

MISSION STATEMENT

The Pettis County R-XII School District in partnership with the community provides the highest quality learning environment to prepare and assist students in becoming responsible, self-motivated, contributing and ethical members of a global society.

DISTRICT VISION

We provide a school in which the following visions and a determined commitment to succeed fulfill the mission of our district:

Curriculum and Instruction:

- Every student reading at or above grade level.
- Meeting target proficiency on MAP testing
- Outstanding programs for all students
- Provide additional learning opportunities through co-curricular activities.
- Provide current technological equipment for instruction

School Climate:

- School Board Members and staff are knowledgeable, approachable, supportive, and professional.
- Students are respectful and motivated learners.
- Community is involved, supportive and positive.
- Facilities are safe, clean, technologically advanced, and spacious with a variety of resources.

Leadership:

- Clear expectations are a necessary communication key.
- Delegation of responsibilities provides involvement to inspire teamwork.
- Leadership should instill dedication and ownership to the district.
- Leaders should facilitate input from all key-stakeholders through open communication to promote shared proactive decision making.
- Leadership should promote a forward global vision.

Community Involvement:

- Highly involved community members in all school committees.
- PTO membership with community representation from all grade levels and ethnicities.
- Student Service Programs to experience the benefits of community involvement.

PLANNING PROCESS

The Pettis County R-XII School District started the process of revising its five year Comprehensive School Improvement Plan (CSIP) during the 2009-10 school year. The District established a Comprehensive School Improvement Planning Committee comprised parents, students, school, district, and community representatives. Susan McNeal, Principal, served as the facilitator for the planning process.

During the period of August 2009 through May 2010, the Planning Committee met, reviewed information, and determined the areas to be included in the Pettis County R-XII District Comprehensive School Improvement Plan.

The comprehensive plan represents the vision of the district's staff, parents, students, Board of Education, and key stakeholders in the community. It includes Board of Education goals, long-range improvement objectives, strategies, and specific actions to be considered. Any objective, strategy or action that requires new policy or appropriation of funds will be presented to the Board of Education for approval.

The Pettis County R-XII School District Comprehensive School Improvement Plan will be used to guide the development of long-range and annual building and program improvement plans.

INTERNAL AND EXTERNAL ANALYSIS

The Pettis County R-XII School District conducted an analysis of internal and external factors, such as test results, drop-out studies, district demographics. This analysis, began with the initial CSIP, and has been an annual process for the last five years. Through this process of analysis the district identified the following strengths and areas of concern for the district.

-STRENGTHS-

- Committed leadership at all levels
- Dedicated faculty and staff
- After-School Tutoring Programs
- Reorganization of the PDC committee and commitment to staff development centered on student achievement
- Summer School Program
- Low Student/Teacher ratio
- Title I Reading and Math (elementary)
- Regularly scheduled collaborative time at the elementary school
- Committed Board of Education
- Sound financial base with good reserves
- Well-maintained facility

-AREAS FOR IMPROVEMENT-

- Commitment to close the achievement gap particularly in the area of the Missouri Assessment Program. (MAP)
- Continued emphasis on closing the achievement gap pertaining to students with special needs.
- After school programs need to be more tutorial of the GLEs
- Need for reading support at middle school level
- Align curriculum to GLEs
- Need for professional development focused on best instructional methods for developing student proficiency on the MAP and End of Course (EOC) exams
- Analysis of summer school programs to ensure the programs offer the best practices for remediation and enrichment
- Commitment to improving student behavior in order to improve student's academic performance.

STRATEGY 1.0 ACTIVITY PLAN

Goal 1: Increase Student Performance

The Pettis County R-XII School District will meet or exceed State standards in all categories of the Annual Performance Report (APR) in order to achieve recognition for “Distinction in Performance”.

Strategy:

The district will develop a Building Improvement Plan (BIP) that will result in achieving “Met” status in all Annual Performance Report (APR) categories in preparation for the 4th Cycle MSIP.

Objective 1.1:

All students will read at or above grade level by the end of third grade as measured by the Missouri Assessment Program (MAP).

Evaluation:

2010, 2011, 2012 MAP results

MSIP Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin	End		
6.3	Activity 1.1.1 The District will compose and implement a Comprehensive District Literacy Plan	Principal Literacy Team Leader	August 2009	May 2012	District Budget, Federal Title I Funding.	Literacy Team Leader-K-5 Continue literacy training for extended literacy model; Site visits; Cross building collaboration Continuing contact training and attend RPDC Training
6.3	Activity 1.1.2 The District will continue to fund Title 1 Reading (K-3) and budget for additional staff when financially feasible	Principal Literacy Team Leader Title I Teacher	Ongoing	May 2012	District Budget, Federal Title I Funding.	Collaborative Learning Time Activities, Regional PD Center Assistance.
6.7	Activity 1.1.3 The District will provide high-quality professional development for all teachers by insuring literacy is a priority across the curriculum.	Principal, Professional Development Committee.	July 2009	Ongoing	District Budget, PDC Budget, Title I Budget, Title IIA Budget.	

