruction in order to increase student performance.	2005- Ongoing	Building Principal	District
6.3 #5	Summer School will be available to improve study skills and content knowledge	2001- Ongoing	Assistant Superintendent	State and Local
6.2 #4	High School students who score at Step 1 on the MAP will be required to enroll in a basic skills study class.	2002- Ongoing	H.S. Principal and Guidance Staff	District
6.3 #5	The district will provide	2002-	Building Principals	District

	before and after school tutoring for all students who scored at step one or is below grade level in reading.	Ongoing	21 st Century Director Teachers	21 st Century Grant
6.3	The district will strive to reduce class size to meet the state’s “desirable standard.”	2005-2006	Board of Education, Superintendent, Assistant Superintendent, Director of Federal Programs	District, Title I (School Wide), and Title 2A
6.2 #5	The board, administrative team and staff will review the Annual Performance Report to identify areas, which need improvement.	2001-Ongoing	Building Principals, Superintendent, Staff and Board of Education	District
7.1, 7.4.2, 7.5, 7.7	Formal strategies are in place to inform and include parents and guardians in the educational process of their children: <ul style="list-style-type: none"> • Inform parents/guardians of what the MAP and NAPE are and how to interpret assessment scores. • Encourage parents’ and guardians’ participation in education of their children. • Provide resources that parents and their children can use together to support academic instruction. 	2002-Ongoing	Building Principals, Director of Federal Programs, Director of Special Education, and Teachers	Title I and District
6.2 #4	The high school will add an ACT study prep course to the curriculum.	2002-Ongoing	Building Principal and Guidance Staff	District
6.2 #4	All high school students will be required to take an ACT prep course and the ACT before graduating.	2005-Ongoing	Building Principal and Guidance Staff	District
6.2, 6.3,	All staff members will	2005-	Building Principal	District

6.7	provide proof in an evaluation conference of implementing and/or disseminating professional development opportunities given at professional development conferences.	Ongoing		
6.2	Students will be given quarter and in some cases mid-quarter assessments that will be common among all grade levels and assess their progress toward the GLEs.	2006-Ongoing	Building Principals and Assistant Superintendent	District
6.2	The K-12 curriculum will be mapped to insure that all GLEs are taught and assessed.	2006-Ongoing	Teachers, Counselors, Building Principals, and Assistant Superintendent	District

Strategy #2: Authentic performance learning and assessment models will be utilized.

Evaluation: Principal evaluation.

Standard/Indicator	Action Plan	Time Frame	Person Responsible	Funding Source
6.7 #1	Faculty members will be required to attend inservice programs which address performance learning and assessments.	2001-Ongoing	Superintendent, PDC Committee and Building Principals	State and Local
6.1 #3	Authentic assessments and student performance activities will be included in the curriculum	2001-Ongoing	Curriculum Committees, Building Principals	State and Local
6.2 #5	Administrators and teachers will analyze disaggregated achievement test reports and longitudinal trends to identify performance areas that are a strength or weakness.	2001-Ongoing	Administrative team and faculty	District
6.1 #3	Teachers will be required to incorporate authentic assessment into weekly lesson plans	2001-Ongoing	Building Principals	District

6.2, 6.3, 6.7	The district will provide staff development activities related to the assessment program.	2001-Ongoing	Superintendent, Professional Development Committee, and Building Principals	Title I, State, and District
6.1	The building principals evaluation of teachers will include documentation that effective learning strategies and instructional methods are used.	2002-Ongoing	Building Principal	District
6.1, 6.2	Teachers will be required to assess student comprehension by giving a MAP oriented exam.	2002-Ongoing	Building Principals	District

Strategy #3: The district will increase academic rigor and expectations as reflected in district curricula, academic opportunities and test performance.

Evaluation: Assessment results and post graduate surveys.

Standard/Indicator	Action Plan	Time Frame	Person Responsible	Funding
6.1 #4	District curriculum guides will be continually revised to stress authentic performance, use of multiple assessments, and cross-curricular teaching in academic areas.	2002-Ongoing	Curriculum Director/Curriculum Committee	State and Local
6.3,6.7	Professional development activities will be provided to teachers to help them implement and reinforce those identified instructional modifications.	2002-Ongoing	Building Principal and Professional Development Committee	Title I, State, District, PDC
6.2 #2	Increase required courses to be taken in core areas.	2001-Ongoing	H.S. Principal and Guidance Staff	District
6.5	Mastery of GLEs will be assessed quarterly. Non-mastered GLEs will be re-taught.	2006-Ongoing	Building Principals, Teachers, Assistant Superintendent	District
6.2, 6.3	Each building will annually review student performance data to determine instructional modifications that include higher-order	2002-Ongoing	Building Principal	District

	thinking skills, reading for comprehension, and writing skills.			
6.5	All 6 th grade students will develop a nine-year plan to ensure the student's class schedule is coordinated with his/her intended plan of study.	2004- Ongoing - Ongoing	Middle School Principal and Guidance Counselor	District Grant
6.5, 7.1, 7.4 #2, 7.5, 7.7	Conduct pre-enrollment conferences with students in a one-on-one format between student and counselor/administrator to ensure that the students' academic schedule is coordinated with his/her four-year plan of study and chosen Career Pathway.	2001- Ongoing	Guidance Staff , High School Principal, and A+ Coordinator	District
6.7 #1	Plan staff development related to ACT	2001- Ongoing	PDC Committee and H.S. Principal	State and Local
6.2 #2	Students will be rewarded for academic achievement.	2001- Ongoing	Building Principals	District
6.2, 6.3	The district will administer the STAR and PM Rigby assessment instruments to determine students' progress in reading in grade K-8 to continuously monitor students' growth throughout the school year.	2001- Ongoing	Building Principals and Teachers	Title I and District
6.3.1 7.1, 7.4.2, 7.5, 7.7	Revise the bell schedule to allow Vocational students to enroll in seven classes instead of the current six classes.	2003	Principal/Counselor	District
6.3	Limit student enrollment so that the student may choose no more than one of the following courses in a given semester: Cadet Teaching; Teacher's Aide; Office Worker.	Ongoing	Counselor/Principal	District
6.3	Eliminate the general track curriculum. Through departmental meetings, each	Ongoing	Principal	District

	department will evaluate its course offerings and develop a list of courses, which do not lead to the vocational or college track and are not part of the graduation requirements. These courses will be eliminated.			
6.3	Make all English classes college prep classes with more rigor and higher expectations.	2004- Ongoing - Ongoing	Principal	District
6.2, 6.3	Increase graduation requirements in the core subject area of Math. Set the minimum requirements in Math to 4 units of credit, with 1 credit of Algebra required. All seniors must take a Math class their senior year of school.	2003- Ongoing	Principal, Board	District
6.1, #3	Revise all curriculum (using the rotation schedule) to the new Grade Level Content Expectations and the Curriculum Frameworks. Meet with Uni-Tec Teachers and tour the Uni-Tec campus to develop objectives in classes that are more rigorous and more in line with teaching college level competencies and vocational level competencies.	Ongoing	Principal/Department	District

Strategy #4: The district curriculum will align with the Missouri Grade Level Expectations and National Goals.

