

# Warren County R-III

## Comprehensive School Improvement Plan for the 2019-20, 2020-21, 2021-22 School Years

### Focus Area: STUDENT ACHIEVEMENT

Focus Area: Student Achievement			
Goal 1: MAP scores will be in the top third of the state using the single index score.			
Action Steps:	Person Overseeing	Anticipated Completion Date	Completion Date
The district will analyze data from the MAP test to find areas of strength and weakness.	Dr. K	2 weeks after MAP data is available	
The district will use a progress monitoring tool throughout the year to monitor the progress of students and provide interventions as necessary.	Etcher	Monthly	
The district will provide interventions for students who are performing below grade level in Math and ELA.	Dr. K	Ongoing	
The district will provide professional development for teachers on the best practices to instruct students.	Conway	Ongoing	
The district will review the curriculum for Math and ELA every year. All other curriculum will be reviewed and revised every 5 years.	Etcher Strunk	Annually	
Common assessments will be developed and reviewed annually for Math and ELA	Etcher Strunk	End of 18-19 school year	
The district will provide essential curriculum resources to properly instruct the class.	Dr. K	Ongoing	

**Focus Area: Student Achievement**

Goal 2: ELA MAP index scores will stay the same or increase from 5th grade to sixth grade within the same cohort.

Action Steps:	Person Overseeing	Anticipated Completion Date	Completion Date
Provide professional development on informational (non -fiction) text	Etcher	May 2020	
Develop strategies to engage all students during independent reading time	Etcher	May 2020	
Vertical alignment between 5th and 6th grade ELA Teachers	Etcher	Ongoing	
Provide training to 6th ELA teachers on the instructional practices used in 5th grade	Etcher	Summer 2019	

**Focus Area: Student Achievement**

Goal 3: Increase the percent of students entering a 4-year or 2-year college or university, military, or job aligned to course of study to by 1% annually up to 94%.

Action Steps:	Person Overseeing	Anticipated Completion Date	Completion Date
Establish a workforce development course for students not wanting to go to college	Dr. K	July 2019	
Expand dual enrollment/dual credit opportunities for students while in high school	Dr. K	July 2019	
Create a course sequence for career interests	Strunk Etcher	December 2019	
Expose students to local career opportunities through events like manufacturing day	Dr. K	Ongoing	

# Focus Area: Citizenship

Focus Area: Citizenship			
Goal 1: The district will increase access and connectivity to mental health resources for students and families and emphasize trauma-informed within the staff as measured by the number of students accessing mental health professionals.			
Action Steps:	Person Overseeing	Anticipated Completion Date	Completion Date
Get a baseline number of students accessing mental health services now	Dr. Jones	June 2019	
Evaluate current resources	Borgmann	June 2019	
Provide trauma-informed professional development to staff	Conway	Annual	

Focus Area: Citizenship			
Goal 2: The district will continue to explore alternative schedules to increase 90/90 attendance.			
Action Steps:	Person Overseeing	Anticipated Completion Date	Completion Date
Research schedules that maximize student percentage of attendance	Dr. K	June 2019	
Research other factors that impact student attendance	Dr. K	June 2019	

**Focus Area: Citizenship**

Goal 3: The district will increase positive environment and engagement and promote a sense of pride at Black Hawk Middle School for students, staff and parents measured by an improvement in student rating via survey on the question "How do you rate Black Hawk Middle School on a scale of 1-10 with 10 being the highest." With a goal of being at an 8 or higher.

Action Steps:	Person Overseeing	Anticipated Completion Date	Completion Date
Create opportunities for students to earn incentives for being safe, respectful and responsible	Admin	Quarterly	
Students will have the opportunity to earn awards quarterly	Admin	Quarterly	
Survey students to gather their interests for clubs during learning lab	Admin/LL committee	Annually	
Implement clubs during learning lab	Admin/LL committee	June 2019	

# Focus Area: Retaining Qualified Staff

Focus Area: Retaining Qualified Staff			
Goal 1: Retain 90% of staff (currently we're at 83.6%)			
Action Steps:	Person Overseeing	Anticipated Completion Date	Completion Date
District will implement an interest-based negotiations process	Dr. Jones	June 2019	
District will complete a climate survey annually to assess the climate of the district	Dr. Jones	Annual	
Central Office Admin will conduct individual meetings with all new certified hires to make sure all needs are being met.	Dr. Jones	Annual	
Central Office Admin will meet monthly with certified and non- certified representatives to work on improving working conditions	Dr. Jones	Monthly	

**Focus Area: Retaining Qualified Staff**

Goal 2: Increase steps on the salary schedule to be within \$3,000 of each step of the salary schedule for the Wentzville School District

Action Steps:	Person Overseeing	Anticipated Completion Date	Completion Date
Develop a plan that adjusts the budget to reach this goal	Ms. Kinder	Annually	
Inform voters of a ballot initiative that funds this goal	Dr. Klinginsmith	July 2019	
Make appropriate cuts in the budget to reach this goal	Dr. Klinginsmith	Annually	

**Focus Area: Retaining Qualified Staff**

Goal 3: Increase staff response to “How would you rate Warren County R-3 School District on a scale from 1-10?” from 7.1 to 9.

