

Drexel R-IV School District Comprehensive School Improvement Plan 2014-2019



Adopted by the Board of Education on
July 21, 2014

Mission

Our Mission at Drexel Public Schools, in partnership with the community, is to empower all students to achieve their potential for academic excellence, leadership development, personal growth, and career success.

Vision

Drexel R-IV School District's vision is to prepare all students to become responsible members of society, who are equipped to meet the challenges of tomorrow.

Beliefs

Our school and community hold the values that all individuals be challenged to attain their highest level of personal success by...

- Providing a safe and nurturing environment that promotes respect, self-worth, and pride.
- Forming active partnerships between students, families, staff, and community to support a strong commitment to learning .
- Being role models that promote high expectations, through motivating and empowering our students to take risks without the fear of failure.
- Embracing diversity through acceptance of educational, social, and cultural differences.

Planning Committee

Board Of Education

Tim Eastwood

Drexel Administration

Dennis Bolton

Laurie Jacklovich

Drexel Teaching Staff

Melissa Busch

Judy Daniel

Lindsay Harvey

Kenny Shipps

Jenny Wheeler

Support Staff

Kenny Reece

Kara Smith

Community

Richelle Jackson

Mary Smith

Jennifer Thomas

Donna Ziegler

Planning Process

The Drexel R-IV School District began the renewal process to revise the district's five year Comprehensive School Improvement Plan during the 2013-2014 school year. In December, the administration met to establish a process for developing the plan and to determine what constituents would be vital to participate in the development process. The committee was made of 14 members consisting of internal and external stakeholders.

At the beginning of the 2013-2014 school year, the committee was formed and the timeline was set for completing the CSIP. From January 2014-July 2014, the committee met in order to identify focus areas, goals, objectives and action steps.

This plan serves as the district's vision through collaboration with all constituents . It identifies long-range goals and objectives with companion action steps to ensure the objective is achieved. Each objective that requires policy change or funding will be approved by the Board of Education (BOE).

The Drexel School District will use this Comprehensive School Improvement Plan to guide the district in its evaluation of program success and effectiveness in achieving long-range goals. This plan will be reviewed annually in March by the CSIP Committee.

Internal/External Analysis

The Drexel School District conducted an analysis of internal and external factors that impact the success of the school. Areas examined included student performance, community trends, school and community relations, graduation rate, college and workforce readiness, and other applicable indicators.

Strengths

1. Class size
2. Preschool program
3. Number of extracurricular opportunities
4. Overall quality of buildings
5. Available academic programs for students
6. Student attendance
7. Supportive community involvement
8. Communication
9. Backpack program
10. Grant writing staff
11. Small school atmosphere
12. Building security
13. Great students
14. High quality certified teachers
15. Positive and supportive administration
16. Graduation rate
17. Overall student behavior
18. LMC size, materials, and availability
19. Full time Counselor, School Nurse, and Librarian
20. High School Alternative Program
21. A+ program
22. Title 1 program
23. Ag program

Internal/External Analysis

Areas for Growth

1. Review and Improve Student Performance
 - Attendance
 - Character Education/Self-Worth Program
 - District Assessments
 - State and National Assessments
 - College and Career Readiness
 - Volunteer Program
2. Review and Improve Facilities Needs
 - Overall District Needs
 - Technology
 - Playground
3. Review and Improve Functions of Daily Business
 - Bookkeeping system procedures
 - Phone System
 - PA System
 - Food Service
 - Computer Teacher
 - Physical Education

Goal 1	Objective 1
Improve Student Performance	The district will reach a 96% attendance rate.
Strategy	Evaluation
Through parent and community support, the district will increase awareness of the importance of attendance and set accountability standards.	Annual Performance Report Core Data/MOSIS Power School

Action Step/Activity	Person(s) Responsible	Timeline		Resources	Professional Development
		Begin	End		
The district will discuss the importance of attendance through classroom and district newsletters and parent letters.	Classroom Teachers Administration A+ Coordinator	Aug 2014		District budget	Staff Meetings Team meetings
The building level secretaries and /or automated phone system will call all students who are absent who have not notified the respective offices.	Building Secretaries Parent or Guardian Technology Cord.	Aug 2014		District Budget Title Funds	Staff Meetings
Students have expectation to attend handbook assembly, read handbook, and sign acknowledgment form.	Administrators Teachers Parent or Guardian	Aug 2014		NA	NA

