

Lathrop R-II CSIP Draft Objectives and Strategies
 Revised and Board Approved
 February 13, 2013,
 August 14, 2013, August 2, 2014

Strategies/Action Steps in Bold are Done or In-Progress

CSIP Goal 1: Develop and enhance quality educ/instr programs to improve performance of students

Objective 1: All students will complete a selection of high school studies that are challenging and prepare them for college or a career.

Strategy 1: Increase the percent of graduates who have earned credit in dual-credit and advanced placement courses by 5% each year.

**We thought current #'s would be about 20%, so we were looking at an original goal of 50%. Turns out we're at about 40% currently. Not sure we can do more than 50% but we're setting that goal high.

Baseline '11-'12	End of 2013	End of 2014	End of 2015	End of 2016
Goal 40%; Actual: 24 out of 54; 44.4%	Goal 45%; Actual: 30 out of 68; 44.1%	Goal 50%; Actual: 21 out of 43; 48.8%	Goal 55% Actual: 19 out of 63; 30%	60

Action Step 1: Recruit and encourage staff to meet requirements to teach dual credit and/or AP Courses by paying for the workshops and/or classes.

Person(s) Responsible	Superintendent: Chris Fine, Principal: Robert Bowers
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Action Step 2: Students and Parents will be advised beginning in eighth grade and each year after, of the benefits of taking upper level classes by the teachers and counselors and encouraged to pursue Dual credit and AP courses for college and career readiness.

Person(s) Responsible	Principal Bowers, Principal McNeely, Counselor Messick, Counselor Humphries
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Strategy 2: The percent of classes taken as dual credit/advanced placement taken by juniors and seniors will increase by 5% each year or from 35 to 60% and stay above 60%.

This Strategy is outdated and can not really be tracked any more, was meant for advanced courses, which DESE does not track anymore.

Baseline	End of 2013	End of 2014	End of 2015	End of 2016
2013- 35%				

Action Step 1: Students and Parents will be advised beginning in eighth grade and each year after, of the benefits of taking upper level classes by the teachers and counselors and to pursue Dual credit and AP courses for college and career readiness.

Person(s) Responsible	Principal Bowers, Principal McNeely, Counselor Messick, Counselor Humphries
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Action Step 2: Increase the number of advanced courses offered by encouraging staff to teach higher level classes and being aware of what classes are being offered.

Person(s) Responsible	Principal Bowers, Counselor Messick
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Objective 2: The Lathrop R-II School District will continue to achieve

Distinction in Performance on the Annual Performance Report. (14 of 14 Areas) (Over 90% of points)

Baseline '12	End of 2013	End of 2014	End of 2015	End of 2016
No (12 of 14)	No (89%)	MET GOAL 92.8%	Goal - 95%	Goal - 97%

Strategy 1: The percent of graduates who score at or above the national average on the ACT will be 50% or increase by 5% each year.

Baseline 2012	End of 2013	End of 2014	End of 2015	End of 2016
Goal 25% Actual: 22 out of	Goal 30% Actual: 26 out of	Goal 35% Actual 17/50 34%	Goal 40%	45%

61: 36.1%	73: 35.6%			
Comp ACT 21.2	20.8	21.5	21.6	21.8

Action Step 1: Provide an ACT Prep workshop presented by ZAPS in the fall to all students that should take the ACT test in the current year.

Person(s) Responsible	Principal Bowers, Counselor Messick
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Action Step 2: Provide ACT review sessions for students enrolled to take the ACT during seminar time.

Person(s) Responsible	Principal Bowers, Counselor Messick
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Action Step 3: Provide incentives for high scores and for improving scores.

Person(s) Responsible	Principal Bowers, Counselor Messick
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Strategy 2: Our super sub-group (free/reduced and special education) will make larger gains than the whole group on state assessments.

Baseline	End of 2014	End of 2015	End of 2016	End of 2017
All - 9.98, SS -15.62 Not Met	All +11.31, SS +18.6 MET! And all 4 areas were better.			

Strategy 3: The cohort graduation rate will increase by 5% each year and/or be at or above 95%.

