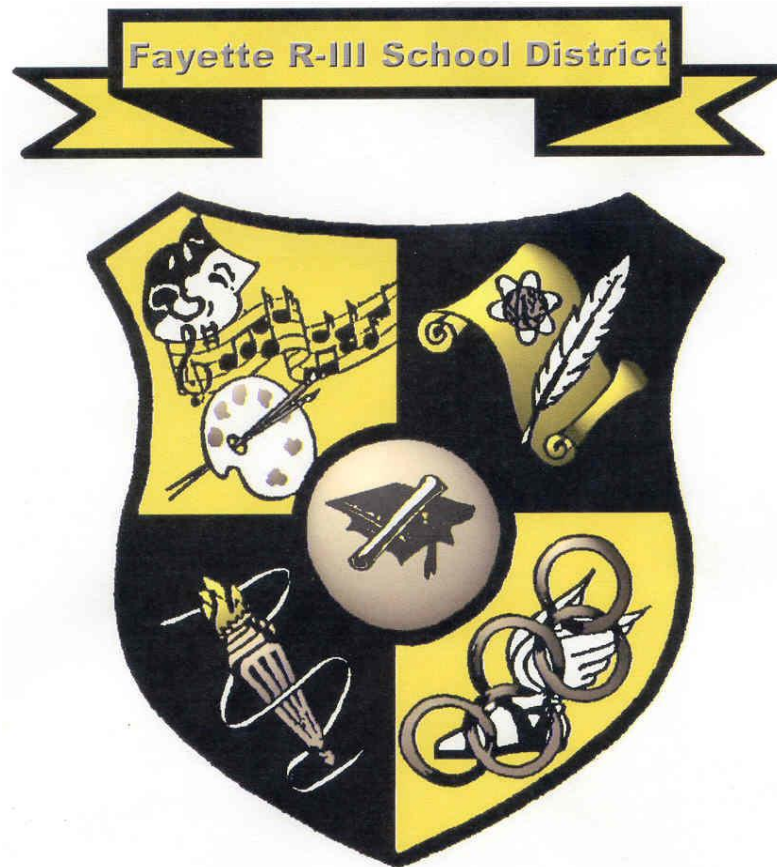


Comprehensive School Improvement Plan

2014-2019



Mission Statement:

The mission of the Fayette R-III School District is to educate all students to be ethical, successful citizens.

To accomplish this mission, the district staff will partner with the Fayette community to provide culturally diverse, rigorous educational programs that equip all students with critical thinking & problem solving skills which allow them to approach life-long learning opportunities with a positive attitude.

Vision:

The vision of the Fayette R-III School District is to ensure that all students are given the necessary means to be prepared for and successful in their next academic challenge.

To this end we are committed to:

1. Allocating resources to ensure consistent and continuous improvement of student growth and achievement.
2. A continued focus on enhancing and maintaining a school culture based on respect and trust.
3. Recruitment, retention and rigorous professional development of all staff.
4. Providing research-proven/data-driven curriculum and instructional strategies.
5. Implementing structured review, assessment, and analysis of performance data and the instructional/learning process.
6. Ongoing improvement of facilities and technological resources.
7. Continued enhancement of student leadership and team work skills through participation in co-curricular and extra-curricular activities.
8. Encouraging the involvement of the entire community.

Value and Beliefs Statements

Instructional Process

All students can and will learn.

Teachers have high expectations for students.

Teachers collaborate (share knowledge, ideas, and best techniques) with each other.

Learning is a shared responsibility of the home, student, school, and community.

Leadership

Effective leaders hold themselves, teachers and students to a high level of accountability for achievement of the district's mission.

Administrators exemplify high standards for themselves and teachers, teachers for themselves and students, and students for themselves and others.

Effective leaders model lifelong learning.

Effective leaders create a caring, collaborative culture.

Effective leaders create an environment of trust.

Educational Environment

Teachers are provided appropriate time and resources.

Community members support and form partnerships with the school.

Staff and students feel safe and respected.