Goal 1	Objective 1 Continued
Improve Student Performance	The district will reach a 96% attendance rate.
Strategy	Evaluation
Through parent and community support, the district will increase awareness of the importance of attendance and set accountability standards.	Annual Performance Report Core Data/MOSIS Power School

Action Step/Activity	Person(s) Responsible	Timeline Begin End		Resources	Professional Development
High School Attendance Committee and parents will participate in any student's appeal process.	Attendance Committee Administrator Parent or Guardian	Aug 2014		District Budget District Funds	Committee Meeting
To create an incentive program to increase attendance.	Attendance Committee Building Leadership Team Administration Classroom Teacher	Aug 2014		District Budget District Funds Donations	Committee and Staff meeting

Goal 1	Objective 2
Improve Student Performance	The district will encourage student awareness and value through Character Education experiences.
Strategy	Evaluation
Through personally meaningful experiences, students will develop greater respect and worth of self and others.	Student Survey MISP Student Questionnaire

Action Step/Activity	Person(s) Responsible	Timeline		Resources	Professional Development
		Begin	End		
The district will develop a K-6 Character Education Program and will enhance the 7-12 Character Education Program.	Administration K-6 Character Ed. Committee Counselor Life Skills Director	Aug 2014		District Budget District Funds Grants Title Funding PDC Funds	Conferences Visit a model program Staff work days
The district will continue offering multiple opportunities for counseling through large group, small group, individual and classroom lessons.	Counselor	Aug 2014		District Budget Grants	Visit a model Program Team Meetings Classroom Observation

Goal 1	Objective 2 Continued
Improve Student Performance	The district will encourage student awareness and value through Character Education experiences.
Strategy	Evaluation
Through personally meaningful experiences, students will develop greater respect and worth of self and others.	Student Survey MISP Student Questionnaire

Action Step/Activity	Person(s) Responsible	Timeline		Resources	Professional Development
		Begin	End		
Students will be presented developmentally appropriate classroom lessons relating to their identified character needs.	Classroom Teachers Counselor Administration Life Skills Director	Aug 2014		District Budget Grants	Team Meetings Classroom Observation
Explore Peer to Peer Programs	Counselor Administration K-6 Character Ed. Committee	Oct 2014		District Budget District Funds PDC Funds Grants	Professional Journals Conferences Visit Model Programs Staff Meetings

Goal 1	Objective 3
Improve Student Performance	The District will implement local quarterly assessment.
Strategy	Evaluation
The district will develop and implement quarterly assessments to show areas of study and growth.	Pre-test and Post-test evaluations

Action Step/Activity	Person(s) Responsible	Timeline		Resources	Professional Development
		Begin	End		
The Drexel School Board will authorize the use of quarterly assessments which are approved by administration.	Board of Education Administration	July 2014		NA	NA
District will create a quarterly assessment tool.	Classroom Teachers Administration	2014-2015 school year		District Budget PDC Funds	Staff Work Days Other Districts
Administration will verify quarterly assessments follow Standards including use of academic language, higher order thinking skills and progressive growth in rigor by grade.	Classroom Teachers Administration	Submitted prior to testing		District Budget PDC Funds	Conferences Webinars

Goal 1	Objective 4
Improve Student Performance	The District will have an annual increase in student performance as indicated by the required state and national assessments.
Strategy	Evaluation
1. The district will provide classroom strategies and incentives for increasing performance on state and national assessments.	State and National Assessments Results over a 3 year period

Action Step/Activity	Person(s) Responsible	Timeline		Resources	Professional Development
		Begin	End		
The district will provide a focus on various test formats .	Classroom Teachers Administration	2014-2015 school year		District Budget	Staff meetings Conferences Webinars
The district will create and implement incentive programs for individual scores.	Administration	Mar 2014		District Budget Other local funds	NA
The district will offer and implement test-taking strategies and skills.	Administration Classroom Teachers Guest Consultants A+ Coordinator Counselor	2014-2015 school year		District Budget PDC Funds	Collaborative learning time activities.