Strategy 1.0 Student Performance - Continued

MSIP Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin	End		
6.2	Activity 1.1.4 The District will provide the capacity to analyze and monitor student achievement data on a continuous basis.	Principal, Technology Coordinator	July 2009	Ongoing	District Technology Budget	Collaborative Learning Time Activities.
6.2	Activity 1.1.5 The District will provide a consistent curriculum and instructional materials for literacy instruction.	Principal	September 2009	Ongoing	District Budget, Title I Budget, Title V Budget, PDC Budget	Vertical teams; Continued literacy training at all grade levels
6.2	Activity 1.1.6 The District will use student performance data related to state and national standards to evaluate and adapt the approved curriculum.	Principal PDC	September 2009	Ongoing	PDC Budget, District Budget, Title I, Title IIA	PDC Vertical Teaming, MAP training
6.5	Activity 1.1.7 The District will recognize student achievement through before and after school activities.	Principal	August 2009	Ongoing	District Budget	Board of Education Meetings, School Assemblies, Media Releases; School Newsletters and Web Sites

Strategy 1.0 Student Performance - Continued

MSIP Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin	End		
8.8	Activity 1.2.4 The District will continue to improve student services through community partnerships and interagency collaboration.	Superintendent, Principal, Guidance Counselor	July 2009	Ongoing	District Budget,	Interagency Meetings, Vertical Teaming, Special Services Staff Inclusion
8.8	Activity 1.2.5 The District will identify at risk students in a timely manner and provide appropriate interventions that are monitored and evaluated to determine effectiveness; Consider additional staff to serve student;	Principal, Guidance Counselor.	July 2009	Reviewed Bi-Annually	District Budget	Conferences/Workshops related to at-risk students; Continue training
6.1, 6.3	Activity 1.2.6 Develop a reading program for Middle School.	Superintendent, Principal,	January 2009	Ongoing	District Budget; State and/or Federal Grants	Conferences/Workshops related to interventions for the struggling reader; Vertical Teaming

STRATEGY 1.0 ACTIVITY PLAN

Goal 1: Increase Student Performance

The Pettis County R-XII School District will meet or exceed State standards in all categories of the Annual Performance Report (APR) in order to achieve recognition for “Distinction in Performance”.

Strategy:

The district will develop an improvement plan that will result in annual MAP Performance Index (MPI) increases in each subject tested. The overall goal will be to receive a “MET” status on the MSIP APR.

Objective 1.2:

The percentage of students in Proficient and Advanced levels in Communication Arts, Math and Science will increase as measured by the Missouri Assessment Program

Evaluation:

4th Cycle MSIP, 2009 MAP results, Annual Performance Report (APR), Student Literacy Data from Assessments

MSIP Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin	End		
6.2	Activity 1.3.1 The District will develop, implement, and evaluate common assessments to monitor student learning.	Superintendent, Principal, Teachers	August 2009	May 2012 Annual Evaluation	District Budget, PDC funds	Vertical Teaming, Collaborative Analysis Student Work,
6.3	Activity 1.3.2 The District will implement a data driven instructional process -Alignment of texts to GLEs -Develop of pacing charts -Develop formative assessments	Principal, Teachers	January 2009 Formative Ass. To begin Aug. 2009	Ongoing	District Budget	Vertical Teaming, Collaborative Analysis Student Work

Strategy 1.0 Student Performance - Continued

MSIP Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin	End		
6.1	Activity 1.3.3 The District will provide an essential curriculum on STI including all components for 4th cycle. Communication Art will be first.	Principal, Teachers	August 2008	June 2012	District Budget	Vertical Team Meetings; Collaboration; On site training
6.4	Activity 1.3.4 The District will provide instructional resources and equipment that support and extend the curriculum. Technology will be an integral part of the instructional program for teachers and students.	Superintendent, Principal, Technology Coordinator	August 2009	Ongoing	District Budget, Grant Opportunities	Conferences/Workshops that provide using technology for instruction; Write e-mints grant; E-rate training
6.3	Activity 1.3.5 The District will investigate options and incorporate best practices into all subject areas.	Superintendent, Principal, Teachers	August 2009	Ongoing	District Budget, PDC funds, Title II-A	Collaboration; Vertical teams; E-mints training; Book study

STRATEGY 1.0 ACTIVITY PLAN

Goal 1: Increase Student Performance

The Pettis County R-XII School District will annually meet or exceed expectations set by the State and Federal governments for the percent of students who are Proficient on academic achievement assessments.

