FAYETTE R-III SCHOOL DISTRICT
CONTINUOUS SCHOOL IMPROVEMENT PLAN IMPLEMENTATION

Board approved: Sep 20, 2023

Fayette R-III Vision: To ensure that all students are given the necessary means to be prepared for and successful in their next academic challenge.

Fayette R-III Mission: To educate all students to be ethical, successful, citizens.

Goal 1: Effective Teaching and Learning

Objective 1: Provide each student with engaging, relevant learning experiences that positively impact academic achievement by establishing a data tracking, analysis, and intervention system to increase the number of students scoring proficient or advanced by 10% on the state assessment district wide.

Funding Sources: Federal, State, Local   *MSIP Indicators: L4,9; TL1,2,3,4,6,9,11; CC2,3; DB2,4; AS1; EA4*

Strategy Number	Strategy	Person(s) Responsible	Timeline	Monitored
1	Provide access to modern learning tools, educational resources and support for all students and staff	Director of Technology Curriculum Director Principals	September 2023/2024- May 2024/2025	Technology Plan

2	Increase access to early-childhood education for students who are at-risk of not entering kindergarten at appropriate readiness levels. **Action Step 1** Implement one-to-one assessment through ESGI progress monitoring and utilize the data to make informed instructional decisions to meet the needs of all students. **Action Step 2** Review and revise preschool curriculum and instruction based on readiness indicators determined by data collected from KEA (Kindergarten Entry Assessment). **Action Step 3** Communicate and collaborate with parents to provide information regarding kindergarten readiness.	Elem. Principal Student Services Director Curriculum Director	September 2023/2024-May 2024/2025	ESGI data reporting system KEA assessment
3	Collaborate and partner with community organizations and businesses to enrich learning experiences for students. **Action Step 1** Participate in the System Design Zone (SDZ), in the Success-Ready Students Network to promote competency based learning. **Action Step 2** Create an innovation team to collaborate and partner with community organizations and businesses to enrich learning experiences for students.	Superintendent Principals Curriculum Director	September 2023/2024-May 2024/2025	Innovation team meeting notes and agendas NWEA data, data dashboard
4	Utilize performance data to foster high levels of student academic achievement.	Superintendent Principals Curriculum Director	October 2023/2024 December 2023/2024 March 2024/2025 May 2024/2025	MAP/EOC scores, District scorecard, NWEA data, Data team meeting documentation, Building level plans

Action Step 1 Performance will be measured by formative and summative assessments in all grades during data teams and by benchmarking in grades K-8 at a minimum of 3 times per year. **Action Step 2** Data will be analyzed and district goals and building goals will be developed and monitored quarterly at all buildings. **Action Step 3** Communicate and collaborate with parents to provide information regarding district level assessments and student performance.			

Goal 2: Collaborative Climate and Culture

Objective 1: Promote, create, and maintain a safe and secure learning environment that supports the physical and emotional well-being of all students as measured by an increase of scores of satisfaction on the parent and student culture and climate scores.

Funding Sources: Federal, State, Local   **MSIP Indicators: L10; TL7: CC1; DB3**

	CC2			
Strategy Number	Strategy	Person(s) Responsible	Timeline	Monitored
1	Ensure appropriate resources, support, and training are available for the alignment of all safety audits, procedures and emergency plans. **Action Step 1** Utilize survey data and safety audits to identify school safety practices and programs in need of improvement. **Action Step 2** Consistently practice emergency safety drills in all district buildings. **Action Step 3** All faculty and staff will participate in yearly development focused on active shooter and intruder training.	Superintendent Principals Maintenance Director School Nurse	September 2023/2024- May 2024/2025 Monthly	surveys, safety audit
2	In collaboration with community partners; review, sustain, and enhance resources to remove barriers to learning including, but not limited to: clothing, personal use items, and food insecurity. **Action Step 1** Coordinate weekly delivery of Buddy Packs from the Food Pantry. **Action Step 2**	Superintendent Principals Student Services Director Counselors	September 2023/2024- May 2024/2025 Weekly	Guidance Program Evaluation

	Communicate the availability of the Clothes Closet to students in grades 6-12. **Action Step 3** Communicate with local businesses for donations and support of student need(s).			
3	Collaborate with community partners to assist with accessing resources in the areas of social/ emotional/ mental health.	Counselors School Nurse	September 2023/2024- May 2024/2025	
4	Collaborate with law enforcement agencies to implement programs and best teaching and learning practices for creating a safe, positive school climate.	Principals Counselors	September 2023/2024- May 2024/2025	Student surveys

Goal 2: Collaborative Climate and Culture

Objective 2: Create a culture which provides each student access to effective teachers, administrators, and staff in every position.