An environment conducive to optimal teaching and learning is essential.

Adequate fiscal and human resources are essential.

Curriculum/Programs

Teachers, parents, administrators, and students work together to develop and evaluate programs.

The curriculum has interdisciplinary integration along with horizontal and vertical articulation.

Curriculum and instruction emphasize active learning and positive social interaction.

Students will use technology throughout the curriculum.

Professional Development

Our school is a community where all educators are committed to life-long learning.

Educators are responsible for maintaining knowledge of current best instructional practices.

Purposeful teacher collaboration is an important part of staff development plans.

History of the Planning Process

To create the Comprehensive School Improvement Plan (CSIP), the superintendent of Fayette Schools appointed the Curriculum Director to establish and lead a Comprehensive School Improvement Plan Committee. This committee consisted of fourteen members, representing the community, school board, teachers and administration.

The Fayette CSIP was developed from committee member input, local data, and the Missouri School Improvement Plan (MSIP5) Annual Performance Report (APR) building and district data. The committee's work began by reviewing the district's mission and vision. Using the aforementioned information, major goals were identified and broken down into measurable objectives and strategies. A timeline and persons responsible were generated to achieve each objective.

Evaluation and Revision of Plan

The persons responsible for overseeing the strategies will annually report progress to the Curriculum Director, who will make an annual report to the board. Progress reports will be used to define district priorities and budget. Subject area curriculum committees will meet regularly to evaluate student achievement and program performance. In April each year, a review of the progress towards meeting the CSIP objectives will be conducted. Results will be evaluated by the district administrative team in August. The revised plan will be taken to the board in September for approval. Each building administrator will have a building-level School Improvement Plan based on the district CSIP.

Tangible and Intangible Benefits of the Fayette R-III School District CSIP

The successful completion of this plan will result in many tangible and intangible benefits.

