

Osage County R-I School District



Comprehensive School Improvement Plan **2015-2020**

Amended 5/11/2016
Reviewed 12/7/2017

DESCRIPTION OF THE PLANNING PROCESS

Organization

A Comprehensive School Improvement committee of fifteen was formed consisting of staff, parents, students and community members. The new Comprehensive School Improvement Committee met for the first time on September 16, 2008 to begin the process of developing the Comprehensive School Improvement Plan. As a result of the first meeting subsequent meetings were held in which the committee members then discussed the district's mission statement, beliefs, external and internal factors pertinent to the development of the goals for the district. The committee also identified the district's strengths and concerns by reviewing the most recent data from the Missouri Assessment Program student scores, Annual Performance Report, Annual Secretary of the Board Report and the Osage R-1 School District Report Card. After examining these documents the committee recorded the strengths and concerns. From the concerns the committee then identified areas to target in our five-year plan for school improvement.

The areas selected were:

1. Student Achievement
2. Successful At-Risk Programs
3. Technological Advancements
4. Grounds and Facilities
5. Increased Parental and Community Involvement

The new Comprehensive School Improvement Plan was submitted for review by the Board of Education on February 11, 2015. The Board of Education adopted the new Comprehensive School Improvement Plan on February 11, 2015.

A. Leadership

The facilitator and district administration provided much of the leadership in developing the Comprehensive School Improvement Plan with valuable input by the staff, parents, students and community members.

BELIEFS/PHILOSOPHY/VISION

The Osage R-1 School District believes that:

- We must give each student the opportunity to discover and develop his or her creative abilities.
- We must help students learn to think.
- We must maintain discipline, emphasize fundamentals, and motivate students to be life-long learners and guide habits and attitudes.
- We must give students the opportunity to acquaint themselves with the greater thinking, writing, arts, science, history, and languages of the world.
- We must give each student the fundamental knowledge of the economic facts of life. How to cope with them through an understanding of how natural resources and human effort supply the needs of mankind. Provide work skills so that they may support themselves.

MISSION STATEMENT

Our mission is to provide the highest quality educational opportunities to prepare our students to develop his/her capabilities to the highest degree for the privileges and responsibilities of a useful life in a democratic society and changing world.

INTERNAL AND EXTERNAL FACTORS

- Talented community and school resources
- Good overall facilities
- Older students are good role models for younger students
- Good work ethic in the community
- School pride (students, staff, community)
- Good organizational and extracurricular opportunities for our students

STRENGTHS AND CONCERNS

Strengths

- Continuous receipt of Distinction in Performance Award
- Consistently above the state average in MAP scores
- High percent of graduates placed in Vocational/College programs and workforce
- Consistently high attendance rate at all grade levels
- High post-secondary ACT testing scores, well above state average
- Low teacher turnover rate with high average years of experience on staff

Concerns

- Lack of incorporation of technology into the curriculum
- Continuing to maintain high student achievement scores on state and national assessments
- Systematic identification and instruction of students eligible for participation in our differentiated instruction programs
- Programs for At-Risk students and disadvantaged students
- Retention and maintenance of high quality staff
- Curriculum of district meets student's needs and is updated regularly

MAJOR GOALS

1. Maintaining high student achievement.
2. Develop successful At-Risk programs
3. Improving differentiated instruction and supplemental programs.
4. Improving grounds and facilities to meet or exceed state and federal levels to provide for student safety.
5. Providing appropriate instructional resources and equipment to teachers and students.

EVALUATION OF IMPROVEMENT PLAN

The district will review progress toward the goals on an annual basis. A committee composed of parents, students, community members and district personnel will review the plan each year. Their findings, including any recommendations for revision, will be reported to the Board of Education. Following approval by the Board of Education, revisions will be forwarded to the Missouri Department of Elementary and Secondary Education.

NEW SCHOOL IMPROVEMENT PLAN

The district will develop a new Comprehensive School Improvement Plan every five years.

Comprehensive School Improvement Plan

Osage Co. R-I Schools

Objective: 1

Measurable Objective: Students at Osage Co. R-I Schools will achieve the 2020 Target through Status, Progress, and growth on MSIP Performance Index Scores on all MSIP Performance standards in Elem and HS.

How objective will be measured: APR data will be reviewed annually.