Funding Sources: Federal, State, Local   **MSIP Indicators: L6,7,8,9; TL5,8; CC1; DB3,4**

Strategy Number	Strategy	Person(s) Responsible	Timeline	Monitored
1	Sustain and refine supports for new teachers and administrators designed to ensure early career success and monitor professional growth. **Action Step 1** New teachers and staff will participate in an intentional mentoring program developed by the district.	Superintendent Principals Curriculum Director	September 2023/2024-May 2024/2025	Teacher Surveys Network for Educator Effectiveness (NEE) Observations PD logs Mentoring checklists
2	Implement teacher, leader and staff evaluation systems that ensure all students have access to high quality staff. **Action Step 1** Implement evidence-based instructional practices to ensure the success of each student as measured by Network for Educator Effectiveness (NEE) classroom observation tool. **Action Step 2** Observe teachers utilizing the classroom observation tool through NEE and provide feedback to improve indicators scores across the building.	Superintendent Principals	September 2023/2024-May 2024/2025	Network for Educator Effectiveness (NEE)Teacher Observations NEE Summative Reports NEE Professional Development Plans NEE Indicator Trend Report

3	Sustain and refine professional development focused on creating relevant and engaging learning environments for every student.	Superintendent Principals Counselors	September 2023/2024- May 2024/2025	Professional Development Surveys SAPP (Self Assessment Practice Profile)
4	Offer competitive salary & benefits packages that are tailored to the needs of employees and their families	Superintendent BOE	September 2023/2024- May 2024/2025	Salary Schedule and retention data
5	Utilize effective recognition strategies that create a culture of support and continuous learning. **Action Step 1** Engage in professional development that identifies strengths of teachers and workplace appreciation. Utilize professional development to identify ways to provide feedback, recognize, and appreciate staff.	Superintendent Principals Counselors	September 2023/2024- May 2024/2025	Workplace appreciation quiz and data
6	Research and implement best practices to create highly collaborative and engaging cultures focused on the success of each employee throughout the District. **Action Step 1** In collaboration with DESE's District Continuous Improvement Team Cadre, develop and implement ongoing monthly professional development opportunities.	Superintendent Principals	September 2023/2024- May 2024/2025	CWIS (Collaborative Work Implementation Survey), SAPP

Goal 2: Collaborative Climate and Culture

Objective 3: Provide open, transparent, effective communication for all stakeholders, with engagement opportunities to help advocates support the mission.

Funding Sources: Federal, State,   *MSIP Indicators: L8; CC3,4; DB3*

Strategy Number	Strategy	Person(s) Responsible	Timeline	Monitored
1	Engage with internal and external stakeholders to champion the work, priorities, and needs of the district and advocate for the district in the community.	Superintendent	September 2023/2024-May 2024/2025 Monthly	Surveys
2	Evaluate and enhance the flow of communication to ensure that all groups receive relevant information in a timely manner.	Superintendent Principals Director Student Services	September 2023/2024-May 2024/2025	Surveys

Goal 4: Leadership

Objective 1: Seek, align, manage and optimize resources for improved student success, while remaining financially sustainable.

Funding Sources: Federal, State, Local   **MSIP Indicators: L3,4,6; TL9; DB2; EA4**

Strategy Number	Strategy	Person(s) Responsible	Timeline	Monitored
1	Allocate resources to support education of all students.	Superintendent Student Services Director Principals	August 2023/2024-June 2024/2025 Monthly	ASBR, Audit
2	Maintain compliance with internal and external accountability requirements while providing high quality service to stakeholders.	Superintendent Student Services Director Principals	September 2023/2024-May 2024/2025	ASBR, Audit
3	Deploy the facility master plan that addresses current and future facility needs which impact learning and working environments.	Superintendent Maintenance Director	June 2023/2024/2025	Facility master plan
4	Develop and deploy a plan to meet the technology needs of our students and staff.	Superintendent	March 2023/2024/2025	Technology Plan

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