Action Steps:	Person Overseeing	Anticipated Completion Date	Completion Date
District will implement an interest-based negotiations process	Dr. Jones	June 2019	
District will complete a climate survey annually to assess the climate of the district	Dr. Jones	Annual	
Central Office Admin will conduct individual meetings with all new certified hires to make sure all needs are being met.	Dr. Jones	Annual	
Central Office Admin will meet monthly with certified and non- certified representatives to work on improving working conditions	Dr. Jones	Monthly	
Evaluate salaries to make them competitive with surrounding districts	Ms. Kinder	Annual	

# Focus Area: Parent and Community Engagement

Focus Area: Parent and Community Engagement			
Goal 1: Each building will offer 2 new opportunities to showcase student classwork/projects and invite parents/community			
Action Steps:	Person Overseeing	Anticipated Completion Date	Completion Date
Work with principals and teachers to determine which classwork or projects are best suited for public display and increase these opportunities each year.	Stahlhut	July 2022	

Focus Area: Parent and Community Engagement			
Goal 2: Increase the number of downloads of the new app ( HUB for all communication) by 20% in 2019 and 5% each consecutive year			
Action Steps:	Person Overseeing	Anticipated Completion Date	Completion Date
Continue to promote the app via social media, direct emails to parents, and flyers in our buildings. Make these promotions aggressive, not passive (don't just hang up little flyers on bathroom doors - large posters in high traffic areas). Go live on Facebook and talk about the app, discuss the positive aspects of downloading.	Stahlhut	Annually	

# Focus Area: Facilities and Financial Resources to Support Student Success

<b>Focus Area: Facilities and Financial Resources to Support Student Success</b>			
Goal 1: Warren County R-III will develop transportation opportunities to allow for more students to participate in extra-curricular activities.			
Action Steps:	Person Overseeing	Anticipated Completion Date	Completion Date
Review budget to analyze the possibility of activity buses	Kinder	December 2019	
Develop schedules to run buses	K. Pirrung	July 2020	
Develop activity bus routes	K. Pirrung	July 2020	

<b>Focus Area: Facilities and Financial Resources to Support Student Success</b>			
Goal 2: Warren County R-III will include the addition of a performing arts complex into all future capital project funding discussions held by the BOE, moving towards the building of a facility when financially possible.			
Action Steps:	Person Overseeing	Anticipated Completion Date	Completion Date
Evaluate Bonding Capacity for a new facility	Kinder	December 2019	
Run bond issue for a new performing arts complex when funds become available	Kinder	July 2022	



**Focus Area: Facilities and Financial Resources to Support Student Success**

Goal 3: Warren County R-III will move towards a 1 to 1 technology implementation beginning at WHS by the start of the 2020 school year.

Action Steps:	Person Overseeing	Anticipated Completion Date	Completion Date
Review how many chromebooks are already at the high school	Greer	January 2019	
Develop a plan to purchase the remaining number of chromebooks	Greer	May 2019	
Develop a 1:1 handbook with policies and procedures	Greer	May 2019	

## The Process

At the July 2018 regular board meeting the board of education approved the timeline below.

<b>Timeline</b>	<b>Event</b>
Late August	Send parent satisfaction survey to all parents
September	Form CSIP steering committee Review data from survey with steering committee Develop activities for community events
October	Hold multiple community events that expand on the themes established from the survey
November/ December	The steering committee develops the CSIP document from the data collected from the survey and the community events
January	CSIP presented to the Board of Education for approval

At the same meeting, the board of education approved the steering committee to be made up as:

- 3 Board of Education Members
- 5 building administrators (1 from each building)
- 2 central office administrators (Superintendent, Assistant Superintendent)
- 5 teachers (1 from each building)
- 10 parents (2 from each building)
- 5 Community Members

A parent satisfaction survey was sent to all parents in August. This data was used to help the CSIP committee determine our five focus areas. At the first CSIP meeting, the committee reviewed the data from the parent engagement meeting and determined our five focus areas. The next meeting the committee divided into subcommittees and created questions that could be used to delve

deeper into the focus areas. Each question was designed to help give more insight to what the district should be working on to improve in that focus area. The district then held two town hall style meetings where we asked those that attended the questions that were developed. After the town hall meetings the district sent the questions out to all the parents in the district and posted on the website for any patron to respond. The data collected from the patron comments was used by the committee to develop the goals for the CSIP. District administration then created action steps for each goal. The goals will be reported on each January.

## CSIP Committee Members

School	Role	Name	School	Role	Name
Daniel Boone	Building Principal	Stacie Goldsmith	Central Office	Assistant Superintendent	Aaron Jones
Daniel Boone	Teacher	Tracy Halter	Central Office	Superintendent	Gregg Klingensmith
Daniel Boone	Parent	Jennifer Grooms	Board of Education	BOE Member	John Clinger
Daniel Boone	Parent	Carrie Bolm	Board of Education	BOE Member	Ginger Schenck
Daniel Boone	Parent	Stephanie Owenby	Board of Education	BOE Member	Dr. Chad Smith
Rebecca Boone	Building Principal	Steve Weeks	Community Member	Community Member	Rich Barton
Rebecca Boone	Teacher	Hollis Flannery	Community Member	Community Member	Debbie Kurant
Rebecca Boone	Parent	Elise Morris	Community Member	Community Member	Jim Sharp
Rebecca Boone	Parent	Stacey Blondin	Community Member	Community Member	Derrick Forsythe
Warrior Ridge	Building Principal	Bobbie Russell	Community Member	Community Member	Teresa Lee
Warrior Ridge	Teacher	Rhonda Hoelscher			
Warrior Ridge	Parent	Brandy Gagliano			
Warrior Ridge	Parent	Lisa Lacy			
BHMS	Building Principal	Lisa Pirrung			
BHMS	Teacher	Stacey Godsil			
BHMS	Parent	Angie Duncan			
BHMS	Parent	Diana Hopper			
BHMS	Parent	Denise Dent			
High School	Building Principal	Loraine Raziq			
High School	Teacher	Tonya McDaniel			
High School	Parent	Sharyl Kelsch			
High School	Parent	Julie Schaumberg			