

## Goal 1: Student Achievement & Learning Support

Objective 1: Provide each student with engaging, relevant learning experiences that positively impact academic achievement and personal growth.

Objective 2: Promote, create, and maintain a safe and secure learning environment that supports the physical and emotional well-being of all students.

## Goal 2: Effective Teachers, Leaders & Support Personnel

Objective 1: Create a culture which provides each student access to effective teachers, administrators, and staff in every position.

## Goal 3: Communication & Engagement

Objective 1: Provide open, transparent, effective communication for all stakeholders, with engagement opportunities to help advocates support the mission.

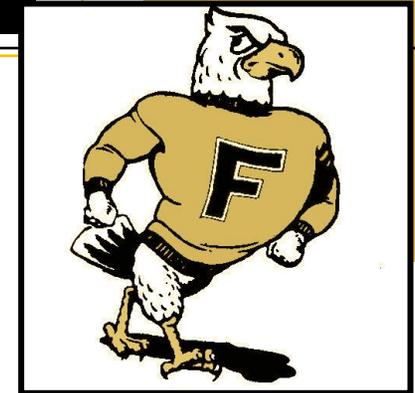
## Goal 4: Financial Sustainability & Operational Efficiency

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

# Fayette R-III School District

## Comprehensive School Improvement Plan

2020-2025



**Mission:** *To educate all students to be ethical, successful citizens.*

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



**Goal 1 Student Achievement & Learning Support**

**Objective 1: Provide each student with engaging, relevant learning experiences that positively impact academic achievement and personal growth.**

Strategies:

- 1.1.1 Provide access to modern learning tools, educational resources and support for all students and staff.
- 1.1.2 Increase access to early-childhood education for students who are at-risk of not entering kindergarten at appropriate readiness levels.
- 1.1.3 Collaborate and partner with community organizations and businesses to enrich learning experiences for students.
- 1.1.4 Utilize performance data to foster high levels of student academic achievement.

**Objective 2: Promote, create, and maintain a safe and secure learning environment that supports the physical and emotional well-being of all students.**

Strategies:

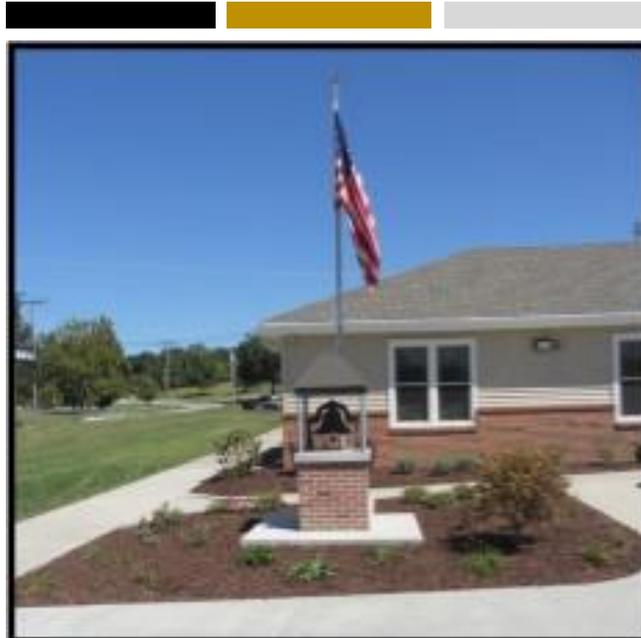
- 1.2.1 Ensure appropriate resources, support, and training are available for the alignment of all safety audits, procedures and emergency plans.
- 1.2.2 In collaboration with community partners; review, sustain, and enhance resources to remove barriers to learning including, but not limited to: clothing, personal use items, and food insecurity.
- 1.2.3 Collaborate with community partners to assist with accessing resources in the areas of social/ emotional/ mental health.
- 1.2.4 Collaborate with law enforcement agencies to implement programs and best teaching and learning practices for creating a safe, positive school climate.

**Goal 2 Effective Teachers, Leaders & Support Personnel**

**Objective 1: Create a culture which provides each student access to effective teachers, administrators, and staff in every position.**

Strategies:

- 2.1.1 Sustain and refine supports for new teachers and administrators designed to ensure early career success and monitor professional growth.
- 2.1.2 Ensure that applicant pools for vacant positions reflect an adequate number of qualified candidates.
- 2.1.3 Implement teacher, leader and staff evaluation systems that ensure all students have access to high quality staff.
- 2.1.4 Sustain and refine professional development focused on creating relevant and engaging learning environments for every student.
- 2.1.5 Offer competitive salary & benefits packages that are tailored to the needs of employees and their families.
- 2.1.6 Utilize effective recognition strategies that create a culture of support and continuous learning.
- 2.1.7 Research and implement best practices to create highly collaborative and engaging cultures focused on the success of each employee throughout the District.



**Goal 3 Communication & Engagement**

**Objective 1: Provide open, transparent, effective communication for all stakeholders, with engagement opportunities to help advocates support the mission.**

Strategies:

- 3.1.1 Engage with internal and external stakeholders to champion the work, priorities, and needs of the district and advocate for the district in the community.
- 3.1.2 Evaluate and enhance the flow of communication to ensure that all groups receive relevant information in a timely manner.

**Goal 4 Financial Sustainability & Operational Efficiency**

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

Strategies:

- 4.1.1 Allocate resources to support education of all students.
- 4.1.2 Maintain compliance with internal and external accountability requirements while providing high quality service to stakeholders.
- 4.1.3 Deploy the facility master plan that addresses current and future facility needs which impact learning and working environments.
- 4.1.4 Develop and deploy a plan to meet the technology needs of our students and staff.

**Goal 1 Evaluation Measures:**

- Academic tiered interventions data
- MAP/EOC results
- ACT/ASVAB/DC participation
- Vocational completer and IRC data
- Graduation & post-secondary data
- Student attendance data
- NEE critical thinking/problem solving data

**Goal 2 Evaluation Measures:**

- NEE relationship and assessment data
- PDC needs assessment data
- Application data, Exit Survey data, Staff/Student perceptual survey

**Goal 3 Evaluation Measures:**

- Parent and community perceptual survey data

**Goal 4 Evaluation Measures:**

- DESE Annual Performance Reports
- Budget allocations and fund balances
- Progress on facility improvement.
- Technology Plan