

**Warren County R-III
Comprehensive School Improvement Plan for the
2022-23, 2023-24, 2024-25 School Years**

Mission Statement

The Warren County R-III School District is to equip and empower each child to fully reach his or her potential as a lifelong learner, a responsible adult and a contributing member of a diverse society.

Focus Area: Student Achievement

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Goal 1: The Warren County R-III School District will increase A+ eligibility rate by 3% over the CSIP cycle. (encompasses 95% attendance, 2.5 GPA, proficient in Algebra 1 EOC, 50 hours of tutoring, good citizenship)			
Action Steps:	Person Overseeing	Anticipated Completion Date	Funding Source
Develop a system for increasing opportunities for volunteer hours.	Dr. Ross	May 2024	Operational Revenue
Establish a tutoring/remediation program for Algebra I	Dr. Ross/ Dr. Alderson	May 2024	Operational Revenue
Promote benefits of A+ for all students	Jean Thomas	May 2024	Operational Revenue
Develop a system that notifies all students of A+ standing, including attendance.	Jean Thomas	May 2024	Operational Revenue

Focus Area: Student Achievement			
Goal 2: 75% of all students in grades K-8 will be reading on or above grade level, or have achieved one year's worth of reading growth per year, over the CSIP cycle.			
Action Steps:	Person Overseeing	Anticipated Completion Date	Funding Source
Develop a district wide system to determine reading levels for grades K-8.	Thea Etcher	May 2024	Operational Revenue
Use Title I funding to provide interventions for students below grade level.	Dr. Klinignsmith	May 2023	Title I Funds
Benchmark student reading levels quarterly in grades K-8.	Thea Etcher	May 2023	Operational Revenue
Implement all action steps outlined in the district's literacy plan.	Dara Faubian	May 2024	Operational Revenue

Focus Area: Student Achievement			
Goal 3: The district will develop a system to collect longitudinal math data (K-12) by the end of the 2023 school year.			
Action Steps:	Person Overseeing	Anticipated Completion Date	Funding Source
All district wide math assessments in grades 2-12 will be given on Canvas.	Dr. Strunk	May 2023	Title IV Funds
A system will be developed to analyze longitudinal assessment data in pulse by standard.	Dr. Klinginsmith	May 2023	Operational Revenue

Focus Area: Health and Well-Being of Students

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Goal 1: The district will create a centralized location for health and well-being resources accessible to all stakeholders to support Warren County R-III students as measured by a deliverable resource (website, hub, liaison) by May 2023.			
Action Steps:	Person Overseeing	Anticipated Completion Date	Funding Source
Create a "Mental Health Resources" page on the district website.	Dr. Klinginsmith	May 2023	Operational Revenue
On the Mental Health Resource page include items related to bullying, attendance, mental services, nursing, care to learn, and family resources.	Asst. Supt.	May 2023	Operational Revenue

Focus Area: Health and Well-Being of Students

Goal 2: Warren County R-III schools will increase students in Tier 1 (0-2 office discipline referrals annually) by at least .5% each year as measured by school office discipline referrals.

Baseline : 136 current with 3+ referrals (95.6% currently in Tier 1)

Action Steps:	Person Overseeing	Anticipated Completion Date	Funding Source
The district will implement positive behavior support strategies district wide.	Asst. Supt.	May 2023	Operational Revenue
The district will continue to partner with the RPDC to implement the District Continuous Improvement strategies.	Asst. Supt.	May 2023	Operational Revenue
The discipline committee will review the discipline policy annually.	Asst. Supt.	May 2023	Operational Revenue
Professional development will be provided to first year teachers on classroom management.	Asst. Supt.	May 2023	Operational Revenue

Focus Area: School Culture and Climate for Staff

Focus Area: School Culture and Climate for Staff			
Goal 1: Retain 90% of all staff annually.			
Action Steps:	Person Overseeing	Anticipated Completion Date	Funding Source
District will implement an interest-based negotiations process	Asst. Supt.	May 2023	Operational Revenue
District will complete a climate survey annually to assess the climate of the district	Asst. Supt.	May 2023	Operational Revenue
Central Office Admin will conduct individual meetings with all new certified hires to make sure all needs are being met.	Asst. Supt.	May 2023	Operational Revenue
Central Office Admin will meet monthly with certified and non- certified representatives to work on improving working conditions	Asst. Supt.	May 2023	Operational Revenue

Focus Area: School Culture and Climate for Staff

Goal 2: Starting salary or hourly wage for all positions will be the same or higher than the Wright City School District by May 2025..

Action Steps:	Person Overseeing	Anticipated Completion Date	Funding Source
The district will continue to work with the Greater Warren County Economic Development Council to increase the district's tax base.	Dr. Klinginsmith	May 2025	Operational Revenue
Investigate the possibility of a ballot initiative to increase salaries.	Dr. Klinginsmith	May 2025	Operational Revenue
Continue to monitor areas of the budget that can be reduced.	Dr. Klinginsmith	May 2025	Operational Revenue

Focus Area: School Culture and Climate for Staff

Goal 3: The district will offer additional mental health options for staff by May 2024.