Evaluation: Curriculum Committee will evaluate curriculum to ensure alignment.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding Source
6.2 #1	District curriculum guides will be revised annually to align with the Missouri Show Me Standards and Grade	2003- Ongoing	Superintendent and Curriculum Director	State and Local

	Level Expectations.			
6.1 #2	District curricula will be revised to meet A+ School Standards.	2001-Ongoing	A+ Coordinator, Curriculum Director, and Principals	State and District

Strategy #5: Emphasize math and reading proficiency.

Evaluation: Review math and reading test scores annually.

Standard/Indicator	Action Plan	Time Frame	Person Responsible	Funding
6.7 #1	Provide in-service training to all elementary teachers in “Balanced Literacy” methods of instruction.	2001-Ongoing	PDC Committee and Principals	Federal, State, and Local
6.3 #2	Employ additional elementary teachers to reduce student to teacher ratio.	2001-Ongoing	Superintendent and Board of Education Director of Special Services	State, Local, and Title IIA
6.3 #3	Continue to implement strategies outlined in the “Read To Be Ready Grant” program at the elementary level.	2001-Ongoing	Elementary Principals	District
6.3 #3	School wide Title I to provide support to all pre K-5 students in classroom, small group, or individual reading and/or math instruction.	2005-Ongoing	Building Principals, Director of Special Education	Title I
6.3 #3 6.3 #4	Continue to implement the Accelerated Reading Program in grades 3 thru 8	2001-Ongoing	Building Principals	District
6.3 #4	Implement a math program, which emphasizes authentic performance, problem solving, and real life application.	2001-Ongoing	Superintendent, Curriculum Director and Building Principals	State and Local
6.7	In-service opportunities will be provided to give teachers the latest instructional strategies for teaching math	2001-Ongoing	Building Principals and PDC	State and District
6.3 #3	The middle school will develop a school wide literacy plan.	2005-Ongoing	Teachers, Building Principal	District
6.3 #3	The middle school master	2005-	Building Principal	District

	schedule will have 20 minutes of sustained silent reading time daily.	Ongoing		
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Strategy #6: Encourage students to enroll in advanced courses.

Evaluation: Monitor the number of students enrolled in advanced courses.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
6.2 #2	Provided “weighted” grade points for advanced coursework.	2001- Ongoing	Guidance Staff	District
6.2 #2	Offer an ACT preparation class and require the class for the College Prep. Diploma	2001- Ongoing	H.S. Building Principal	District

Strategy #7: Multi-cultural, disability-awareness and gender fair concepts and practices are infused in the curriculum, instructional programs and all school activities.

Evaluation: Lesson plans, textbooks, written curriculum guides and other instructional materials will reflect multi-cultural and gender fair concepts.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
6.1 #3 6.3 #2	District curriculum will be reviewed and revised to include multi-cultural, disability awareness and gender fair concepts.	2001- Ongoing	Curriculum Committee	District A+
6.3 #2	Textbooks will be screened to ensure inclusion of multi-cultural, disability awareness and gender fair concepts.	2001- Ongoing	Building Principals and teachers	District State
6.8 #3	The library media specialist will update a multi-cultural bibliography for teachers to use as a resource in instruction.	2002- Ongoing	Library Media Specialist	District

Strategy #8: The district will identify disadvantaged student in grades 1 thru 12 and provide alternative programs/teaching strategies to improve student achievement.

Evaluation: Review disaggregated test results.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
6.3 #3	First grade Reading Recovery teachers will provide intensive one to one reading intervention for students identified as having the greatest need.	2001- Ongoing	Reading Recovery Staff	Title I
6.3 #3	Targeted instructional services will provide small group systematic support for math &/or reading in grades 1-5.	2001- Ongoing	Director of Special Services	Title I, Read To Be Ready Grant
6.3 6.4 6.5	Character education and drug abuse resistance education will be utilized K-12.	2001- Ongoing	Director of Special Services	Title IV
6.3 #5 6.4 #4	Tutorial programs utilizing computer assisted instruction and prescriptive learning will support students in grades 6-12.	2001- Ongoing	Building Principals	District, Title I
6.5 #5	Before and after school Title I tutoring will be provided in grades 3-5.	2001- Ongoing	3-5 Principal, 3-5 Counselor	Title I
6.5 #5	Expansion of services in grades 3-5 to provide Title 1 services to At-Risk students through school wide Title 1	2005- Ongoing	Title 1 Teachers, Building Principal, Federal Programs Director	Title 1
6.5 #5	Add a part time Title teacher to address students' needs who are reading a grade level below their current grade in grades K-2.	2005- Ongoing	K-2 Principal, Federal Programs Director, Superintendent, Board of Education	Title 1

Strategy #9: Preschool education will be available to promote the development of appropriate skills, social adjustment and physical, emotional and mental growth of the child.

Evaluation: Review data from Parents as Teachers program, Early Childhood (ECSE), and preschool Kindergarten enrollment.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
7.5	The district will employ 4 FTE as Parents as Teachers Educators.	2001- Ongoing	Superintendent	State District
7.5 #1	The district will provide a Parent's As Teachers newsletter.	2001- Ongoing	K-2 Principal	State and District
7.5 #1	The PAT will conduct home visits, provide needed information, and maintain a lending library.	2002- Ongoing	Director of Special Services and K-2 Building Principal	State and District
7.5 #3	ECSE program will screen, identify, and serve special needs children ages three thru five.	2001- Ongoing	Director of Special Services	Federal and State
7.5 #2	Implement a transition plan between Headstart, ECSE, Day Cares, Kindergarten, & PAT.	2001- Ongoing	Director of Special Services	District
7.5	Implement a Summer School Kindergarten program for Preschool students who will enter school in the fall.	2001- Ongoing	Assistant Superintendent and Elementary Principal	District
7.5	Implement a Title I pre-school program	2005- Ongoing	Director of Special Services and Building Principal	Federal and State

Strategy #10: The district will provide improved college preparation, career preparation opportunities, and personal preparation.