TANGIBLE BENEFITS

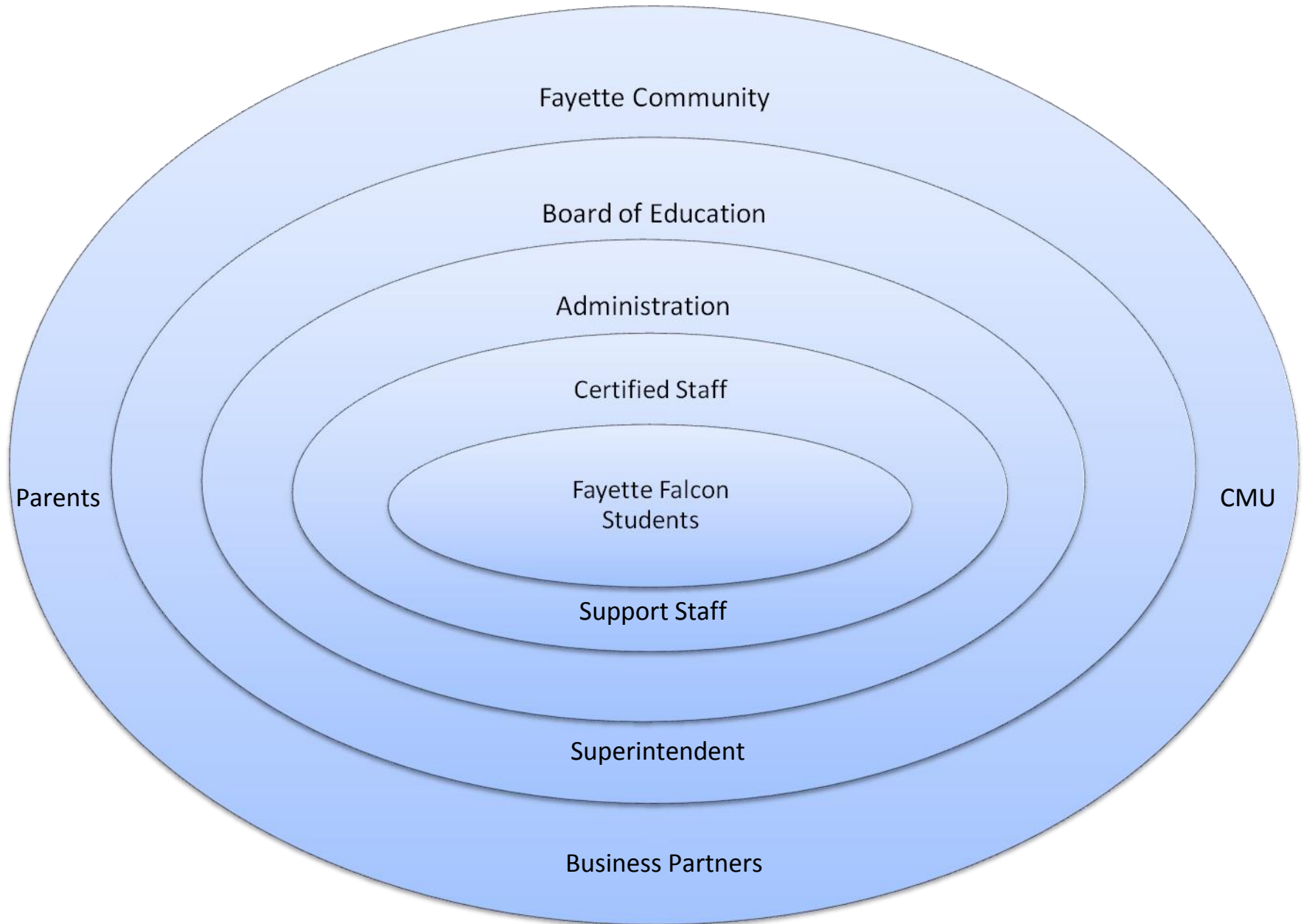
Daly Elementary will no longer be identified as a Focus School.
Students will improve their reading and writing skills.
Overall student achievement will increase.
Student intervention will occur in a timely manner.
The District will receive Distinction in Performance recognition.
All students will graduate college and career ready.
Student attendance will increase.
The graduation rate will increase.
Discipline issues will decrease.
A sense of safety and security will increase.
Student participation in athletics and activities will increase.
The Board of Education will be eligible to apply for an Outstanding Board of Education award.
Parent and community participation in school events will increase.
Stakeholders will indicate higher levels of satisfaction with the school district on surveys.
The District will attain and maintain financial stability.
The Network of Educator Effectiveness evaluation system will improve student engagement.
There will be a continuous growth of community and business partnerships to affect a variety of student groups, including at risk students.
Utilize funds more efficiently by addressing as many grounds upkeep and building maintenance issues in-house as possible.

INTANGIBLE BENEFITS

Communication consistency will increase.
The District will more readily retain quality staff due to competitive salary schedules.
Departmental plans will enable the district to consistently improve all areas of functioning.
Strong, effective leadership will enable staff to maintain focus on high quality instruction without worry of how the district is run.
Staff will be more comfortable with and accepting of change.
Increase in staff and student spirit and pride in their school and for their district.
A stronger bond will develop between the regular education department and the special education department.
A safe environment for taking risks and trying new and innovative instructional strategies will grow.
Student and staff morale will increase improving school culture.
There will be an improvement in school climate.
There will be an improved, more effective and efficient use of time.
New types of training will increase peace of mind for bus drivers and custodians to do their jobs to the best of their ability.
Teachers' ability to differentiate instruction will grow and develop to a level that will decrease the need for remediation.
Intrinsic motivation will increase.
Student potential will be maximized.

**The goals of this plan can be met without generating any additional financial burden to the district budget. Every effort was made in the development of this plan to utilize resources within the school day to the extent possible.*

Fayette R-III School District



Ensuring all students are given the necessary means to be prepared for and successful in their next academic challenge.

Fayette R-III School District
Comprehensive School Improvement Plan
2014-2019

Teaching and Learning Goal: Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.