Standard/ Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Completion Date	Funding Source
TL-2.1	1	The district will provide professional development opportunities that focus on student performance goals as addressed in the CSIP.	PDC	11/21/2014	2020	Local PDC Title II
TL-2.4	2	The district has a plan for professional learning that focuses on the use of appropriate, meaningful, and rigorous learning tasks for all students. Missouri Learning Standards will be addressed and implemented in curriculum.	PDC	11/21/2014	2020	State Local Federal Programs PDC
I-2.1 I-2.2	3	The district will provide instruction and guided practice on test taking skills to all students and provide incentives and motivation for all to perform at their best. <ol style="list-style-type: none"> 1. Implement formative assessments such as Evaluate, CDT 2. Incentives include Lock-In, Cash reward 	Principals	10/08	2017	State Local Federal Programs
I-1.4	4	The district will develop and implement a plan to improve the reading ability of all students. <ol style="list-style-type: none"> 1. Implement SRI, Power Reading 	Principals	11/09	2018	State Local Federal Programs
I-6.3	5	The district will pursue offering additional classes including accelerated, remediation, dual credit, advanced placement, honors, and career education.	Principals	08/09	2017	State Local

Comprehensive School Improvement Plan

Osage Co. R-I Schools

Objective: 1

Measurable Objective: Students at Osage Co. R-I Schools will achieve the 2020 Target through Status, Progress, and growth on MSIP Performance Index Scores on all MSIP Performance standards in Elem and HS.

How objective will be measured: Yearly test scores and APR will be evaluated and compared.

Standard/ Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Completion Date	Funding Source
I-4.2	6	The district will monitor district and state assessments to provide teachers/students with feedback, intervention, enrichment, and ensure mastery of the essential social studies objectives.	Principal, teachers	8/2015	2018	State Local Federal
TL-2.5	7	The district will provide professional development opportunities to support improved teaching strategies/techniques and testing results in the area of social studies.	Principal, teachers	8/2015	2018	State Local Federal PDC
I-5.1	8	The social studies curriculum will be updated and aligned to the Missouri Learning Standards.	Principal, teachers	8/2015	2018	State Local Federal PDC
I-2.3	9	Common assessments for each class in social studies will be created and monitored.	Social studies teacher	8/2015	2018	State Local

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Osage Co. R-I Schools

Objective: 2

Measurable Objective: Students at Osage Co. R-I Elementary School will increase state required test and other assessments 5% each year in Math, English/Language Arts, and science.

How objective will be measured: Annual proficient rate on state assessment will be reviewed.

Standard/ Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Completion Date	Funding Source
I-1.9	1	Elementary will develop and implement a standards based (Missouri Learning Standards) grade reporting system. <ol style="list-style-type: none"> 1. Assign group to research grading system 2. Develop timeline to implement 	Elementary principal, staff	8/2015	2018	State, Federal, Local

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Osage Co. R-I Schools

Objective: 3

Measurable Objective:

All disaggregated groups will make similar progress to the whole group on all Osage Co. R-I MAP and EOC assessments.

How objective will be measured

Disaggregated groups on all Osage Co. R-I MAP and EOC tests will be compared to the whole population taking the test.

Standard / Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Completion Date	Funding Source
I-3.2	1	Students in all subgroups will be provided supplemental instruction to close any achievement gaps.	Principals/Curriculum and Assessment/Special Education	10/08	2018	Local Federal Programs (SPED)
I-7.2	2	All students will receive instruction on test-taking skills to help reduce test anxiety.	Principals/Curriculum and Assessment/Special Education/Teachers	10/08	2017	Local
I-3.4 G10	3	District preschool will be offered to 4 and 3 year old children in the school district. <ol style="list-style-type: none"> 1. Program will comply with MPP 2. Program will be licensed and accredited 3. Approved curriculum will be implemented 	Elementary principal, Preschool staff, PAT, Superintendent	5/2016	5/2021	Local, State, MPP

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Osage Co. R-I Schools

Objective: 4

Measurable Objective: The district will maintain long- and short-range plans for the maintenance/renovation/replacement of its facilities to accommodate the district’s instructional programs.

How objective will be measured: Long and short-term plans will be evaluated an updated yearly.

Standard Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Completion Date	Funding Source
I-8.6	1	Procedures are in place to safely maintain facilities. 1. Install cameras and security measures at entrances.	Building and Grounds Coor.	10/08	2017	Local State Federal Programs (Title VIB)
G-4.1	2	Short and long-term plans will be presented to the School Board yearly. Facility Plan will be developed and updated biennially. 1. Survey staff and community on building improvements. 2. Form committee to develop/review plan 3. Present plan for BOE adoption	Building and Grounds Coor.	0/08	2017	Local State
I-8.6	3	Procedures and/or equipment to secure district access points to buildings and the monitoring thereof.	Building and Grounds Coor.	08/09	2017	Local State Federal Programs (Title VIB)

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Osage Co. R-I Schools

Objective 5

Measurable Objective: An At-Risk plan will be developed for K-12, focusing on keeping the dropout rate below 3%.

How objective will be measured: The dropout rate will be tallied and evaluated each year. A tally of students receiving at-risk services will be maintained with the district’s Annual Performance Report from DESE as the measuring tool.