Evaluation: APR reports and graduate follow-up surveys will be utilized.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
9.4	The advisor/advisee program will start with the teacher serving as an advisor to students to make them and	2004- Ongoing- Ongoing	Counselor/Teacher	District

	their parents more aware of the student's goals and post-secondary institution best suited for that student to achieve those goals			
6.9.4, 9.4.3	Allow all students to have a College visitation day as a school activity. Require all students to attend College and Tech Prep day at MAC.	Ongoing	Counselor	District
9.4.3	Beginning with sixth grade, information and representatives from post-secondary institutions will be provided to begin the process of career investigation and selection.	Ongoing	Counselor/Talent Search	District
6.8.1 6.9.4 9.4	Additional information (i.e. type of work, necessary training, salary and benefits based on history of career, chances for advancement, working conditions, etc.) will be available to students on a regular basis through computer internet sites, the Kuder and Choices program, current books and other materials.	Ongoing	Librarian/Counselor	District
6.8.1 6.9.4 9.4	Class time will be used for visiting lecturers from various career fields and to explore various career fields using the internet, Kuder and Choices and other materials	Ongoing	Counselor/Teacher Librarian	District
6.9 7.5 9.4	Meetings with the student, parent and school representatives will be held during the 8 th grade year and every year after to discuss potential career choices and to develop a schedule of courses to prepare for that career.	Ongoing	Counselor/Advisor	District
	The district will provide speakers from the			

6.9.4	community work force to discuss with students career education, work ethic and the importance of taking advantage of educational opportunities.	Ongoing	Principal	District
6.9, 7.5, 9.4	All students will develop career clusters and academic majors within the course offerings at the high school and Unitec.	Ongoing	Principal/Counselor Advisor	District
7.1, 7.4.2, 7.5, 7.7	Conduct pre-enrollment conferences with students in a one-on-one format between student and counselor/ administrator to ensure that the students' academic schedule is coordinated with his/her four-year plan of study and chosen Career Pathway.	Ongoing	Principal/Counselor	District
6.2, 6.3	Require counselor approval for all School-To-Career assignments to ensure that the assignment is related to the student's chosen Career Pathway. Program eliminated	eliminated	Counselor	District
6.3	Eliminate the general track curriculum. Through departmental meetings, each department will evaluate its course offerings and develop a list of courses, which do not lead to the vocational or college track and are not part of the graduation requirements. These courses will be eliminated.	Ongoing	Principal	District
6.1, #3	Revise all curriculum (using the rotation schedule) to the new Grade Level Content Expectations and the Curriculum Frameworks. Meet with Uni-Tec Teachers and tour the Uni-Tec campus	Ongoing	Principal/Department	District

	to develop objectives in classes that are more rigorous and more in line with teaching college level competencies and vocational level competencies.			
6.5 #2	The high school will develop and maintain advisory committees that meet at least twice a year for the A+ program, Vocational Programs, Counseling Programs and the High Schools That Work program.	2004- Ongoing - Ongoing	Building Principal	District
1.3	A ½ credit of personal finance will be required for all students beginning with the graduating class of 2010	2006- Ongoing	Building Principal	District

Strategy #11: Increase test scores to meet or exceed standards on the End of Course assessment, MAP, NAEP assessment, and ACT.

Evaluation: Assessment results will be reviewed and evaluated annually.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
6.2 #4	The high school will train an English teacher to co-teach ACT Prep with a Math teacher.	2008	Building Principal	District
6.2	Each H.S. department and class will devise and implement an end of course exam that will be administered to all students.	2008- Ongoing	Building Principal and Teachers	District
6.2	The high school will focus curriculum development on Content Level Expectations	2008- Ongoing	Building Principal and Teachers	District

	and to meet the new standards set with the End of Course Exams.			
6.2	The high school will develop more multiple choice test bank items to reflect different depths of knowledge levels.	2008-Ongoing	Building Principal and Teachers	District
6.2	The high school will identify ACT objectives to be implemented in all core area classes.	2008-Ongoing	Building Principal and Teachers	District
6.2	End of quarter exams will be developed to assess student progress toward the mastery of the GLEs.	2006-Ongoing	Building Principal and Teachers	District
6.2	Students will be taught again any GLEs that they did not master.	2006-Ongoing	Building Principal, Classroom Teacher, Special Education Teacher, and Title Teacher	District

Strategy #3: The district will increase academic rigor and expectations as reflected in district curricula, academic opportunities and test performance.

Evaluation: Assessment results and post graduate surveys.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
6.2 #4	A full implementation of the Class Within A Class model will be used in Communication Arts, Math, Science and Social Studies.	2007-Ongoing	Building Principal, Classroom Teacher, Special Education Teacher	District
6.2	Research strategies will be taught and developed in all	2008-Ongoing	Building Principal and Teachers	District

	core area classes.			
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ATTENDANCE and DROP-OUT
RATE

The district will have an attendance rate of 94 percent or better at each attendance center and the annual drop out rate will meet or exceed state standards.

IMPROVEMENT AREA: ATTENDANCE AND DROP-OUT RATE

The district will have an attendance rate of 94 percent or better at each attendance center and the annual drop out rate will meet or exceed state standards.

Strategy #1: Each attendance center will develop board approved attendance policies.

Evaluation: Review attendance data.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
6.5	Principals will submit attendance policies to the Board of Education.	2001- Ongoing	Principals and Attendance Committees	District
6.5	Attendance policies will be revised on an annual basis.	2001- Ongoing	Principals and Attendance Committee	District
10.1	Program to encourage attendance will be developed at each campus.	2001- Ongoing	Building Principals	District

Strategy #2: The district will provide a “Helping Hands Network” for patrons and students by employing additional health care and social workers.

Evaluation: Review attendance data.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
6.5 #2	The district will employ an additional social worker.	2005	Superintendent	District
8.11	The district will employ a nurse on each campus.	2001- Ongoing	Superintendent	District
8.11 #1	The district will implement a program for health services, which includes goals, objectives, activities and an evaluation assessment.	2002- Ongoing	Health Services Staff and Social Workers	District
8.11 #2	The district will employ a registered nurse to oversee the health services program.	2001- Ongoing	Superintendent	District

Strategy #3: The district will provide programs or courses, which promote educational value for all students.

Evaluation: Review attendance data.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
6.5 #2	The district will participate in the A+ Schools Program.	2001- Ongoing	Superintendent, H.S. Principal, and A+	District A+

			Director	
7.3 #3	The high school will implement a Schools to Career Program.	2001-Ongoing	Superintendent, H.S. Principal and School to Career Teacher.	District
6.1 #3	Revise curriculum at each building level to meet student needs and interests.	2001-Ongoing	Building Principals and Curriculum Committees.	District
6.5 #3	A freshman academy will meet on a monthly basis to discuss and implement plans and ideas that relate to keeping freshman in school and on course to graduate	2004-Ongoing-Ongoign	H.S. Principal, Assistant Principal, Counselors, Teachers.	Building

Strategy #4: An alternative school program will be developed for students who are not meeting expectations in the regular program.

Evaluation: Review enrollment and attendance data from the alternative school.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
6.3 #5	An alternative program will be added for students in grades 5 thru 12.	2005	Superintendent	District Safe School
6.3 #5	A second tier will be added at the alternative school for students who have exhausted opportunities at the entry alternative program.	2001-Ongoing	Superintendent	State and Local, Safe School
6.9	Follow-up counseling and services will be provided to drop outs in order to facilitate their return to school.	2001-Ongoing	Guidance Staff	District
6.3 #5	Expand Safe School offerings and include prevention/intervention programs to include grades K-4	2002-Ongoing	Principals and Director of Special Services	Title IV District

Strategy #5: The district will expand vocational educational opportunities to provide students with assistance in the transition to the workplace and/or continued education.