Objective 1: Student achievement will show growth in meeting annual performance targets set by the state.						
How objective will be measured: Standards 1 and 2 in the APR report will be evaluated for improvement in achievement and subgroup achievement performance.						
Standard Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Funding Source	Completion Date
TL2.6, I1.1, I2.1, I2.2	1	Teachers will revise, write and/or administer grade level common assessments in core subject areas to determine mastery of essential learning skills and to determine if revisions to teaching strategies and curriculum should be made.	Principals, C. Director	August 2014	State, Local	May 2019
I1.1, I1.2, I1.3, I1.5, I1.7, I2.1, I2.2, I3.1, I3.2, I3.3	2	Implement differentiated instruction in all classrooms as well as tiered intervention at the elementary to identify and help struggling students.	Principals	August 2014	State, Local Title IA.a, Title IIA Title IA	May 2019
G10, G11 G9.3	3	The district will expand the early childhood education program.	Principal, C. Director	August 2014	State, Local Title IA, Sped	May 2015
TL2	4	The district will provide on-going professional development activities (including vertical team and data team time) based on needs assessment and student achievement measures to ensure that ALL students are taught by experienced, highly-qualified staff.	Principals, C. Director	August 2014	State, Local Title IA, Title IIA, Sped	May 2019

I1.4, I1.9, I5	5	Implement comprehensive evidence-based curriculum and instructional resources.	C. Director, Principals	August 2014	State, Local	May 2019
I1.4	6	Select and implement evidence-based materials to support the K-5 language arts curriculum.	C. Director, Principal	May 2014	State, Local Title IA, Title IA.a	May 2016
I4, I6.3	7	Use assessment results to guide subject area instruction as well as to develop course and career plans and articulate post-secondary action steps.	Principals, Counselors,	August 2014	State, Local	May 2019
I6.4	8	Teachers at the middle school will utilize Clutch time to help facilitate the development of student goals.	Principal	August 2014	State, Local	May 2015
I3.2, I3.1	9	Implement methods of utilizing student mentoring.	Principals, Counselors	August 2014	State, Local	May 2015
I7.1	10	Develop an Academic Wall of Fame at the high school to showcase student achievement in scholastic endeavors.	Principal	August 2014	State, Local	May 2016

Student Services Goal: Provide and maintain appropriate instructional resources and support services.

Objective 2: Student services will provide a learning environment for academic growth to meet or exceed state and local performance targets.						
How objective will be measured: Each building APR report will be evaluated for improvement in performance.						
Standard Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Funding Source	Completion Date
I1, I3	1	Implement differentiated instructional strategies to accommodate students' individual learning needs.	Principals, SPED Coord. C. Director	August 2014	State, Local Title IA, SPED	May 2019
I1, I2	2	Teachers will collaborate on assessment data to provide appropriate interventions and enrichment for all students, utilizing Falcon Team Time, RTI time, small group instruction time, and 8 th hour time.	Principals, SPED Coord.	August 2014	State, Local, Title IA, Title IA.a	May 2019
I3, I6	3	Use 8 th hour time to provide study skills, study hall, tutoring, career planning and enrichment opportunities for students at the middle and high schools.	Principals, Counselors	August 2014	State, Local	May 2018
G11.3, G9.2,	4	Revise orientation and open house days to provide parents more specific information about student services and academics.	Principals, Counselors, SPED Coord.	August 2014	State, Local	September 2015
TL2.2, TL2.3, TL2.8, I1.2, I1.3	5	The Special Education department will investigate options to increase inclusion of students and assist in the provision of professional development on inclusion.	SPED Coord. PDC Principals	August 2014	State, Local, SPED	May 2016
I3.2, I3.3, I3.4, G6.1, I7.1, I6.4	6	Investigate the check and connect program for possible implementation at the high school.	Principal, Counselor	August 2014	State, Local	May 2016

I6.4, I7, I8, I3, I1	7	Revise the NTLC program to increase the services that are offered and the number of students that can be served.	Principals, Counselors	August 2014	State, Local	May 2016
I6	8	Review and revise counseling services that are provided for students regarding social skills.	Principals, Counselors	December 2014	State, Local	May 2016
G8.8	9	Investigate methods of providing health and wellness activities/opportunities for staff and students outside of the regular classroom.	Nurse, Wellness Committee	December 2014	State, Local	May 2019
G6.4	10	Work with the Central Missouri Community Action center to provide programs/coordinate services for at-risk students.	Principals, Counselors	March 2014	State, Local	May 2019

Communications/Community Engagement Goal: Promote, facilitate, and enhance parent, student, and community involvement in district educational programs.