Goal 1	Objective 4
Improve Student Performance	The District will have an annual increase in student performance as indicated by the required state assessments.
Strategy	Evaluation
2. The district will enhance curriculum to make certain it is horizontally and vertically aligned.	State Assessments Results over a 3 year period

Action Step/Activity	Person(s) Responsible	Timeline		Resources	Professional Development
		Begin	End		
The district will continuously modify curriculum mapping and create units of instruction in K-12.	Classroom Teachers Administration A+ Coordinator	Aug 2014		District Budget Title II PDC Funds	Early Outs Staff Meetings Conferences
The district will provide time for internal collaboration between all staff members.	Administration	2014-2015 school year		District Budget Title II PDC Budget	PDC Early Outs Built in days
The district will horizontally and vertically align curriculum.	Classroom Teachers Administration A+ Coordinator	2014-2015 school year		District Budget Title II PDC Budget	Subject Teams Staff Meetings PDC

Goal 1	Objective 4
Improve Student Performance	The District will have an annual increase in student performance as indicated by the required state assessments.
Strategy	Evaluation
3. The district will provide professional development opportunities directly related to research-based instructional strategies, techniques, and how to use testing results.	State Assessments Results over a 3 year period

Action Step/Activity	Person(s) Responsible	Timeline		Resources	Professional Development
		Begin	End		
Classroom teachers will be encouraged to visit other schools and classrooms that have model educational programs.	Administration PDC	2014-2015 school year		Title II PDC Budget District Budget	School Visits Early Outs Team Meetings
Teachers will develop their own professional development goals and activities to encourage personal growth.	Classroom Teachers PDC	Aug-Oct 2014		Title II PDC Budget District Budget	PDC Team Meetings Beginning of School Work Days
Teachers will have internal professional development time in order to collaborate.	Administration PDC	2014-2015 PD dates		Title II PDC Budget District Budget	Early outs PDC

Goal 1	Objective 4
Improve Student Performance	The District will have an annual increase in student performance as indicated by the required state and national assessments.
Strategy	Evaluation
4. The district will develop supplemental, at risk, and extended learning opportunities to further increase student success on required state and national assessments.	State and National Assessments Results over a 3 year period

Action Step/Activity	Person(s) Responsible	Timeline		Resources	Professional Development
		Begin	End		
The district will maintain its A+ Program .	A+ Coordinator JH/HS Principal	2014-2015 school year		State Money District Budget	A+ Training Conferences Team Meetings
The district will offer tutoring for students in grades 3-12 who need extra assistance.	Administration Classroom Teachers A+ Coordinator	Oct2014		District Budget Title I NHS Students	Teacher Meetings Conferences Workshops
The district will maintain its junior and high school At Risk program.	JH/HS Principal Classroom Teacher Counselor A+ Coordinator	2014-2015 school year		District Budget	Teacher Meetings Conferences Workshops
The district will create an environment focusing on differentiated instruction practices while maintaining a strong academic focus.	Administration Classroom Teachers Students Community	2014-2015 school year		District Budget Title II PDC Budget	PDC Staff Meetings Work Days

Goal 1	Objective 5
Improve Student Performance	The district will establish programs to prepare students to become college and career ready.
Strategy	Evaluation
1. The district will maintain a dropout rate of less than 3%.	Yearly Annual Performance Report Results

Action Step/Activity	Person(s) Responsible	Timeline		Resources	Professional Development
		Begin	End		
The district will use its At Risk Program as a means for children to increase attendance.	Administration At Risk Teacher A+ Coordinator	2014-2015 school year		District budget	Conferences
The HS Attendance Committee will meet to identify attendance issues and increase awareness of the importance of attendance.	HS Principal Classroom Teachers Students	As needed		District budget	Team Meetings Administration Meetings
The district will maintain a team to focus on assisting students with identified needs.	Administration Classroom Teachers Counselor A+ Coordinator	As needed		District Budget	Staff Meetings

Goal 1	Objective 5
Improve Student Performance	The district will establish programs to prepare students to become college and career ready.
Strategy	Evaluation
2. Drexel High School will maintain a 97% or higher graduation rate.	Yearly Annual Performance Report Results

Action Step/Activity	Person(s) Responsible	Timeline		Resources	Professional Development
		Begin	End		
The district will offer research based, higher order thinking, hands on learning activities in each classroom 7-12.	Classroom Teachers	2014-2015 school year		District Budget Title Funds Grants	Conferences Staff Work days Team Meetings
All HS students will be encouraged to participate in a student interest survey prior to their freshman year.	Counselor Administration			District Budget	Team meetings
The district will maintain its Work Study Program.	Administration Counselor BOE A+ Coordinator Local Businesses	2014-2015 school year		District budget	NA
The district will process with any student who is considering dropping out in order to discuss all options.	Counselor Administration	As needed		District budget	NA

Goal 1	Objective 5
Improve Student Performance	The district will establish programs to prepare students to become college and career ready.
Strategy	Evaluation
3. The district will create and implement a Volunteering program.	Track the level of volunteer participants over a 3 year period.