Action Steps:	Person Overseeing	Anticipated Completion Date	Funding Source
Promote mental health options provided by our insurance	Asst. Supt.	May 2024	Operational Revenue
Wellness committee will continue to meet regularly.	Debbie Linke	May 2024	Operational Revenue
Mental health training will be provided to all staff annually.	Asst. Supt.	May 2024	Operational Revenue
Develop a system to determine the mental health needs of staff.	Asst. Supt	May 2024	Operational Revenue
Continue to offer a fitness center for all staff.	Debbie Linke	May 2024	Operational Revenue

Focus Area: Parent and Community Engagement

Focus Area: Parent and Community Engagement			
Goal 1: In an effort to increase parental engagement, the district will develop a consistent academic platform so that parents can hold their students accountable by May 2024.			
Action Steps:	Person Overseeing	Anticipated Completion Date	Funding Source
The district will develop a common format for Canvas to make accessing student information consistent between grade levels and courses.	Dr. Strunk	May 2023	Operational Revenue
The district will develop a platform that allows parents to see their child's progress in each standard for all courses and grade levels 2-12.	Dr. Klinginsmith	May 2024	Operational Revenue

Focus Area: Parent and Community Engagement			
Goal 2: Each building will host an event within the year with the intent of connecting to families in a meaningful way.			
Action Steps:	Person Overseeing	Anticipated Completion Date	Funding Source
Each building will coordinate an event that is family focused.	Dr. Klinginsmith	May 2023	Operational Revenue

Focus Area: Parent and Community Engagement

Goal 3: The District will increase partnerships between businesses in the community and students by May 2025.

Action Steps:	Person Overseeing	Anticipated Completion Date	Funding Source
The district will develop internships for students with local businesses.	Dr. Klinginsmith	May 2025	Operational Revenue
The district will continue to participate with area business organizations such as Chamber of Commerce, EDC, and Rotary.	Dr. Klinginsmith	May 2025	Operational Revenue

Focus Area: Facilities and Finance

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Goal 1: Maintain classroom size ratios and building occupancy requirements to avoid overcrowding in elementary buildings (avoiding the need of trailers) as measured by elementary enrollment data and staffing reports by the end of the CSIP cycle.			
Action Steps:	Person Overseeing	Anticipated Completion Date	Funding Source
Monitor future housing developments by communicating with city and county officials on a regular basis.	Dr. Klinginsmith	May 2023	Operational Revenue
Monitor enrollment at each building to determine if redistricting is needed.	Dr. Klinginsmith	May 2023	Operational Revenue
Monitor bonding capacity and the possibility to build a new facility to accommodate the growth of the district with a no tax increase bond issue.	Dr. Klinginsmith	May 2024	Operational Revenue

Focus Area: Facilities and Finance

Goal 2: Create an early childhood facility to allow for program expansion including a new pre-kindergarten program as measured by enrollment trend data, DESE class and case management ratio requirements, and state programming guidelines by the end of the CSIP cycle.

Action Steps:	Person Overseeing	Anticipated Completion Date	Funding Source
Evaluate current district facilities to determine available space for an early childhood center.	Dr. Klinginsmith	May 2025	Capital Projects
Monitor bonding capacity and the possibility to build a new facility to accommodate the growth of the early childhood program with a no tax increase bond issue.	Dr. Klinginsmith	May 2025	Debt Service
Monitor pre-k enrollment.	Dr. Klinginsmith	May 2025	Operational Revenue

Focus Area: Facilities and Finance

Goal 3: Decrease the average age of the bus fleet from 2014 to 2016 as measured by transportation records by the end of the CSIP cycle.

Action Steps:	Person Overseeing	Anticipated Completion Date	Funding Source
Develop a purchasing plan to purchase a minimum of 2 buses per year.	Dr. Klinginsmith	May 2025	Capital Projects
Develop a purchasing cycle to maintain a bus fleet with no bus older than 10 years old.	Dr. Klinginsmith	May 2025	Capital Projects

The Process

At the June 24, 2021 work session the school board approved the committee structure below.

The steering committee will be made of 36 people. The committee will include:

- 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
- 2 high school students
- 1 administrator or teacher from Alpha
- 1 administrator or teacher from Early Childhood
- 1 parent from Alpha
- 1 parent from Early Childhood

The committee first met to review the existing CSIP and then developed the focus areas. A survey was sent to parents and was made available on the district website for any patrons of the district to complete. The next meeting the committee divided up into subcommittees and reviewed the information from the survey. Using this information, the subcommittees developed goals for each focus area. Administration then reviewed the goals and created action steps. Progress for each goal will be reported to the board of education quarterly.