Objective 3: Fayette R-III will provide communication that engages students, staff, and parents, develops partnerships, and supports the educational process and positive citizenship for all students.

How objective will be measured: Surveys of students, staff, and parents will be conducted and data will be analyzed to determine communication and community engagement strengths and weaknesses.

Standard Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Funding Source	Completion Date
G6, G9	1	Utilize a variety of communication strategies to educate and inform parents.	Supt. Principals	August 2014	State, Local	May 2019
G6, G9	2	Provide opportunities that encourage parent and community engagement to increase student motivation, academic success, and positive behavior.	Principals	August 2014	State, Local	May 2019
G5, G9	3	Coordinate curriculum nights at the elementary to inform parents of school academic programs as well as support them in their role in helping their children in the core academic areas.	Principal, C. Director	August 2014	State, Local Title IA	May 2019
G9.2, I7.3	4	Implement student-led conferences third quarter at the middle school to improve parent involvement and increase communication of student goals to parents.	Principal, Leadership Team	December 2014	State, Local	February 2016
G9.1	5	Provide opportunities for students to participate in groups to extend community outreach and involvement.	Principals, Counselors	August 2014	State, Local	May 2019
G9.2	6	Develop methods for gathering feedback on district and building communications.	Supt. Principals, C. Director	August 2014	State, Local	May 2019
G9.1	7	Participate in civic groups to provide information and promote Fayette R-III Schools.	Supt. C. Director	August 2014	State, Local	May 2019
G9.1	8	Revise the district website to enhance usage.	Supt. Tech. Coord.	August 2014	State, Local	May 2016

Facilities/Operations Goal: Manage the district in an efficient and effective manner, providing and maintaining safe facilities and operations to benefit the students, staff, and patrons of the district.

Objective 4: Fayette R-III will develop and implement a plan to maintain and enhance the district facility and operational needs.						
How objective will be measured: The budget will meet the needs of departmental plans and surveys/checklists will be utilized to ensure appropriate follow through.						
Standard Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Funding Source	Completion Date
G8.6, G8.7, I8	1	The district will establish and utilize protocols to ensure safe facilities.	Supt. Mt/Tran. Dir	August 2014	State, Local	May 2019
I10.3, I11.3, I11.6	2	The district will update and implement a district technology plan to enhance instructional technology usage.	Supt. Tech. Coord, C. Director Principals	August 2014	State, Local	May 2019
I10.3, I11.1, I11.3, I11.5	3	The district will provide adequate and equitable access to instructional technological resources for staff and students as measured by surveys and the district technology plan.	Supt.	August 2014	State, Local	May 2019
I10.3, I11.2, I11.3	4	The district will set annual budget priorities that result in dedicated allocations of funds for improvement of technology.	Supt.	August 2014	State, Local	May 2019
G8.3, G8.4	5	Salary schedules and stipends will be revised annually to ensure the district provides competitive compensation.	Supt.	August 2014	State, Local	May 2019
G3.2, G4.3 G6.1	6	Job descriptions will be re-evaluated and revised as needed to ensure appropriate expectations.	Supt. Principals	August 2014	State, Local	May 2019
G8.6	7	Develop and implement a Maintenance/Custodial Plan.	Supt. Main. Dir.	August 2014	State, Local	May 2019
G8.7	8	The Facilities plan will be re-evaluated and revised annually to ensure the document remains current and security updates are made.	Supt. Main. Dir.	August 2014	State, Local	May 2019

FAYETTE R-III SCHOOL DISTRICT ORGANIZATIONAL CHART

