



Drexel R-IV School District

Comprehensive School Improvement Plan

2020 - 2025

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Drexel R-IV School District
2020 - 2025 Comprehensive School Improvement Plan Summary

The Comprehensive School Improvement Plan (CSIP) is a five-year strategic plan which provides a framework through which the Drexel School District will support the schools in ensuring academic success of each student. Strategic planning is a requirement for evaluation as dictated by the Missouri School Improvement Process (MSIP). The District's CSIP is a vital part of the evaluation process and is the driving document which links the vision and goals set forth by the District, with the improvement plans developed by the buildings. Although the CSIP undergoes a comprehensive review on a five-year cycle, the plan is reviewed and progress is evaluated annually. If new information indicates mid-cycle revisions are necessary, revision will be incorporated into the current plan.

The strategic plan is founded in thoughtful input from stakeholders including parents, community members and dedicated education professionals who share a common mission - to assure a focused and challenging curriculum that will monitor progress and provide a comprehensive system of support to prepare all students for their next level of learning. The process was structured through a committee and considering input from all stakeholders regarding its goal area and then drafting measurable objectives which describe what the District should accomplish over the next five years.

The CSIP will guide the district in the development of their annual improvement plans and by school administration in development of the operating budget and needs. This document will be a living guide that will set a direction for changing and energizing the course of learning in the Drexel R-IV School District.

Comprehensive School Improvement Plan Development Team

The CSIP Development Team consisted of the following members:

Board of Education Members

Jennifer Thomas, Brenda Hadley and Andy Gorsage

District Administration

Terry Mayfield, Gary French and Doug Chisam

District Staff

Julia Barbarick, Melissa Busch, Shelley Jacobs, Brenda Meerkatz, Jon Stackhouse and Dakota Tucker.

Community Stakeholders

Lindsay Douglas, Sheila Eastwood, Crystal Gunnels, Darrah Munter, Erica Pruitt and Kara Smith.

Comprehensive School Improvement Plan Timeline

July/August 2020	Conduct S.W.O.T. Analysis, Develop Agreed Upon Core Beliefs, Revise District's Mission and Vision, Identify Priority Areas, Develop Goals and Action Steps.
September 2020	Present Rough Draft to Board of Education
October 2020	Prepare and Review Final Draft
October 2020	Present to Board of Education
November 2020	Present to Drexel R-IV Faculty/Staff

Vision

The Drexel R-IV School District's Vision is to inspire every student to achieve excellence and thrive in an ever changing world.

Mission

The Drexel R-IV School District's Mission is to empower all students to achieve excellence, leadership, growth and success.

The Drexel R-IV School District is Committed to:

- Challenging students to pursue their passion and attain their highest level of personal success.
- Providing a safe and nurturing environment that promotes respect, self-worth and pride.
- Building a strong commitment to learning by partnering with families and community.
- Serving as role models to promote respect, responsibility, honesty and healthy habits.
- Motivating and empowering students to problem solve and take risks without fear of failure.
- Embracing diversity through understanding and acceptance of educational, social and cultural differences.

Improvement Plan Priorities

The Drexel R-IV School District Top Priorities:

- Curriculum, Instruction and Assessment
- Leadership
- Integration of Technology with Instruction
- Climate and Culture
- Systems of Support

PRIORITY AREA: CURRICULUM, INSTRUCTION, & ASSESSMENT			Building Principals
GOAL ONE:			
	By 2025, at least 5% of students will demonstrate improvement on MAP and EOC assessments.		Building Principals
ACTION PLAN:			
	TASK 1: Classroom teachers will conduct practice tests at least twice a year		Building Principals
	TASK 2: Classroom teachers will utilize released items for preparation		Building Principals
	TASK 3: Continuing education through DESE will be provided for teachers and administration		Building Principals
	TASK 4: Administration and teachers will analyze yearly data looking for areas of improvement		Building Principals
	TASK 5: The school district will implement a support system for students struggling in academic, behavioral, and/or social areas		Building Principals
	TASK 6: The School District will communicate with parents/students the essential elements of healthy test preparation		Building Principals
	TASK 7: On a monthly basis, teachers will assess Missouri Learning Standards are being taught and met		Building Principals
GOAL TWO:			
	On an annual basis, less than 2% of students will fall below performance level on MAP and EOC assessments.		Building Principals