Standard/ Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Completion Date	Funding Source
I-3.1	1	The district will identify students at-risk and provide alternative and/or additional school services using a systematic approach.. A plan will be developed to include screening, tiered instruction, assessment, collaboration, etc. <ol style="list-style-type: none"> 1. Observe successful programs at other districts. 2. Implement pre/post-test and formative assessments 	Principals	10/08	2018	Local Federal Programs (Title I)
I-6.4 I-3.4	2	The district will implement programs to address drug and alcohol abuse through the use of various programs such as DARE. <ol style="list-style-type: none"> 1. Form partnerships with CMCA, CDFY, law enforcement. 	Principals	10/08	2018	State Local
I-3.5	3	A K-12 grade At-Risk Plan will be evaluated yearly with SRI, SMI, D.I.B.L.E.S, Teachers Against Failure, and K-6 Title I plan assisting at the elementary level.	Principals	10/08	2018	State Local Federal Programs (Title I)
I-6.1 I-6.4	4	The district will provide health and counseling services to all students and staff.	Principals, Nurses and Counselors	11/09	2017	State Local

Comprehensive School Improvement Plan

Osage Co. R-I Schools

Objective 5

Measurable Objective: An At-Risk plan will be developed for K-12, focusing on keeping the dropout rate below 3%.

How objective will be measured: The dropout rate will be tallied and evaluated each year. A tally of students receiving at-risk services will be maintained with the district’s Annual Performance Report from DESE as the measuring tool.

Standard/ Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Completion Date	Funding Source
I-8.3	6	Osage County R-I Elementary School will establish a culture focused on character and high behavioral expectations for all students. <ol style="list-style-type: none"> 1. PBIS will be implemented and updated to meet building and data trends. 2. New staff will be trained in PBIS. 	Elementary principal/staff	8/1/2014	2017	Local Federal Programs

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Osage Co. R-I Schools

Objective: 6

Measurable Objective: The student attendance percentage at Osage Co. R-I Schools, K-12, will be at 90% or above, for 90% of our students.

How objective will be measured: The ADA reports for each building will be compiled, averaged, and compared yearly.

Standard/ Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Completion Date	Funding Source
I-7.2	1	Each building will have incentives for attendance. <ol style="list-style-type: none"> 1. Handbook polices updated to reflect current expectations 2. A “Good Standing” Policy will be researched 	Principals	10/08	2017	State Local
I-7.2	2	Each building will have a process to communicate attendance to the parents.	Principals	10/08	2017	State Local Federal Programs

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Osage Co. R-I Schools

Objective: 7

Measurable Objective: The district will provide resources to support superior student and staff learning through technology.

How objective will be measured: The district will provide financial support and monitor implementation. Teachers will provide a list of technology activities used in their classes. **Teacher observation will indicate quality of instructional practices.**

Standard/ Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Completion Date	Funding Source
I-11.4	1	Technology activities will be incorporated into instruction. 1. PD on tech integration to enhance curriculum and instruction	Principals and	10/08	2018	State Local Federal Programs (Title VIB), Title II
I-10.3	2	The media center will provide access to materials and technology.	Media Center Personnel	11/08	2020	State Local Federal Programs
I-11.3	3	The district will acquire computers in order to reach a 1 to 1 computer to student ratio. 1. Bandwidth and networking improvement to support devices. 2. Explore mobile carts, labs to reach ratio	Administration, IT Department	8/2014	2020	State, Local, Federal
I-11.2	4	The district will move towards curriculum taught through the use of technology	All K-12 staff	8/2014	2020	State, Local, Federal

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Osage Co. R-I Schools

Objective: 8

Measurable Objective: The district will maintain and provide programs to include parents, community, and early childhood students and/or programs

How objective will be measured: The district will provide financial support. A list of programs, offerings, and meeting agendas will be evaluated.

Standard/ Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Completion Date	Funding Source
G-9.2	1	The Osage County R-I Elementary and High Schools will provide programs that will increase community involvement in the schools.	Principals/ Counselors/PAT	10/08	2020	State Local Federal Programs (Title I)
G-9.2 G-9.3	2	The Osage County R-I Schools will provide parents/guardians with opportunities to learn about the intellectual and developmental needs of their children at all ages. 1. Coordination between Title I, PAT, First Chance, and PreK to provide parental opportunities	Principals and PAT	10/09	2020	State Local Federal Programs (Title I)
G-9.1	3	A Parent Involvement Plan will be developed by each building to include lists of parent activities, communicating with parents, community outreach, etc. Plan will be reviewed biennially.	Principals, Title I, PAT, preschool director, counselors	2016	2017	State Local Federal

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Osage Co. R-I Schools

Objective: 9

Measurable Objective: [100% of students will graduate college and career ready.](#)

How objective will be measured: The district will provide financial support. A list of programs, offerings, and meeting agendas will be evaluated.

Standard/ Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Completion Date	Funding Source
I-1.2	1	A. All students in the A+ program will graduate from high school	All staff	2009	2020	Local, state
I-9.1 I-6.3 I-5.6	2	B. All students in the A+ program will complete a selection of high school studies that is challenging and for which there are identified learning expectations	All staff	2009	2020	Local, state
I-9.5 I-6.3 I-1.9	3	C. All students in the A+ program will proceed from high school graduation to a college, or post secondary career-technical school or high-wage job with work place skill development opportunities	All staff	2009	2020	Local, state

Board approved: October 9, 2008 Board Amended: May 11, 2016