Evaluation: Review curricular offerings and enrollment data.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
7.3 #1	Offer more students the opportunity to attend Unitec.	2004- Ongoing	Principal	District
7.3 #5	The district will pay for all students to receive credit from MAC through articulation agreements in Vocational programs.	2004- Ongoing	Principal	District
7.3 #1	Expand on campus vocational courses in technology related fields.	2004- Ongoing	Principal	District
7.3 #5	The district will pay for all students to receive credit from MAC through articulation agreements in Vocational programs.	2004- Ongoing	Principal	District
6.1	Curriculum will be revised to include more tech prep coursework including technical writing and reading in math, science and communication arts.	2004- Ongoing	Principal/Teachers	District
7.3 #5	Provide Cisco Networking Academy Program.	2004- Ongoing	Principal	District
7.3 #5	Based on Vocational Advisory committee recommendations, the high school will explore the idea in instituting a Personal Finance class and a pre-engineering program called Project Lead the Way.	2004- Ongoing	Principal	District

Strategy #6: Provide intervention strategies and programs for At-Risk students.

Evaluation: Monitor drop out rate.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
6.5 #5	Provide before and after school tutoring.	2001- Ongoing	H.S. Principal and Guidance Counselors	District
6.4 #4	Implement the scanTEK computer lab into the curriculum at the high school.	2001- Ongoing	H.S. Principal and Guidance Counselors	District
6.5 #2	School based service workers will work with parents and area agencies regarding resources to assist with family/student educational and personal needs.	2001- Ongoing	Service Worker and Assistant Principals	District
6.3	Incorporate inclusionary practices in grades K thru 6.	2002- Ongoing	Building Principals and Guidance Counselors	District
6.5 #5	Utilize A+ eligible high school students to tutor elementary students.	2001- Ongoing	A+ School Director and Elementary Principals	District
6.3 #5	Students that are candidates for retention will be identified and provided tutoring outside of the regular school day.	2001- Ongoing	Building Principals, Guidance Counselors, and Classroom Teachers	Federal and District
6.5	The ACES program (Attendance Court Experiencing Success) will be implemented at the middle school. The court will meet on a weekly basis	2006- Ongoing	SBSW, Counselor, and Building Principals	District

Strategy #7: Incorporate Tech Prep courses into the curriculum.

Evaluation: Monitor drop out data and enrollment in tech prep courses.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
6.3 #5	Utilize integrated curriculum software (A+ Learning System)	2001- Ongoing	H.S. Principal and Technology Coordinator	District
6.5	Develop career pathways for all high school students	2005 - Ongoing	H.S. Principal and Guidance Staff	District

6.1 #3	Revise curriculum to include tech prep coursework in science, math and language arts.	2001- Ongoing	H.S. Principal and Curriculum Committee	District
7.3	Provide Cisco Networking Academy Program	2002- Ongoing	Building Principal and Technology Coordinator	Federal and District

Strategy #8: The district will provide programs for students and staff in drug awareness.

Evaluation: Review PDC activities and Curriculum guides.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
6.5 #2	Implement DARE program in the 5 th grade.	2000- Ongoing	Elementary Principal	
6.3	Infuse substance abuse objectives in the curriculum at all grade levels.	2000- Ongoing	Building Principals	District Title IV
6.3 #1	Train district staff in recognizing the signs and symptoms of substance abuse.	2000- Ongoing	Curriculum Committee	District Title IV
6.3	The school counselor will provide activities for Red Ribbon Week	2001- Ongoing	School Counselors	District

Strategy: #9: Each attendance center will promote attendance through the use of positive reward programs.

Evaluation: Review attendance rate at each attendance center.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
6.2 #2	The middle school and senior high school will develop and maintain a “Rebel Pride” Program.	2002- Ongoing	Middle School and H.S. Principal	District
6.2 #2	Each attendance center will implement a positive reward program for students who have perfect attendance during any quarter.	2001- Ongoing	Building Principals and School-Based Social Workers	District
6.2 #2	The middles school will have a drawing at mid-	2003- Ongoing	Building Principal, Assistant Principal,	Building, Donations

	quarter for perfect attendance		Social Worker, Attendance Committee	
6.2 #2	Each attendance center will implement a positive reward program for students who have perfect attendance during any month	2001-Ongoing	Building Principals and School-Based Social Workers	District

TEACHING and LEARNING

The district will provide instructional strategies and techniques, which are relevant to curricular objectives and are based on current research regarding student learning.

IMPROVEMENT AREA: TEACHING AND LEARNING

The district will provide instructional strategies and techniques, which are relevant to curricular objectives and are based on current research regarding student learning.

Strategy: #1: Varied instructional strategies will be utilized by staff to meet the needs of all students.

Evaluation: Written teacher evaluation process and documentation in lesson plans.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
6.3 #1	The district will require participation in professional develop programs which support improved teaching strategies.	2001- Ongoing	PDC Committee	PDC
6.3 #1	The district will allocate one per cent of the district’s Basic Formula apportionment for professional development.	2001- Ongoing	Superintendent	PDC
6.4 #4	Each teacher at all grade levels will be required to use technology in at least one lesson, which is observed by the principal.	2001- Ongoing	Principals	District Title VI
6.4 #3 6.7	The district will establish technology workshops to assist teachers in using technology in the classroom.	2001- Ongoing	Technology Director	District Title IID Title V Title VIB
6.3 #2	Staff will receive training in teaching to different learning styles.	2001- Ongoing	Professional Development Committee	Professional Development Committee
6.5 #2	Mentor teachers will be provided time to observe and provide feedback to first and second year teachers.	2001- Ongoing	Professional Development Committee	Professional Development Committee
6.5	The district will implement a training program for Mentor Teachers.	2002- Ongoing	Professional Development Committee	Professional Development Committee
6.3 #1,2, and 4	At the high school interdisciplinary teams	2004- Ongoing-	H.S. principal, Teachers	District

	will meet on a weekly basis to examine ways to improve student performance.	Ongoing		
6.3 #1,2, and 4	At the high school common planning times for teachers in the four core areas will be established.	2004- Ongoing- Ongoing	H.S. principal, Teachers	District

Strategy #2: Activities and procedures will provide a comprehensive program of career awareness and exploration in grades K-12.

Evaluation: Review of guidance curriculum.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
6.3	In grades K-2 Career Educational Specialist will make monthly visits to classrooms.	2001- Ongoing	Guidance Staff and Building Principal	District
6.3	Presentations relating to work habits, career exploration, career pathways and interest inventories will be provided at grades 3-6.	2001- Ongoing	Guidance Staff	East Mo. Action Agency and Local

Strategy #3: The district will provide alternative delivery systems.