		ACTION PLAN:	
		TASK 1: Classroom teachers will conduct practice tests at least twice per year	Building Principals
		TASK 2: Teachers will utilize released items for test preparation	Building Principals
		TASK 3: Administration and teachers will analyze yearly data looking for areas of improvement	Building Principals
		TASK 4: The School District will communicate to parents/students healthy test preparation	Building Principals
		TASK 5: On a monthly basis, teachers will assess Missouri Learning Standards are being taught and met	Building Principals
		TASK 6: Intervention procedures will be established for those students not meeting Missouri Learning Standards and/or falling below performance level on practice assessments	Building Principals
		TASK 7: Continuing education opportunities through DESE will be provided for teachers and administration	Building Principals
		GOAL THREE:	
		By 2025, the average ACT score will improve by 1.0 point.	Counselor
		ACTION PLAN:	
		TASK 1: Classroom teachers will utilize practice tests at least twice per year	Counselor
		TASK 2: The school district will utilize and encourage online tutorials and/or small study groups	Counselor
		TASK 3: The school district will utilize staff for ACT Prep opportunities/courses	Counselor
		TASK 4: The school district will communicate to parents/students healthy test prep	Counselor

		TASK 5: The school district will continue to offer one ACT test date on site	Counselor
		TASK 6: Classroom teacher will use released items for test preparation	Counselor
		TASK 7: The school district will provide access for students to on-site ACT Prep materials	Counselor
		TASK 8: The school district will encourage students to start taking ACT in grade 10	Counselor
		TASK 9: The school district will establish an incentive program for students to improve score	Counselor
GOAL FOUR:			
		On an annual basis, increase graduate's success 5% to at least 85% in five years as defined by post-secondary education, full-time employment, and/or military as measured by grad survey.	Counselor
ACTION PLAN:			
		TASK 1: The school district will provide and/or attend college and/or career fairs	Counselor
		TASK 2: Classroom teachers will continue and expand on job shadowing opportunities	Counselor
		TASK 3: The school district will continue interest assessments as early as Grade 7	Counselor
		TASK 4: The school district will continue to bring in community, state, and technical college and military reps	Counselor
		TASK 5: The school district will expand the availability of Career and Technical Education opportunities	Counselor
		TASK 6: The school district will have students create graduation plans in 9th grade and continuously review each year	Counselor

MONITORING & ADJUSTMENTS:			CSIP Community Planning Team
PRIORITY AREA: LEADERSHIP			Superintendent
GOAL ONE:			
	On an annual basis, see at least a 1% increase in the District Fund Balance as reported on the Annual Secretary of the Board Report.		Superintendent
ACTION PLAN:			
	TASK 1: Closely monitor operational costs		Superintendent
	TASK 2: Quarterly monitoring of budget		Superintendent
	TASK 3: Provide revenue and expenditure updates to the board		Superintendent
	TASK 4: Monitor state legislation for funding related changes		Superintendent
	TASK 5: Develop long term budget projections		Superintendent
	TASK 6: Provide revenue and expenditure updates to staff		Superintendent
GOAL TWO:			
	On an annual basis, achieve a 90% staff retention rate.		Superintendent
ACTION PLAN:			

	TASK 1: Use of hiring committees, when appropriate	Supt/Princ. & PDC
	TASK 2: Mentoring program beyond 2 years, all newly hired employees	Supt/Princ. & PDC
	TASK 3: Maintaining competitive salary and benefits	Superintendent
	TASK 4: Exit surveys for staff members who are leaving	Superintendent
	TASK 5: Use the culture and climate staff survey	Supt/Princ.
	TASK 6: Building training and instructional strategies training	Supt/Princ.
	TASK 7: Provide meaningful and relevant professional development	Supt/Princ. & PDC
	TASK 8: Provide staff team building and small recognitions	Supt/Princ. & PDC
	TASK 9: Reduce the number of employees leaving the district for reasons other than retirement, movement to another district / promotions.	Superintendent
GOAL THREE:		
	By 2025, increase the District Teacher Base Salary to the top one-third of the conference, while maintaining placement in the top one-third of the conference in relation to benefits package as measured by surveys of conference schools.	Superintendent
ACTION PLAN:		
	TASK 1: Annual survey of area districts	Superintendent
	TASK 2: Board presentation of benefit data annually	Superintendent
	TASK 3: Annually maintain staff salary committee	Supt/Sal Comm.
	TASK 4: Board presentation of conference salary	Superintendent
	TASK 5: Staff education of wellness benefits	Supt/Bus. Mgr.
	TASK 6: Annual staff biometric screenings	Superintendent