Baseline 2012	End of 2013	End of 2014	End of 2015	End of 2016
Goal 78% Actual: 85.7%	Goal 83% Actual: 95.8%	Goal 88% Actual 92.6%	Goal is 93%	Goal is 95%

Action Step 1: The Lathrop R-II School District will participate in the DESE initiative to increase graduation rate.

Person(s) Responsible	Superintendent Fine, Principal Bowers
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Action Step 2: Students who have fewer credits than their graduation cohort group will take credit recovery classes during the school year and/or summer school.

Person(s) Responsible	Principal Bowers, Counselor Messick
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Action Step 3: Students will continue to develop, edit and revise their career path plan yearly.(Missouri Connections, Explore Test)

Person(s) Responsible	Principal Bowers, Counselor Messick, Principal McNeely, Counselor Humphries
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Strategy 4: We will receive 100% of the points possible on the APR for Academic Achievement at the district level and all three buildings. (Old standard was: 100% of MAP/EOC Grade Span scores for the APR will be no less than H2. 1/3 of S.D. above state mean)

2012	End of 2013	End of 2014	End of 2015	End of 2016
Yes	Actual 89.3%	Goal 95% Actual 96.4% - MET	Goal 100%	Goal 100%

Action Step 1: Teachers will analyze MAP/EOC data each year and use it to evaluate and revise their curriculum.

Person(s) Responsible	Bowers, McNeely, Rardon, Quick
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Action Step 2: Teachers will analyze MAP/EOC data to determine strengths and weaknesses of each group of students in order to address specific grade level needs.

Person(s) Responsible	Bowers, McNeely, Rardon, Quick
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Strategy 5: 100% of MAP scores of students in grades 3-8 that begin the school year in district, will score proficient or above, or increase their scale score by 20 points.

Baseline	End of 2013	End of 2014	End of 2015	End of 2016
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72%	72%	73%		
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Action Step 1: Individual scale scores will be compared from one year to the next, documented by teachers and shared with students so that each can set a corresponding goal.

Person(s) Responsible	Bowers, McNeely, Rardon, Quick
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Strategy 6: 100 % of students will graduate and attend college, post-secondary training, enter one of the armed forces, or be employed in a high wage position. (MSIP 3.5-3.6) (% Earning Qualifying Score)

Baseline	End of 2013	End of 2014	End of 2015	End of 2016
82.4%	G=85%(No -77%)	Goal 90%(No 75.3%)	95%	100%

Objective 3: At the end of each school year, 95% of students will read at their current grade level.
 **Current data suggest well below that level. Our goal will be to increase the percentage of students by 5% each year up to our goal of 95%.

Baseline	End of 2013	End of 2014	End of 2015	End of 2016
No data in '11-'12	Baseline 76%	Goal 81% -Act	86%	91%

Strategy 1: **Using a variety of assessments (Starr, Gates, DRA, Dibels, and Common Assessments per grade level) the reading level for each student K-12 will be determined by Sept 1 of each year.**

Baseline	End of 2013	End of 2014	End of 2015	End of 2016
No	K-8	K-12	K-12	K-12

Strategy 2: Provide Title I services for students in K-2 who score below grade level in reading.

Baseline	End of 2013	End of 2014	End of 2015	End of 2016
Yes	Yes	Yes		

Action Step 1: Grade level meetings to develop individual reading plans

Person(s) Responsible	Bowers, McNeely, Rardon, Quick
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Action Step 2: Provide additional instruction time for reading

Person(s) Responsible	Bowers, Jensen, Rardon, Quick
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Strategy 3: Provide district reading programs for students in grades 3-12 who score below grade level in reading.

Baseline	End of 2013	End of 2014	End of 2015	End of 2016
NO	3-8	K-9	K-9	K-12

Action Step 1: Grade level meetings to develop individual reading plans

Person(s) Responsible	Bowers, McNeely, Rardon, Quick
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Action Step 2: Provide additional instruction time for reading

Person(s) Responsible	Bowers, McNeely, Rardon, Quick
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Action Step 3: Require after hours tutoring for students more than one grade level behind.

Person(s) Responsible	Bowers, McNeely, Rardon, Quick
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Strategy 4: The district will provide the resources for LHS and LMS to participate in the Missouri Reading Initiative. - Did MRI for 12-13 and 13-14. No longer meeting our needs. Will get Prairie Lands Writing Project to provide training in 14-15.