Evaluation: Review of extended learning activities.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
6.3 #5	Credit will be available to high school students through independent study courses and correspondence study.	2001- Ongoing	Guidance Staff	District
7.3 #3 6.3	The district will provide college for credit coursework in academic and vocational coursework.	2001- Ongoing	Guidance Staff, High School Principal and Superintendent	District
7.3 #3	The high school will implement a School to Career Program.	2001- Ongoing	School to Career Coordinator, Guidance Staff, H.S. Principal	District
6.3 #5	The district will implement	2001-	Superintendent	Safe

	an Alternative School.	Ongoing		School Grant
6.3 #5	The district will incorporate distance learning into the senior high curriculum.	2001-Ongoing	Superintendent, H.S. Principal and ITV coordinator	District

Strategy #4: Teachers will be provided in-service on alternative teaching strategies, supplemental approaches, authentic assessments, and performance based teaching and learning.

Evaluation: Review of lesson plan books and through principal evaluations.

Standard/Indicator	Action Plan	Time Frame	Person Responsible	Funding
6.3	Teachers will be required to develop and use authentic assessments and student performance activities.	2001-Ongoing	Building Principals and teaching staff.	District, Title I, and Professional Development Committee
6.2 #5	Analyze disaggregated achievement data.	2001-Ongoing	Professional Development Committee	Professional Development Committee,
6.2 #5	Provide appropriate in-service to address areas of concern determined by achievement data.	2001-Ongoing	Professional Development Committee	Professional Development Committee

Strategy #5: Provide students the opportunity to enroll in vocational education programs as well as college preparatory coursework and gifted programs.

Evaluation: Analyze vocational placement data, dual enrollment data, and gifted education enrollment. One year and five year graduate follow-up studies will be evaluated.

Standard/Indicator	Action Plan	Time Frame	Person Responsible	Funding
7.3	Request additional slots for students to attend the area vocational school.	2001-Ongoing	Superintendent	District
7.3	Add additional vocational courses to on campus curriculum.	2002-Ongoing	H.S. Principal and Guidance Staff	District and Vocational
7.3 #3	Enter into an agreement with the area Community College to provide on campus college credit.	2001-Ongoing	Superintendent, H.S. Principal and Guidance Staff	District

7.2 #2	Provide gifted education to all students who qualify in grades K-12	2001-Ongoing	Superintendent, Building Principals	District and State
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GOVERNANCE AND
ADMINISTRATION

The Board of Education and administrative staff will responsibly serve the educational needs of our children and our community.

IMPROVEMENT AREA: GOVERNANCE AND ADMINISTRATION

The Board of Education and administrative staff will responsibly serve the educational needs of our children and our community.

Strategy #1: The district will implement a district wide procedural plan, which coordinates the evaluation of the overall effectiveness and/or efficiency of the district’s programs and services.

Evaluation: Review assessment checklist presented to the Board of Education and Evaluate for strengths and weaknesses.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
8.1 #1	The district will adopt policy to require a written procedural plan, which coordinates the evaluation of all programs and services .	2001- Ongoing	Board of Education	District
8.2	An assessment checklist will be completed for each program and service and presented to the Board of Education.	2001- Ongoing	Administrators, Supervisors, Directors, Department Chairs, and Building Principals.	District
8.1	Biennially, the board and administration will review the goals and objectives of each program and service.	2001- Ongoing	Superintendent and Board of Education	District
8.1 #2	The district will conduct follow up studies of graduates to assist in program evaluation.	2001- Ongoing	H.S. Principal and Guidance Staff	District
8.1	The Board of Education will review the Annual Performance Report to assess strengths and weaknesses in the academic programs.	2001- Ongoing	Board of Education and Superintendent	District
8.2	The Board of Education will review the district Comprehensive School Improvement plan on an annual basis.	2001- Ongoing	Assistant Superintendent and Board of Education	District

Strategy #2: The Board of Education will review, evaluate and update policies annually.
Evaluation: Annual review of policy manuals.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
8.3 #3	The Board of Education will adopt new policies as needed.	2001- Ongoing	Superintendent and Board of Education	District
8.3 #3	The district will work cooperatively with Missouri School Boards Association to ensure the district policies are periodically updated.	2000- Ongoing	Superintendent and Board of Education	District

Strategy #3: The Comprehensive School Improvement Plan will be updated and revised, as necessary, so that it is continuously in effect.
Evaluation: The district will forward a copy of the CSIP to the area supervisor annually.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
8.2	The district will evaluate and revise the district CSIP on an annual basis.	2001- Ongoing	Assistant Superintendent	District
8.2	Building level School Improvement Plans will be revised annually to meet the goals and objectives outlined in the district CSIP.	2001- Ongoing	Assistant Superintendent and Building Principals	District

Strategy #4: The Board of Education will receive on going training in the area of program evaluation.
Evaluation: Review in service activities for board members.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
8.3 #4	All board members will complete training in the Visionary Organizational Leadership for Tomorrows Schools Program.	2001- Ongoing	Superintendent	District
8.3 #4	Board members will attend regional and state level Missouri School Board Association meetings.	2001- Ongoing	Superintendent and Board of Education	District

Strategy #5: To maximize student performance the district will recruit and retain highly qualified and competent staff for all district positions.

Evaluation: Teacher certificates and evaluations will be kept updated and on file in Superintendent's Office.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
8.4 #1	The district will employ qualified and certified staff members for each position.	2002- Ongoing	Board of Education, Superintendent, Assistant Superintendent, Building Principals, and Director of Special Services	District
8.4 #3	A variety of recruiting and retention techniques will be developed and implemented.	2002- Ongoing	Building Principals and Professional Development Committee, and Director of Special Services	District Title IIA
6.7 #1 6.7 #6	The district will provide professional development opportunities for staff.	2002- Ongoing	Superintendent, Building Principals, and Professional Development Committee	District
8.4 #1	The district will implement a Performance Based Teacher Evaluation system.	2001- Ongoing	Building Principals and Superintendent	District
6.7 #5	A thorough orientation and mentoring program will be developed and implemented	2003- Ongoing	Assistant Superintendent, Building Principals, and Professional Development Committee	District

TECHNOLOGY/LIBRARY
MEDIA

The District will develop a plan for implementing technology throughout the district that will improve instructional strategies, enhance current curriculum and increase student achievement.

IMPROVEMENT AREA: TECHNOLOGY/LIBRARY MEDIA

The District will develop a plan for implementing technology throughout the district that will improve instructional strategies, enhance current curriculum and increase student achievement.

Strategy #1: To provide teachers, students and administration with access to technology, instructional resources and equipment.