		TASK 7: Create wellness committee (CTA)	Supt/Nurse/CTA
MONITORING & ADJUSTMENTS:			CSIP Community Planning Team
PRIORITY AREA: CLIMATE & CULTURE			Supt./Principals
GOAL ONE:			
		By 2022, the annual employee satisfaction will maintain or exceed 80% measured by the annual employee satisfaction survey	Supt./Principals
ACTION PLAN:			
		TASK 1: Develop survey relevant to the annual employee survey	Superintendent
		TASK 2: Administer annual survey to employees	Superintendent
		TASK 3: Track data from survey	Supt./Principals
		TASK 4: Work with Leadership team to develop intervention to improve staff satisfaction based on survey results	Supt./Principals
		TASK 5: Provide staff team building and small recognitions (at PD days)	Supt./Principals
GOAL TWO:			
		By 2023, 90% of graduating seniors will have a planned path for their future as measured by a Senior Exit Survey	Counselor

ACTION PLAN:			
		TASK 1: Continue student interest inventory and communicate to parents	Counselor
		TASK 2: Provide curriculum and guidance to align with students' interest and skills	Counselor & Principals
		TASK 3: Meet with counselor to develop more specific plan	Counselor
		TASK 4: Annually review course offerings to meet students' goals	Counselor & Principals
MONITORING & ADJUSTMENTS:			CSIP Community Planning Team
PRIORITY AREA: TECHNOLOGY INTEGRATION INTO INSTRUCTION			Principals & Tech. Director
GOAL ONE:			
		Annually, student use of emerging technology will increase by 3%-5% as measured by administrator observation.	Principals & Tech. Director
ACTION PLAN:			
		TASK 1: Provide relevant technology opportunities for students	Principals & Tech. Director

		TASK 2: Provide quality instruction on technology for students	Principals & Tech. Director
		TASK 3: Provide quality instruction through technology for students	Principals & Tech. Director
		TASK 4: Implement an embedded digital citizenship program for all students	Principals & Tech. Director
GOAL TWO:			
		Annually, teacher's use of emerging technology will increase by 3%-5% as measured by administrator observation.	Principals & Tech. Director
ACTION PLAN:			
		TASK 1: Continuously Researching emerging technology	Principals & Tech. Director
		TASK 2: Continuously updating hardware and software	Principals & Tech. Director
		TASK 3: Provide relevant technology opportunities for students	Principals & Tech. Director
		TASK 4: Provide quality instruction on technology for students	Principals & Tech. Director
		TASK 5: Provide quality instruction through technology for students	Principals & Tech. Director
		TASK 6: Provide quality Professional Development on emerging technology for teachers and staff	Principals, Tech Director & PDC
GOAL THREE:			

	Annually, the Drexel R-IV School District will improve virtual delivery of curriculum by 5% satisfaction based off of parent survey results.	Principals
	ACTION PLAN:	
	TASK 1: Develop a parent satisfaction survey	Distance Learning Coord. & Tech Director
	TASK 2: Continue to merge classroom with online curriculum	Distance Learning Coord. & Tech Director
	TASK 3: Continue to research online platforms for curriculum	Distance Learning Coord. & Tech Director
	TASK 4: As funds allow, provide internet connectivity access to all students	Supt., Distance Learning Coord. & Tech Director
	TASK 5: Ensure that all students have the proper hardware/software	Supt., Distance Learning Coord. & Tech Director
	TASK 6: Continue to research evolving/emerging online resources	Distance Learning Coord. & Tech Director
	GOAL FOUR:	
	Annually, the Drexel R-IV School District will provide new opportunities focused on STEAM instruction	Technology Director
	ACTION PLAN:	