Baseline	End of 2013	End of 2014	End of 2015	End of 2016
Yes	Yes	Yes		

Action Step 1: Allocate funds for the program.

Action Step 2: Apply for the program.

Action Step 3: Allocate the time and resources necessary for implementation.

Person(s) Responsible	Superintendent Fine, BOE
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CSIP Goal 2: Recruit, attract, develop and retain a highly qualified staff to carry out our goals

Objective 1: 100% of teachers will be highly qualified as defined by NCLB.

Baseline	End of 2013	End of 2014	End of 2015	End of 2016
95%	Goal is 100%-MET	Goal is 100%-MET	Goal is 100%	Goal is 100%

Strategy 1: The district will provide professional development opportunities to all certified personnel.

Baseline	End of 2013	End of 2014	End of 2015	End of 2016
NO	Yes	Yes		

Action Step 1: All teachers will participate in at least 30 hours of professional development each year including but not limited to at-risk/drop-out prevention strategies, classroom management, and instructional strategies.

Person(s) Responsible	PDC, Principals
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Action Step 2: Staff will work to improve student discipline and classroom management strategies through PBS in grades K-8

Person(s) Responsible	Principals McNeely and Rardon
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Action Step 3: New staff will be trained on past professional development that is relevant to current year teaching and learning.

Person(s) Responsible	Professional Development Committee
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Strategy 2: The district will provide a quality mentoring program to all 1st and 2nd year teachers

Baseline	End of 2013	End of 2014	End of 2015	End of 2016
Yes	Yes	Yes		

Action Step: All 1st and 2nd year staff will participate in a mentoring program

Action Step: All first year staff will attend a beginning teacher workshop

Person(s) Responsible	Principals, Professional Development Committee
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Strategy 3: The district will provide support and training in the integration of technology to improve student performance.

Baseline	End of 2013	End of 2014	End of 2015	End of 2016
No	Yes, more inservice	Yes, TI Coach		

Action Step: In-service training on integrating technology will be provided.

Person(s) Responsible	Professional Development Committee
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Objective 2: District will fund a competitive salary schedule and benefits package for all staff.

Strategy 1: A committee will work with the superintendent yearly on recommendations for changes or improvements to the salary schedule and benefits package.

Person(s) Responsible	Superintendent Fine, CTA President
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Baseline	End of 2013	End of 2014	End of 2015	End of 2016
Yes	Yes	Yes		

CSIP Goal 3: Provide and maintain appropriate instructional resources, support services and functional and safe facilities

Objective 1: To maintain and update all school facilities in order to provide a safe and appropriate environment.

Strategy 1: Develop a 3, 5, and 10 year plan for the improvement and maintenance of facilities with concerns and priorities updated and addressed.

Baseline	End of 2013	End of 2014	End of 2015	End of 2016
No Plan	No Long-Term Plan	No Long-Term Plan		

Action Step: Form a Facilities committee consisting of all stakeholders to create a yearly, prioritized list of major maintenance concerns to be addressed and improvements to be made.

Person(s) Responsible	Superintendent Fine
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Objective 2: All staff will teach, revise, and evaluate the curriculum reflecting the Common Core State Standards.

Strategy 1: All teachers will update their course curriculum to include the common core state standards and input into the BYOC app. (CCSS)

Baseline	End of 2013	End of 2014	End of 2015	End of 2016
Not Complete	Mostly Complete	All teachers in CCSS areas are using CC as their standards	All Courses in BYOC and aligned to CCSS	

Action Step 1: All teachers will regularly update diary maps and projected curriculum maps. Revised Aug 2014- All teachers will input curriculum into BYOC app by the end of 2014-2015.

Person(s) Responsible	Building Administrators Quick, Rardon, McNeely, Bowers
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Action Step 2: The district will participate professional development activities designed to facilitate the transition to the CCSS.