Evaluation: Annual comparison of the district Technology Inventory and Technology Census.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
6.4 #1	Provide additional computer labs, as well as continually update and maintain equipment in existing labs and classrooms at each building	2002- Ongoing	Director of Technology, Technology Staff	District,
6.4 #1	The district will strive to increase the student/computer ratio in every classroom.	2004- Ongoing	Director of Technology	District, Grant Funding
6.4 #1	Provide at least one internet connected computer for each classroom in the district for teacher/ administrative usage	2004- Ongoing	Director of Technology	District, Grant Funding
6.4 #1	Upgrade wiring, routers, hubs and switches to permit increasing bandwidth and provide a stable infrastructure at each campus	2003- Ongoing	Director of Technology	District, Grant Funding
6.4 #1	Maintain and upgrade systems & servers as needed	2001- Ongoing	Director of Technology	District, Grant Funding
6.4 #1	Establish e-MINTS room for each grade level classroom at the West Campus	2007- Ongoing	Director of Technology, Superintendent	District, Grant Funding
6.4 #1	Establish e-MINTS rooms at the Middle School	2002- Ongoing	Director of Technology, Superintendent	District, Grant Funding
6.4 #1	Purchase equipment for checkout through the LMC for staff & students	2002- Ongoing	Library Media Specialists, Director of Technology	District & Grant Funding

6.4 #1	The district will update and maintain an ITV classroom	2002-Ongoing	Director of Technology	District
6.4 #4	The district will pursue all grants available for technology and obligate local funds as needed	2001-Ongoing	Director of Technology	District and Various Grants
6.4 #1	The district will provide additional technology equipment for sharing in the classroom.	2001-Ongoing	Director of Technology, Superintendent	District and Various Grants
6.4 #1	Connect Administration Building with Pipeline connectivity keeping segmented from District LAN	2003-Ongoing	Director of Technology	District
6.4	Equip every elementary classroom with a Smartboard.	2003-Ongoing	Director of Technology and Superintendent	District and Various Grants

Strategy #2 The District will provide adequate LMC facilities and instructional materials.

Evaluation: All District LMC facilities will meet MSIP minimum requirement.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
8.9 #1	Adequate classroom space will be provided.	2004-Ongoing-2009	Assistant Superintendent	Local
6.4. #1 & #2	Each LMC will be equipped with enough computers to service one class of students.	2005	Superintendent Technology Director	District
6.4. #1 & #2	The HS LMC will be equipped with one overflow lab with enough computers to service one class of students.	2007	Superintendent / library Media Specialists/ Technology Director	District
8.9 #2	Adequate shelving and furniture will be provided in each LMC.	2005	Assistant Superintendent	District
6.4. #1 & 6.8 #3	Each LMC will meet minimum MSIP material requirements	2009	Superintendent Library Media Specialist	District

Strategy #3: The District will provide training opportunities for all staff in order to implement Technology into their classroom along with Administrative and Support functions.

Evaluation: A list of training courses and persons participating will be kept on file.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
6.4 #3	The district will make available technology training for all staff, administrators and support staff.	2001- Ongoing	Director of Technology, Technology Staff, / PDC/ Administration	District, Title Funds & Various Grants
6.4 #3	The district will send a team of educators to the Educational Technology Conference	2001- Ongoing	Director of Technology, Building Administrators/ PDC	District PDC, & Technology PDC
6.4 #2	Computer technology curriculums will be developed and revised through a curriculum revision cycle	2002- Ongoing	Director of Technology, Curriculum Committee	District & Various Grants

Strategy #4: Develop district and community electronic on-line presence.

Evaluation: Yearly comparison of Web Page counter.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
8.8 #2	Maintain school district home page on the World Wide Web	2001- Ongoing	Technology Director, District Web Master & Selected Staff	District
6.4 #1	Maintain Web Server	2001- Ongoing	Technology Director & Technology Staff	District
8.1, 8.2 & 8	The district Web Site will be used to provide information to parents regarding all facets of the educational environment. (Annual Report Card, Handbooks, Programs, Curriculum, etc.)	2007- ongoing	District Web Master	District
8.1, 8.2 & 8	The District will provide gradebook, lunch account and attendance information	2007- ongoing	District Web Master	District

	through ParentLink log-ons via the District's Web-Page.			
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Strategy #5: Enhance and strengthen student's problem solving and critical thinking skills through integration of curriculum and technology.

Evaluation: Yearly comparison and analysis of MAP, NAEP and ACT scores

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
6.4 #2	Obtain software that will complete, reinforce, and or enrich curriculum in grades K-12	2001- Ongoing	Building Principals, Curriculum Committee, Technology Director	District & Grant Sources
6.4 #4	Evaluate and revise curriculums to incorporate technology infusion into the classroom	2001- Ongoing	Curriculum committees, Technology Director, Technology Committee	District, Grant Sources
6.4 #4	Evaluate, revise and incorporate new high school vocational curriculums as needed	2002- Ongoing	Vocational Committee, Technology Director	District & Vocational Enhancement
6.4 #1	Provide technology resources for classroom instruction use through the LMC	2002- Ongoing	Library Media Specialists, Technology Director	District & Grant Funding
6.4 #4	By the end of the 8 th grade all students will demonstrate technology literacy as determined by the Technology Committee standards.	2006- Ongoing	Teachers	District

Strategy #6: Provide written documentation of Technology and LMC procedures, guidelines, and evaluation

Evaluation: Maintain documentation of State Approval Status and compliance with ISTE standards.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
6.4 #4	Update the Technology Plan annually.	2002- Ongoing	Technology Director & Technology Committee	District
6.8 #1	Provide current information	2001-	Library Media	District

	and standard procedures for Computer/Internet Usage for both faculty & staff as well as LMC procedures for equipment check-out	Ongoing	Specialists, Technology Director & Technology Committee	
6.8 #2	Meet CIPA compliance to obtain e-rate discounts	2002-Ongoing	Technology Director, Technology committee	District
6.4 #4	Provide on line work-order / maintenance forms to augment technology maintenance	2001-Ongoing	Technology Director	District
6.8 #4	A plan for collection of data to illustrate library improvements will be put in place.	2004-Ongoing	Library Media Specialist	District

Strategy #8: Develop and maintain adequate network security and telephone systems that meet district demands.

Evaluation: Evaluation and revisions of strategies and action steps will be reported to the Board of Education.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
8.10	The district will create a committee to gather data from our district and other districts that have security systems that are successful and evaluate their effectiveness and feasibility for our district.	2003-Ongoing	Assistant Superintendent, Technology Director, Building Administrators	District
8.10	The district will create a committee to gather and evaluate data to determine district telephone needs and upgrade as needed.	2003-Ongoing	Assistant Superintendent, Technology Director, Building Administrators	District , E-rate

**FACILITIES, GROUNDS, AND
TRANSPORTATION**

The district will adopt a plan to develop and maintain appropriate and safe facilities, grounds, and transportation as determined by MSIP standards.