		TASK 1: Provide professional development on SAMR Model	Admin, PDC & Tech. Director
		TASK 2: Assess technology implementation	Admin, PDC & Tech. Director
		TASK 3: Assess technology integration	Admin, PDC & Tech. Director
		TASK 4: As resources allow, integrate STEAM instruction into course offerings for Elementary, Middle and Secondary students.	Admin, PDC & Tech. Director
MONITORING & ADJUSTMENTS:			CSIP Community Planning Team
PRIORITY AREA: SYSTEMS OF SUPPORT			Crisis Team
GOAL ONE:			
		On an annual basis, demonstrate increased support systems for students as measured by local, state and national assessment score increases of 3% +/-.	Crisis Team/ CARES Team. PDC
ACTION PLAN:			

		TASK 1: Enhance the work of teams that support at-risk students by defining what teams will meet for student support and creating a calendar for meetings each year.	Crisis Team/ CARES Team. PDC
		TASK 2: Continue to monitor the effectiveness of the Cares Team by evaluating meeting minutes, student successes from support received and charting progress of student achievement	Crisis Team/ CARES Team. PDC
		TASK 3: Create a district-wide team that meets on a quarterly basis (maybe some parental involvement / TBD) that identifies strategies to support students who want to be challenging/ready to be challenged in additional ways.	Crisis Team/ CARES Team. PDC
		TASK 4: Provide ongoing professional development/professional learning pertaining to how to best support students academically, behaviorally, socially, emotionally. Includes but not limited to: -Trauma Informed Schools fall and winter PD. Learn how to interpret ACES scores. -Best practices to integrate technology into instruction for high student engagement. -Meeting the needs of students who already know it, want to be challenged and need more opportunities to expand their learning, problem solving and critical thinking	Crisis Team/ CARES Team. PDC
GOAL TWO:			
		On an annual basis, increase support systems for all staff members as measured by performance evaluation growth of 3% +/-	Crisis Team/ CARES Team. PDC
ACTION PLAN:			
		TASK 1: Develop an orientation program for new staff that includes ongoing support as needed and a minimum of quarterly meetings. Identify leaders who will champion this effort.	PDC
		TASK 2: Provide training, orientation, professional development/professional learning for staff members that align to and support district priorities.	PDC

GOAL THREE:			
	On an annual basis, increase the number of positive contacts to parents, positive messages to students and positive referrals to the principals' offices as measured by communications.		Building Principals
ACTION PLAN:			
	TASK 1: Establish criteria, metrics, expectations by October 2020.		Building Principals
	TASK 2: Establish baseline contact expectations during 2020-21 school year.		Building Principals
	TASK 3: Create a positive referral to the principal's office system that rewards positive "things"		Building Principals
	TASK 4: Ask staff members to make _____ number of positive communications to parents, guardians on a weekly or monthly basis.		Building Principals
	TASK 5: Develop a positive comments "box" and or a suggestion box from students and staff.		Building Principals
GOAL FOUR:			
	By 2025 see a 5% decrease in student trauma as measured by ACEs indicators reported by student and staff surveys or observations.		PDC /Crisis Team/Counselor
ACTION PLAN:			
	TASK 1: Create and complete a staff survey		Superintendent
	TASK 2: Create and complete student survey		Counselor
	TASK 3: Professional Development on Trauma Informed Care		Admin/PDC
	TASK 4: Professional Development on ACEs indicators		Admin/PDC

			TASK 5: Student education on adverse childhood experiences	Crisis Team/Counselor
			TASK 6: Student education regarding ACEs resources	Crisis Team/Counselor
GOAL FIVE:				
			On an annual basis, we will monitor the whole student, as measured by attendance, behavior, involvement in activities and engagement with peers/staff and counseling team.	Counselor & Principals
ACTION PLAN:				
			TASK 1: Provide mental health training to staff.	Admin/Crisis Team & PDC
			TASK 2: Develop tools/resources to assess for mental and physical well being.	Crisis Team & Counselor
			TASK 3: Reduce the number of referrals by 3% annually to the counseling team.	Counselor
MONITORING & ADJUSTMENTS:				CSIP Community Planning Team