

# Galena R-II School District

Galena, MO



## Comprehensive School Improvement Plan

2014-2019

Revised September 2014

## **Planning Process**

The Galena R-II School District has had a Comprehensive School Improvement Plan in place since 2000. The process of strategic planning that was initially used was based on the model recommended by the Missouri School Board Association.

The CSIP has undergone annual reviews and periodic major revisions since the original plan was developed by stakeholders within the Galena R-II School District. In August of 2014, the school convened another panel of stakeholders who were charged with the responsibility of reviewing the school's mission and creating a plan for the next five years. This panel of \*\*\* people included teachers, administrators, and board members. The committee considered the needs of the community, current financial constraints, DESE requirements, the NCLB legislation, student assessment data, and results of the most recent Annual Performance Report.

The stakeholders met in two, 2 hour monthly meetings over a month. The panel of stakeholders reviewed strategies and action steps for specific objectives that fell within the five goal areas established by the Department of Elementary and Secondary Education.

The next step in the process of developing the Comprehensive School Improvement Plan was presenting the plan to the Board of Education for its approval at the October 2014 meeting.

### **Members of the CSIP Committee**

The 2014 CSIP Committee members included the following:

Parents:

Galena R-II School Staff: Dr. Danny Humble, Mr. Bob Baker, Mrs. Ellen Williams, Becky Shofner

Galena R-II Board Members: Rick Farley, Jermiah Doak, Angela Foster, Mechelee Lebow, Kent Stephens, Steve Miller, Theron Caldwell

### **Galena R-II School District Mission Statement**

Teach each student to stand confidently, participate fully, learn continually and contribute meaningfully to the global community.



**Home of the Bears**

**Goal 1: Student Performance: The district will develop and enhance quality education and instructional programs to improve student performance and enable students to meet personal, academic, and career goals.**

**Objective 1:** The Galena School District will earn 90% of the total points on the MSIP 5 Annual Performance Report (APR) by the end of the 2014-15 school year.

1. Monitor and evaluate APR for areas of concern and strength.
2. Address concerns in School Improvement Plans (SIP).
3. Train staff as needed on research-based instructional strategies during Early Release Fridays.
4. Develop research-based interventions to address deficits (RTI).

**Objective 2:** Galena students will score above the national average on the ACT or its equivalent on the ASVAB, COMPASS or TSA.

1. Continue to pay for the ACT for students taking the test.
2. Make available an embedded ACT prep course.
3. All students will take the COMPASS on site at Galena High School.
4. Provide a rigorous course load.

**Objective 3:** Graduates will enter higher education, the military, or a job related to secondary career education training within six months of their graduation date.

1. Designate a time when juniors and seniors will prepare college applications, scholarship applications, and resumes.
2. Seek more opportunities for students to visit college or trade school campuses while still in high school.
3. Use the A+ program tuition opportunity to enroll more students in post-secondary education.
4. Provide opportunities for parents and students to attend college fair.

**Objective 4:** The credits taken by juniors and seniors will primarily be in advanced courses, vocational courses, or a combination of the two

1. Investigate additional vocational course offerings.
2. Explore additional weighted credit options for upper level vocational courses and dual-credit courses.
3. Expand distance learning and/or dual-credit course offerings.

**Objective 5:** Students will maintain a 90% attendance rate during school year.

1. Provide Saturday school for students who need to make up days missed.
2. Offer rewards to students with 90/90 attendance.
3. Make contact with parents whose children miss school.
4. Use the A+ program to reinforce the importance of good attendance among high school students.

**Objective 6:** All students will be on target or show improvement in core subject areas as reported on the DESE MSIP 5 report.

1. Collect data on student performance and use that data to make instructional decisions.
2. Use the Network for Educator Effectiveness (NEE) evaluation system to monitor instructional delivery methods and strategies.
3. Using BYOC as a curriculum tool, ensure the district curriculum is aligned to state standards.
4. Develop and implement K-12 district common assessments in core subject areas.