Strategy:

The district will utilize informal and standardized assessments to differentiate instruction.

Objective 1.3:

The District will demonstrate annual improvement in student achievement as measured by state and national testing.

Evaluation:

MAP Data Analysis; Annual review of District Assessment Plan

MSIP Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin	End		
6.2	Activity 1.4.1 The District will establish routines for ongoing formative assessments related to curricular outcomes.	Principal	August 2009	Ongoing	District Budget	State Level MAP and EOC In-Service Training.
6.2	Activity 1.4.2 The District will use student performance data related to State and National Standards to evaluate and adapt the approved curriculum.	Principal	August 2009	Ongoing	District Budget; Federal funds	Vertical Teaming, Grade Level Collaboration Meetings; ELL (MELL) training
6.2	Activity 1.4.3 Grade level and vertical teams will collaborate regarding data and set instructional goals based upon assessment data.	Principal	August 2009	Ongoing	District Prof. Dev. Budget	Success on the MAP provided by RPDC and various workshops

Strategy 1.0 Student Performance – Continued

MSIP Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin	End		
6.3, 7.1	Activity 1.4.4 Classes will implement differentiated instructional practices.	Principal, Teachers	August 2009	Ongoing	District Budget	Grade/Dept. Level Meetings.
6.3,7.1	Activity 1.4.5 The district will have a defined tutoring program in place to remediate GLEs not mastered	Principal, Teachers	August 2009	Ongoing	District Budget; State and/or Federal money	Grade/Dept. Level Meetings
6.3, 7.1	Activity 1.4.6 The district will implement the Positive Behavior System in order to improve academic performance.	Principal, Teachers	August 2009	Ongoing	District Budget	PBS Committee

STRATEGY 1.0 ACTIVITY PLAN

Strategy 1.0 Student Performance - Continued

MSIP Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin	End		
6.5	Activity 1.5.1 The District will continue to maintain a school climate, which invites and encourages active participation in the school community through elimination of barriers for parents, students, and community.	Superintendent, Principal, Guidance Counselor, Director of Special Services.	January 2009	Ongoing	District Budget, Title I.	CARE team and Special Services Staff Meetings, Family Fun Nights

STRATEGY 2.0 ACTIVITY PLAN

Goal 2: Governance

The School District will govern in an efficient and effective manner providing leadership and representation to benefit the students, staff, and patrons of the district.

Strategy:

Each year the Board of Education and the Superintendent will meet to establish goals for the upcoming year and evaluate expectations.

Objective 2.1:

The District will continue to be in compliance with state regulations and remain financially secure.

Evaluation:

4th Cycle MSIP, Annual District Audit, Annual District Budget, Annual Superintendent Evaluation.

MSIP Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin	End		
8.1	Activity 2.1.1 The District will conduct annual program evaluations of all district programs for consideration by the Board of Education.	Principal District Program Chairpersons	August 2009	Ongoing	District Budget	Program Evaluation rotation schedule.
8.2	Activity 2.1.2 The District will implement a Comprehensive School Improvement plan and conduct an annual evaluation of the objectives, strategies, and activities.	Superintendent, Principal CSIP Committee	January 2009	Ongoing	District Budget	Data Analysis, MSIP report.
8.3	Activity 2.1.3 The District Board Policies will be maintained and updated to reflect changes in the educational environment.	Superintendent, Principal, Board of Education Secretary	August 2009	Ongoing	District Budget	MSBA Membership, District legal staff

Strategy 2.0 Governance - Continued

MSIP Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin	End		
8.4	<p>Activity 2.1.4 The District will maintain and facilitate employment practices that recruit and retain quality employees without violating equal employment opportunity practices.</p>	Superintendent, Principal	July 2009	Ongoing	District Budget	Employment recommendation forms, Participation in teacher recruitment days
8.6	<p>Activity 2.1.5 The District will conduct an annual audit to ensure efficient fiscal management and accountability.</p>	Superintendent, Bookkeeper	August 2009	Ongoing	District Budget	Gathering detailed information in preparation for audit, Annual Secretary Board Report (ASBR).
8.5	<p>Activity 2.1.6 The District/Superintendent prepares an annual budget utilizing input from staff members.</p>	Superintendent, Bookkeeper	February 2009	Ongoing	District Budget	Review building level requests, Staff Salary and Benefits Committee Meetings.

STRATEGY 3.0 ACTIVITY PLAN

Goal 3: School and Community Partnership

The Pettis County R-XII School District will promote, facilitate, and enhance parent, student, and community involvement in District educational programs.

Strategy:

The district will develop and implement a parent involvement plan that includes strategies to address academic support, parenting skills, and community support services.