IMPROVEMENT AREA: FACILITIES, GROUNDS, AND TRANSPORTATION

The district will adopt a plan to develop and maintain appropriate and safe facilities, grounds, and transportation as determined by MSIP standards.

Strategy #1: The district will provide a safe physical environment for all students.

Evaluation: Review facilities assessment plan.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
8.10	The Board of Education will designate a safety coordinator for monitoring all aspects of safety.	2001- Ongoing	Board of Education and Superintendent	District
8.10	An annual in-service will be held for custodians to discuss daily facilities cleaning and review procedures.	2002- Ongoing	Assistant Superintendent	District
8.10 #3	Each morning building custodial staff will be required to do a review of facilities both indoor and outdoor to identify safety issues.	2001- Ongoing	Building Principals	District
8.10	Any deficiencies in equipment will be reported to the school maintenance staff.	2001- Ongoing	Assistant Superintendent	District
8.10 #3	The district's insurance carrier will conduct an annual risk management review.	2001- Ongoing	Safety Coordinator	District
8.10 #3	The district will conduct all required safety drills at all buildings at least twice a year.	2001- Ongoing	Building Principals	District
8.10	Fire alarms and extinguishers in each building will be checked and initialed by the custodian monthly.	2001- Ongoing	Building Principals	District
8.10	Each school building will be equipped with a digital security camera system with remote access.	2007- Ongoing	Superintendent, Assistant Superintendent, and Building Principals	District

Strategy #2: The district will comply with requirements identified in the Americans with Disabilities Act (ADA).

Evaluation: Review accessibility study.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
8.9, 7.1 #2	The district will conduct an accessibility study and implement a board approved transition plan to address accessibility issues.	2001-Ongoing	Safety Coordinator	District
8.9 #1	The district will upgrade all facilities to meet ADA standards.	2005-2009	Board of Education and Assistant Superintendent	District

Strategy #3: The district will develop long and short range plans for the maintenance, renovation, and replacement of facilities to accommodate the district’s instructional programs.

Evaluation: Review facilities assessment plan.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
8.9	The district will work with Hoener and Associates Architectural Firm to review district facilities and develop “long range plans”.	2001-Ongoing	Assistant Superintendent	District
8.9	The district will conduct an annual survey and facility review to address short-term facility needs.	2001-Ongoing	Assistant Superintendent	District
8.9 #1	Appropriate maintenance request forms will be available for staff to request custodial and maintenance assistance.	2001-Ongoing	Assistant Superintendent and Building Principals	District
8.9	Pay utilities for Title I Modular unit.	2001-Ongoing	Assistant Superintendent	Title I

Strategy#4: A clean and healthy learning environment will be provided for district programs.

Evaluation: Facility review by Board of Education and housekeeping evaluations.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
8.9	Appropriate staff will be employed to meet needs of the district.	2001- Ongoing	Assistant Superintendent	District
8.9 #1	The district will enter into a housekeeping maintenance agreement with Hillyard Floor Care.	2001- Ongoing	Assistant Superintendent	District
8.9 #1	Housekeeping personnel will be required to attend annual in service on safety, equipment use and proper cleaning techniques.	2001- Ongoing	Assistant Superintendent	District
8.9 #1	The district will comply with all requirements of the Department of Health.	2001- Ongoing	Assistant Superintendent	District

Strategy #5: Students will be provided a safe means of transportation to and from school.

Evaluation: Bus drivers will receive an annual evaluation.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
8.13	The district will maintain a certified driver instructor.	2007- Ongoing	Assistant Superintendent	District
8.13	All drivers new to the district will receive a minimum of 40 hours training on a bus that they will drive prior to operating it with children.	2001- Ongoing	Assistant Superintendent and Driver Trainer	District
8.13	The entire driving staff will meet four times each year for in-services regarding the safe transportation of students.	2002- Ongoing	Assistant Superintendent	District
8.13	Bus drivers will be trained by the American Red Cross in CPR, assisted breathing, and general first aid.	2002- Ongoing	Assistant Superintendent	Local

8.13	All bus drivers will receive annual training in positive methods to improve student behavior on the school bus.	2004-Ongoing-Ongoing	Assistant Superintendent	Local
8.13	All bus drivers will receive annual training in dealing with unsafe students on the school bus.	2004-Ongoing-Ongoing	Assistant Superintendent	Local

Strategy #6: The district will implement a Crisis Management Plan.

Evaluation: Emergency drills will be reviewed at the conclusion of each drill.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
8.10 #3	The district will review and revise its crisis management plan on a yearly basis.	2002-Ongoing	Building Principals, Safety Coordinator, and Assistant Superintendent	District
6.6, 8.10	Each building will implement the district Crisis Management Plan.	2001-Ongoing	Safety Coordinator, Building Principals, and Local Law Enforcement	District
8.10	Each building will work with local law enforcement in order to develop a plan for all foreseen emergency circumstances.	2007-Ongoing	Safety Coordinator, Building Principals, and Local Law Enforcement	District

PARENT AND COMMUNITY INVOLVEMENT

District parents/guardians will have varied opportunities to participate constructively in the educational program through service on advisory committees, volunteering to assist in classrooms, tutoring programs, and through extra-curricular organizations.

IMPROVEMENT AREA: PARENT AND COMMUNITY INVOLVEMENT

District parents/guardians will have varied opportunities to participate constructively in the educational program through service on advisory committees, volunteering to assist in classrooms, tutoring programs, and through extra-curricular organizations.

Strategy #1: The district will increase participation rate by 25% in the Parents as Teachers Program.

Evaluation: Review participation rates.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
7.5	The district will employ 4 Parent Educators for the Parents as Teachers Program.	2001-Ongoing	Director of Special Services	State
7.5	The district will implement plans, which will facilitate more parental contacts.	2001-Ongoing	Director of Special Services	District

Strategy #2: The district will develop avenues for parents to participate in extra curricular programs.

Evaluation: Participation rates will be reviewed.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
8.7 #1	At the secondary level the district will develop advisory committees for the A+ Program, Vocational programs, Counseling programs, HSTW, and FCCLA.	2001-Ongoing	A+ Director, Vocational Instructors, H.S. Principal	District A+ Grant, Titles I, IIA, IID, IV, V, and VI
8.7#2	The district will have active Parent Teacher Organizations at the elementary levels.	2001-Ongoing	Elem. Principals	District
8.7 #2	The middle school and high school will have booster clubs for athletic and musical programs.	2001-Ongoing	M.S. and H.S. Principals	District

Strategy #3: The district will provide facilities and services for the local community in accordance with the needs, interests and concerns of the community members.

Evaluation: Review participation data in the various programs offered.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
6.4 #4	The district will provide the community with Internet Service.	2001- Ongoing	Technology Coordinator	District
8.8	The high school library and gymnasium are open to the public four nights a week.	2001- Ongoing	A+ Coordinator, 21 st CCLC Director	A+ Grant, ABC Grant
8.8	The district provides access to facilities for community organizations such as the Boy Scouts, Chamber of Commerce, etc.	2001- Ongoing	Building Principals and Board of Education	District

Strategy #4: The district will increase the amount of parent participation in the educational process.