Action Step/Activity	Person(s) Responsible	Timeline		Resources	Professional Development
		Begin	End		
Survey and analysis of areas of need school wide.	Administration Classroom Teachers	Sept 2014		NA	NA
Create a Volunteering committee and establish needs for students and school.	Administration	Sept 2014		NA	Other volunteering programs
Recruit community members and leaders for program.	Administration Community Classroom Teachers	Oct 2014		NA	Other volunteering programs
Implement Program	Volunteering Committee Administration Volunteers	Oct 2014		Grants General Funds Civic Organizations Community Businesses	Volunteer Training PD opportunities for instruction

Goal 2	Objective 1
Improve School Facilities	The district will offer quality facilities that are designed to meet the needs of current and future educational programs as indicated by the Center for Safe Schools Standards.
Strategy	Evaluation
1. The district will evaluate program needs through a systematic onsite review.	

Action Step/Activity	Person(s) Responsible	Timeline		Resources	Professional Development
		Begin	End		
The district will complete a facilities needs assessment surveying both internal and external constituents.	Facilities Needs Committee	Oct 2014		District Budget	Committee Meetings
The district will develop a five year plan for upgrading facilities based on needs assessment results.	BOE Administration Teachers Community	Nov 2014		District Budget	Staff Meetings Committee Meetings BOE Meetings
The district will save capital project funds to upgrade facilities.	Administration	As needed		District Budget Grant Funds	Administration Meetings BOE Meetings Staff Meetings

Goal 2	Objective 2
Improve School Facilities	The district will improve the quality of technology available to students and staff each year.
Strategy	Evaluation
The district will assess its current technology and develop a long range plan to improve instructional programs.	Technology inventory Core Data Technology Plan

Action Step/Activity	Person(s) Responsible	Timeline		Resources	Professional Development
		Begin	End		
The district will complete a yearly technology needs assessment surveying both internal and external constituents.	Administration Technology Coordinator	Oct 2014		District Budget Title Funds Grant Funds	Staff Meetings Team Meetings Conferences Administration Meetings
The district will review and revise its district technology plan based on needs assessment data.	Administration Technology Coordinator Technology Committee	Nov 2014		District Budget Title Funds Grant Funds	Staff Meetings Team Meetings Conferences Administration Meetings
The district will explore the opportunities of adding a technology instructor.	Administration BOE Technology Coordinator	2014-2105 school year		District Budget Other School Districts	NA

Goal 2	Objective 3
Improve School Facilities	The district will improve the quality of the playground.
Strategy	Evaluation
Improvement or replacement of equipment/ grounds for Kindergarten and Preschool students.	Community/Parent/Student survey.

Action Step/Activity	Person(s) Responsible	Timeline		Resources	Professional Development
		Begin	End		
Internal/External consultant for evaluation of proper placement, safety and preparation of area for playground and equipment.	Administration Maintenance Personnel	June 2014		Grants Community contribution Capital Project Funds	NA
Review and evaluation of proposed plan.	Administration Classroom Teachers	June 2014			NA
Create a budget and proposal for presentation.	Administration	June 2014			NA

Goal 2	Objective 3-Continued
Improve School Facilities	The district will improve the quality of the playground.
Strategy	Evaluation
Improvement or replacement of equipment/ grounds for Kindergarten and Preschool students.	Community/Parent/Student survey.