Person(s) Responsible	PDC, Fine, Building Administrators Quick, Rardon, Jensen, Bowers
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Strategy 2: Maintain and update current resources including, but not limited to textbooks, technology hardware and software

Objective 3: Provide a safe and secure environment for all students and staff

Strategy 1: Develop and maintain Safety/Crisis Plans by district and building to be reviewed and updated annually

Baseline	End of 2013	End of 2014	End of 2015	End of 2016
Old Plans in Place	Old Plans in Place	Plans are revised	New plan in place	New plan in place

Action Step: Form a Crisis Team consisting of administrators and various stakeholders

Strategy 2: **Implement scheduled drills for fire, tornado, earthquake and intruder.**

Baseline	End of 2013	End of 2014	End of 2015	End of 2016
Yes	Yes	Yes		

Objective 4: All student data will be centralized and available for all stakeholders' accessibility

Strategy 1: SIS will be utilized to its full potential

Action Step: Teachers and/or staff will be trained to input and retrieve student data using SIS.

Person(s) Responsible	Superintendent Fine
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Action Step: Parents will be trained to utilize SIS to view student data

Person(s) Responsible	Building Administrators Quick, Rardon, McNeely, Bowers
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Objective 5: The district will utilize a Response to Intervention (RTI) system

Strategy 1: Time during the regular school hours will be utilized to respond to students who need additional support on critical skills or key concepts.

Baseline	End of 2013	End of 2014	End of 2015	End of 2016
MS and Elem	All 3 Buildings	All 3 are using RTI to some extent	RTI time is an integral part of our system in all buildings	

Strategy 2: Provide monetary incentive for staff to tutor students outside of contracted hours.

Baseline	End of 2013	End of 2014	End of 2015	End of 2016
Student contact Program	Student Contact Program	Student Contact Program Expanded		

Objective 6: New Football, Track, Softball and Baseball facilities will be developed on the North site to be ready for play in Fall of 2016.

Strategy 1: Explore funding possibilities in 2012-2013.

Baseline	End of 2013	End of 2014	End of 2015	End of 2016
No done	Met with Architects	Plan the Process	Vote in Spring 15 Complete over Summer	completed for fall sports in 15-16

Person(s) Responsible	Superintendent Fine
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Strategy 2: Interview possible contractors to complete project.

Baseline	End of 2013	End of 2014	End of 2015	End of 2016
		Have contractors working on base plan	winning bidder approved and ready to proceed	Project completed.

Person(s) Responsible	Superintendent Fine
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Objective 7: The high school parking lot will be paved by the fall of 2016.

Baseline	End of 2013	End of 2014	End of 2015	End of 2016
Not Done	Research Possibles	Done Early!		

CSIP Goal 4: Promote parent, student, community involvement in educational programs

Objective 1: The district will establish and provide two-way communication with parents

Baseline	End of 2013	End of 2014	End of 2015	End of 2016

Strategy 1: The district will provide opportunities for parent/community involvement

Baseline	End of 2013	End of 2014	End of 2015	End of 2016

Action Step: Parents will participate in two PT conferences.

Person(s) Responsible	Parents
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Action Step: 100% of teachers will establish and maintain two-way communication with parents using academic and behavior progress reports.

Person(s) Responsible	Building Administrators Quick, Rardon, McNeely, Bowers
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Action Step: Parents will receive training/instruction on their role in improving their child's ACT Scores and see their role in helping to increase graduation rates at grade level and school level parent meetings.

Person(s) Responsible	Building Administrators Jensen, Bowers
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Objective 2: The district will establish and provide communication to all stakeholders

Strategy 1: The district will strive to keep the community informed using a variety of formats.

Action Step: The district will host three open forums to allow community input/discussion on important issues.

Person(s) Responsible	Superintendent Fine
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CSIP Goal 5. Govern the LEA in an efficient and effective manner, providing leadership and representation to benefit the students, staff, and patrons of the district.

Objective 1: Promote a positive learning environment that incorporates open communication among students, staff and the community.

Strategy 1: Implement and maintain Professional Learning Communities (PLC)

Baseline	End of 2013	End of 2014	End of 2015	End of 2016
Yes, Ongoing	Yes, Ongoing	Yes, Ongoing		

Strategy 2: Implement and maintain Positive Behavior Support System (PBS)

Baseline	End of 2013	End of 2014	End of 2015	End of 2016
Yes at Elem, MS	Yes, Ongoing	Yes, Ongoing		

Strategy 3: Continue or begin building and district level advisory councils

Baseline	End of 2013	End of 2014	End of 2015	End of 2016
No	No	Advisory Councils in place (Not Met)	Councils meeting	Councils meeting

Strategy 4: The board will establish policies and allow the administrators to implement the policies on a day-to-day basis.