Evaluation: Review participation data in volunteer programs and rates of participation at parent/teacher conferences.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
6.3	Parents will assist in middle school and high school after school academies.	2001- Ongoing	A+ Coordinator and Building Principals	A+ and District
6.3	Develop a network of guest speakers to work with all grade levels.	2001- Ongoing	Building Principals	District
8.7	Each elementary grade level will have at least one parent night per year.	2001- Ongoing	Building Principals	District
8.7	Involve parent volunteers in fall festival, math night, and science fairs.	2001- Ongoing	Building Principals	District
8.7 #1	Have parent representation on Keystake Holders Committee and all advisory committees.	2001- Ongoing	Superintendent, Directors and Principals	District
8.7	Each school will produce a monthly newsletter in order	2005- Ongoing	Building Principals	District

	to inform students, parents, and the community about district activities.			
8.7	The secondary school will provide students and parents an orientation night prior to the start of each school year.	2005-Ongoing	Teachers, Counselors, Building Principals	District
8.7	K-12 student's grades will be available on-line to their parent or guardian.	2006-Ongoing	Teachers and Building Principals	District
8.7	Assignments and important information will be available on-line to parents and guardians.	2004-Ongoing-Ongoing	Teachers and Building Principals	District

Strategy #5: The district will work cooperatively with other agencies to assess the needs of the community and work to address those needs.

Evaluation: Review information from area agencies.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
7.6	The district will work cooperatively with East Mo. Action Agency to acquire funds to install a computer lab at the elementary school to assist in after school tutoring.	2001-Ongoing	Technology Coordinator and Building Principal	East Mo. Action Agency
7.6	The district will participate in the Caring Communities Program	2001-Ongoing	Building Principals	
7.5 7.6	The district will participate in the Consolidated Federal Programs Committee.	2001-Ongoing	Special Education Director	Title I, Title IIA, IID, IV, V, and VI
7.6	The district will work with the Missouri Job Service Employer Committee to assist with the School to Career Program.	2001-Ongoing	School to Career Director	District
7.6 #2	The district will provide access to Adult Basic Education Classes and General Education through the local vocational school.	2001-Ongoing	Vocational Director	

SCHOOL HEALTH SERVICES

The district will provide school health services to improve, protect, and maintain the health status of each child to ensure that he/she is in the best state of health in order to benefit the most from the educational experience offered in the school setting.

IMPROVEMENT AREA: SCHOOL HEALTH SERVICES:

The district will provide school health services to improve, protect, and maintain the health status of each child to ensure that he/she is in the best state of health in order to benefit the most from the educational experience offered in the school setting.

Strategy #1: The district will provide health office management.

Evaluation: Necessary information for emergency situation is complete, current and readily available, reference materials are retrievable upon request, all equipment is available and ready to use, confidentiality is not breached.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
8.11	Provide a health facility that contributes to the efficient and effective management of health services.	2003-Ongoing	Assistant Superintendent	District
8.11	Protect confidentiality of the appropriate information regarding students and staff.	2003-Ongoing	Building Principal, Teachers, School Nurse	

Strategy #2: The district will provide a health and development assessment.

Evaluation: Individuals are able to access care and information and administration/ school community receives annual report of school health services.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
8.11	Establish and maintain methods of communication between health office and school community.	2003-Ongoing	Building Principal, School Nurse	
8.11	Provide documentation of school nurse activity.	2003-Ongoing	School Nurse	

Strategy #3: The district will provide first aid and emergency care.

Evaluation: Absenteeism among students and staff due to illness/injury is decreased.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
8.11	Individually acceptance of responsibility for self-care.	2003-Ongoing	Building Principal, Teachers, School Nurse	
8.11	Promote health maintenance activities.	2003-Ongoing	Building Principal, School Nurse	District

Strategy #4: The district will strive for the prevention and control of communicable disease.

Evaluation: Records are reviewed annually to ensure a health and developmental history is complete and current, screenings considered to be essential and age-appropriate are completed and recorded, and documentation exists for all follow-ups.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
8.11	Identify factors in health and developmental history, which may be potential barriers to educational process.	2003- Ongoing	School Nurse	
8.11	Assess health status for deficits, which may interfere with ability to learn (screening).	2003- Ongoing	School Nurse	District
8.11	Communicate findings to parents and students and assist as needed in seeking remediation of problem.	2003- Ongoing	Building Principal, Teachers, School Nurse	

Strategy #5: The district will address special health concerns.

Evaluation: Appropriate number of first aid kits are available in each building and for off school activities, emergency Care of illness and Injury (*DH5*) is posted appropriate areas, and staff is notified of those persons at risk.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
8.11	Provide competent personnel who can take appropriate action in case of illness or injury.	2003- Ongoing	Board of Education, Superintendent, Assistant Superintendent, Building Principals	District, State, Federal
8.11	Provide injury-reporting system that can be evaluated and appropriate intervention designed.	2003- Ongoing	Building Principal, School Nurse	District
8.11	Encourage self-care of minor injuries.	2003- Ongoing	Teachers, School Nurse	

Strategy #6: The district will provide a safe and healthy environment.

Evaluation: Environmental hazards are reduced or eliminated after reporting and School Safety Assurance Checklist is on file in the administrative office.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
8.11	Assist in appropriate educational placement of children with special needs.	2003- Ongoing	Building Principal, Teachers, Counselor, School Nurse	
8.11	Develop and implement individual student health plan (IHP) to assist school personnel to consistently meet special needs.	2003- Ongoing	School Nurse	

Strategy #7: The district will provide health counseling.

Evaluation: Children with health-related special needs are appropriately placed, and health needs are addressed in individual education plan (IEP) if appropriate, Individual Health Plan (IHP) or health component of IEP is on file and is reviewed at least annually and teachers and staff demonstrate acceptance of health plan.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
8.11	Meet physical and psychological need for student with handicaps to learning.	2003- Ongoing	Building Principal, Teachers, Counselor, School Nurse	
8.11	Help student take the responsibility for managing his condition or providing self-care as soon as possible.	2003- Ongoing	Building Principal, Teachers, Counselor, School Nurse	
8.11	Facilitate re-entry following serious accident or illness.	2003- Ongoing	Building Principal, Teachers, Counselor, School Nurse	

Strategy #8: The district will promote of wellness.

Evaluation: Students are integrated into the least restrictive environment, adaptations are made to minimize effects of student's disability, student achievement of self-care practices are attainable, and, when appropriate, student successfully resumes education.

Standard/ Indicator	Action Plan	Time Frame	Person Responsible	Funding
8.11	Decrease incidence of illness and disability from communicable disease through primary prevention, i.e., immunization and health education.	2003- Ongoing	School Nurse	