Objective 3.1:

The District will engage and collaborate with parents and the community to establish high expectations, and demonstrate clear lines of responsibility and accountability.

Evaluation:

Parent Teacher Conference Participation Results; Number of parents who participate in parent activities

MSIP Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin	End		
8.8	Activity 3.1.1 The District will provide strategies and resources to enable parents to effectively participate in their child's education.	Principal, Teachers, Federal Program Coordinator	August 2009	Ongoing	District Budget, Title IV, Title I	Friday Folders, Student Extra-Curricular Activities, Parent Teacher Organizations, Guest readers, Parent volunteers, STI
8.8	Activity 3.1.2 The District will establish and maintain advisory committees with various representations of community stakeholders (parents, students, community leaders, and district staff)	Principal, Teachers, Federal Program Coordinator	August 2009	Ongoing	District Budget, Federal Programs,	Advisory Committee Meetings, Various Parent Involvement Activities,
6.1; 8.8	Activity 3.1.3 The District will involve the community to provide input into the curriculum review and revision process.	Principal	September 2009	Ongoing	District Budget	Community volunteers to serve the district as readers for curriculum review prior to Board of Education approval.

STRATEGY 4.0 ACTIVITY PLAN

Goal 4: High Quality Staff Development

All Pettis County R-XII School District staff will meet or exceed performance expectations as outlined in job descriptions, supervisor expectations, professional learning community standards and state and federal mandates

Strategy:

Each year the Board of Education and the Superintendent will meet to establish goals for the upcoming year and evaluate expectations.

Objective 4.1:

The District will recruit, attract, develop, and retain a highly qualified staff to carry out the District mission, goals, and objectives.

Evaluation:

District Staff Annual Retention Rate, Summative/Formative Staff Evaluations.

MSIP Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin	End		
6.5	Activity 4.1.1 The District will define components of a highly competitive compensation package and continuously monitor these benefits in comparison to other districts. All staff required to be certified will hold a valid certificate.	Board of Education, Superintendent, Staff Health and Benefits Committee	August 2009	Ongoing	District Budget, Federal, State and Local Grant opportunities	Staff Health and Benefits Committee Meetings
6.7	Activity 4.1.2 The District will ensure that all staff continues to work toward meeting student achievement goals by supporting appropriate Professional Development	Technology Committee, PDC Committee, Principal	August 2009	Ongoing	District Budget, Federal/State Programs	Technology Professional Development Workshops, Site Visits.
6.7	Activity 4.1.3 The District will provide job-embedded professional development for all staff members targeted at improving student achievement.	Principal, PDC,	August 2009	Ongoing	District Budget, PDC Budget	District-Wide Professional Development Focus

STRATEGY 5.0 ACTIVITY PLAN

Goal 5: Facilities, Support, and Instructional Resources

The Pettis County School District will provide and maintain appropriate instructional resources, support services, and safe facilities.

Strategy:

The maintenance/renovation/replacement of facilities to accommodate the District's instructional program will be facilitated through long and short range planning.

Objective 5.1:

All District facilities will be constructed, renovated, and maintained in a safe, health-minded, attractive, and efficient manner.

Evaluation:

Staff and Parent Surveys, Tech Plan Evaluation.

MSIP Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin	End		
6.4	Activity 5.1.1 The District will develop, monitor, and annually review a multi-year plan for the use of existing building and the need for additional land and facilities.	Superintendent, Maintenance Director	August 2009	August 2010	District Operating Budget	Conferences/Workshops
8.9	Activity 5.1.2 The District will communicate guidelines for community use of facilities.	Superintendent,	August 2009	Ongoing	N/A	Local newspaper/radio; Booster clubs; District web site; Parent groups
6.4	Activity 5.1.3 The District will develop and maintain a five year technology plan describing upgrades and improvements in technology in, hardware/software, and equip.	Superintendent Principal Technology Coordinator.	August 2009	June 2012	District Operating Budget; Grants	Technology Committee; Conferences/Workshops

Strategy 5.0 Facilities, Support, and Instructional Resources - Continued

MSIP Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin	End		
6.4; 8.6	Activity 5.1.4 The District will seek and provide the financial resources necessary to create and maintain quality programs and services.	Superintendent, Principal.	July 2009	Annually	District Operating Budget	Conference; Training;
8.5	Activity 5.1.5 The District will continually monitor state and federal funding for grant opportunities to improve District facilities	Superintendent, Principal	August 2009	Ongoing	District Operating Budget, Federal Title Grants.	Conferences/workshops related to federal funds
6.8	Activity 5.1.6 The District will address needs related to the Library Media Center facilities, the resource collection, staffing, and information/skills instruction.	Superintendent, Principal., Library Media Specialist	August 2009	Ongoing	District Operating Budget; State and Federal funds	Conferences/Workshops