Baseline	End of 2013	End of 2014	End of 2015	End of 2016

Strategy 5: The board will host at least three open forums throughout the year to allow for staff and community input.

Baseline	End of 2013	End of 2014	End of 2015	End of 2016
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Hosted 4	Hosted 3	Hosted 3		
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Objective 2: Use technology to improve the administration, data management and communication throughout the district.

Objective 3: The district will fund competitive salary schedules for all employees.

Strategy 1: The district will always allow “movement” on the salary schedule.

Baseline	For 2013-2014	For 2014-2015	For 2015-2016	For 2016-2017
Allow Movement	Allowed move +500	Yes, +200 to base		

Objective 4: The BOE will participate in continuous educational opportunities to improve their leadership and governing skills.

Strategy 1: All board members will increase their level of certification by one level with each term in office.

Baseline	End of 2013	End of 2014	End of 2015	End of 2016
No	Met	Met		

Action Step 1: New BOE members will attain basic board certification within 6 months of taking office and increase certification by one level with each successive term.

Baseline	2012-2013	2013-2014	2015-2016	2016-2017
100%	100%	Met	Met	

Person(s) Responsible	Board President, Superintendent
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Action Step 2: Second term BOE members will attain advanced board certification by the end of their second term in office.

Action Step 3: Third term BOE members will attain master board certification by the end of their third term in office.

Person(s) Responsible	
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Strategy 2: New board members will have a scheduled orientation with the Superintendent and Board President within one month of election, and another before six months.

Baseline	End of 2013	End of 2014	End of 2015	End of 2016
No	Yes	Yes		

Objective 5: All BOE members will participate in the evaluation of the district superintendent.

Strategy 1: In January of each year, the BOE will conduct a formal written evaluation of the district superintendent based upon the PBSE.

Baseline	End of 2013	End of 2014	End of 2015	End of 2016
No	Yes	Yes		

Action Step 1: At least once a year, each Board member will complete an individual rating instrument, providing input for each performance area and written comments when needed or desired, compile and discuss the results, finalize and present the evaluation to the superintendent.

Action Step 2: Shortly after the annual superintendent's evaluation is completed, the BOE in cooperation with the superintendent will prioritize CSIP goals on which the superintendent will focus during the upcoming year.

Action Step 3: In November the superintendent will update the board on the progress to accomplish the selected CSIP goals.

Person(s) Responsible	Board President
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Objective 6: Approve a budget that promotes student achievement while maintaining fiscal soundness of the district.

Baseline	End of 2013	End of 2014	End of 2015	End of 2016
Yes	Yes			

Person(s) Responsible	Board President, Bob Burns: Superintendent, Chris Fine
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Strategy 1: At a minimum we will begin each fiscal year with a balance in fund 1 and 2 sufficient enough to make it through December. (Currently approximately 5.5%)

Action Step 1: Determine appropriate amount by use of DESE’s Fund Balance Analysis Tool.

Strategy 2: At a minimum we will begin each fiscal year with sufficient funds to meet two years of lease purchase payments. (Currently approximately 3.5%)

Action Step 1: Calculate amount using lease/purchase payment schedule.

Strategy 3: At a minimum we will begin each fiscal year with an additional seven percent carryover in funds 1 and 2 to act as an emergency fund. (7%)

Objective 7: To maintain school board policies to enable the board to effectively govern through the use of board policies.

Strategy 1: Review each board policy once every three years.

Action Step 1: A sufficient number of board policies will be reviewed at each regular monthly board meeting to enable a complete review of all policies after three years.

Strategy 2: Applicable board policies will referenced to school board meeting agenda items.

Action Step 1: When applicable, board policy references will be listed along with agenda items on monthly board meeting agendas.

Person(s) Responsible	Superintendent: Chris Fine, Board President: Virginia Barrett
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