Action Step/Activity	Person(s) Responsible	Timeline		Resources	Professional Development
		Begin	End		
Community Meetings for input and collection of contributions .	Administration Classroom teachers Community Members Contractor Maintenance	July 2014			NA
Groundwork and Installation.	Administration Volunteers Contractor Maintenance Personnel Classroom Teachers	Sept-Oct 2014		Grants Community contribution Capital Project Funds	NA

Goal 3	Objective 1
Review and Improve Functions of Daily Business	Increase the accessibility and security of Bookkeeping records, materials, and confidential information.
Strategy	Evaluation
Provide a safe and secure work environment with effective storage and private conference area needed for records, materials and confidential information.	Staff survey

Action Step/Activity	Person(s) Responsible	Timeline		Resources	Professional Development
		Begin	End		
Create a needs assessment tool to evaluate priorities of Bookkeeping office.	Bookkeeper Administration	May 2014			NA
Create a floor plan and design to provide needed space.	Contractor Bookkeeper BOE Administration	May 2014		Capital Projects	NA
Implement plan	Contractor Maintenance Administration Bookkeeper	Dec. 2014		Capital Projects	NA

Goal 3	Objective 2
Review and Improve Functions of Daily Business	Improve the current phone system.
Strategy	Evaluation
Increase internal and external communication for faculty, parents, students and community.	Parent/Community survey and/or test calls.

Action Step/Activity	Person(s) Responsible	Timeline		Resources	Professional Development
		Begin	End		
Contact Fairpoint to give cost analysis of adding additional lines.	Central Office	Aug 2014			NA
Analysis of current phone system and capabilities.	Technology Coordinator Central Office	Sept 2014			NA
Review options and present to BOE for approval.	Administration BOE	Sept 2014			NA
Installation of approved plan.	Contractor Technology Coordinator	Oct-Dec 2014		Grants Capital Projects General Funds	NA

Goal 3	Objective 3
Review and Improve Functions of Daily Business	Improve the current PA system.
Strategy	Evaluation
Increase communication for information, safety, and security within the school for staff, students, and visitors.	Staff survey and testing calls.

Action Step/Activity	Person(s) Responsible	Timeline		Resources	Professional Development
		Begin	End		
External analysis of current system.	Administration Central Office Contractor Technology Coordinator	Aug 2014		General Funds	NA
Review options and present to BOE for approval.	Administration Contractor	Sept 2014			NA
Installation of approved plan.	Contractor Technology Coordinator	Oct-Dec 2014		Grants Capital Projects General Funds	NA

Goal 3	Objective 4
Review and Improve Functions of Daily Business	Improve current Food Service Program.
Strategy	Evaluation
Insure that the district is in compliance with the County and State and Federal Food Service regulations.	Inspections by District Food Service Coordinator, County officials, and state officials.

Action Step/Activity	Person(s) Responsible	Timeline		Resources	Professional Development
		Begin	End		
Develop action plan based on 2013-2014 State review.	Food Service Coordinator Head Cook	May 2014			
Implement plan	Head Cook Kitchen Staff	June-Aug 2014		Food Service Funds	
Create an in-house quarterly assessment t documentation .	Food Service Coordinator	June 2014			HACCP Plan USDA website
Review quarterly assessments with Head Cook.	Food Service Coordinator	Aug. 2014			
Create a check sheet of daily, weekly, and monthly job duties and responsibilities.	Head Cook Food Service Coordinator	June 2014			HACCP Plan USDA website
Review check sheet with Head Cook.	Head Cook Food Service Coordinator	Aug 2014			

Goal 3	Objective 5
Review and Improve Functions of Daily Business	Increase computer skills for students K-12
Strategy	Evaluation
Increase the computer skills for K-12 students.	Elementary Student computer skills are satisfactory to complete state testing.

Action Step/Activity	Person(s) Responsible	Timeline		Resources	Professional Development
		Begin	End		
Purchase higher quality computers	Administration Technology Coordinator	Mar 2014		Grants General Funds	
Computer Application students work with and show elementary students basic computer skills	Teachers Students	Oct 2014			
Continue practice of elementary teachers utilizing the computer lab on a regular basis	Elem. Teachers	2014-2015 school year			
Seek volunteer workers from community to teach computer skills	Administration Volunteer committee	Oct 2014			
Continue to research hiring a computer teacher	Administration				

Goal 3	Objective 6
Review and Improve Functions of Daily Business	Increase Physical Education for elementary students.
Strategy	Evaluation
Provide elementary students with more time in Physical Education class to allow more physical activity.	Review to see if time increased from prior year.

Action Step/Activity	Person(s) Responsible	Timeline		Resources	Professional Development
		Begin	End		
Review Current Master Schedule to locate possible expansion of PE time for Elementary students	Administration Counselor	Mar 2014		NA	NA
Rework master schedule for specials in the elementary to incorporate the increased PE time.	Administration	June 2014		NA	NA