**Objective 7:** 100% of students will graduate in the 4 or 5 year cohort.

1. Implement a multi-tiered intervention system designed to identify and remediate at-risk learners.

**Goal 2: Highly Qualified Staff: Recruit, attract, develop, and retain highly qualified staff to carry out the district mission, goals, and objectives.**

**Objective 1:** The district will maintain a 90% annual retention rate for teachers and staff.

1. Consistently use the NEE System.
2. Utilize the DESE required mentoring program more effectively for new teachers and implement higher levels of accountability for all mentors.
3. Continue to make small class size a priority in the district.
4. Promote the tuition reimbursement program for certified staff.

**Objective 2:** One hundred percent of staff will report that they participated in ??? hours of high quality professional development.

1. Provide staff training on using data management systems for administrative functions.
2. Give teachers opportunities to observe instruction in other classrooms and to reflect on best practices.

**Objective 3:** Staff will actively participate in a health/wellness program.

1. Allow staff access to upgraded weight room.
2. Purchase cardio equipment for staff use if funds are available.
3. Provide monitoring of the wellness program by the district nurse.

**Objective 4:** The district will offer a competitive salary and benefits package to all certified and classified employees when compared to the average of the other districts in the Southwest Region and the SWCL Conference.

1. Use a salary schedule for all employees.
2. Provide employee benefits that include health insurance, retirement(those who qualify).

**Objective 5:** The district will ensure that all certified hires will be highly qualified according to NCLB requirements.

1. Conduct an FBI/Highway Patrol background check on all district employees.
2. Conduct periodic and annual performance-based evaluations on all employees.
3. Require all certified employees to hold appropriate certification.

**Goal 3: Facilities, Support, and Instructional Resources: Provide and maintain appropriate instructional resources, support services, and functional and safe facilities.**

**Objective 1:** The District will identify and prioritize technology needs each year.

1. Establish/update technology hardware, software, connectivity, and technical support standards systematically.
2. Create technology vision, standards, and educational goals for the district that will guide the prioritization of technology needs, expenses, and training.

**Objective 2:** The district will identify and prioritize a reasonable number of renovation projects each year as allowed by the district budget.

1. Renovate and update indoor facilities in order to maintain more uniformity in appearance, including replacing floor and ceiling tiles and painting classrooms and hallways.
2. Annually prioritize improvements in the exterior appearance of school buildings, parking areas and grounds.
3. Address all safety recommendations resulting from a general liability inspection.

**Objective 3:** The District will develop a ten year facility plan to meet district growth predictions.

1. Gather data enrollment predictions for the Galena School district

**Goal 4: Parent and Community Involvement: Promote, facilitate, and enhance parent, student, and community involvement in district educational programs.**

**Objective 1:** The participation of parents, students, and community involvement will increase within the school setting.

1. Contact will be made with 100% of parents by phone, letter, or email at least two times per school year.
2. Post all school activities on the district's website, on the district's Facebook page, and the district's Twitter account.
3. Actively invite and recruit parents of all students to participate in Parent/Teacher conferences.
4. Utilize the district's phone and text notification system to inform parents of important school events.
5. Communication Plans will be in place and kept updated to share information with stakeholders.

**Objective 2:** The district will build community and collaboration by improving communication with parents as measured by an annual survey.

1. Utilize technology to communicate with district stakeholders.
2. Provide opportunities for teachers to enhance communication skills there by building community relationships.

**Objective 3:** The percentage of parents who indicate on a district survey that they are highly involved with their child's school will increase by 5% annually.

1. Organize parent volunteer committee to help with various academic and activity needs in the district.
2. Establish a parent/student/faculty group whose purpose will be to increase school pride.
3. Organize, advertise, and host two separate parent/teacher conference times each year.



**Goal 5: Governance: Govern the District in an efficient and effective manner providing leadership and representation to benefit the students, staff, and patrons of the district.**

**Objective 1:** Annually, the district will review and/or establish policies, procedures, and regulations for the efficient, ethical, and responsible governance of the district that are recommended by Missouri School Board Association (MSBA).

1. Review and establish policies and procedures related to emerging technology safety.
2. Clarify, equitably enforce, and communicate to stakeholders the district's established policies, and updates to those policies.
3. Utilize community input to identify perceptions of programs that are essential to student learning.
4. Review the goals and objectives of each program and service for its effectiveness to district goals.
5. Evaluate school and community needs and conduct studies related to offering programs that meet those needs.
6. Review and revise as necessary the district Comprehensive School Improvement Plan.