

Goal 1: INCREASE STUDENT ACHIEVEMENT

Objective 1:

Students in the Elsberry RII School District will improve persistence to graduation as defined on the Annual Performance report.

Strategy 1: The district will develop an improvement plan that will result in an increase in the graduation rate to receive a “Met” on the graduation rate performance standard for the MSIP Annual Performance Report.	Person Responsible	Start Date	Completion Date	Funding Source	MSIP Standard	D.I.
Action Steps to Support Buildings or Programs						
1. The district will develop a plan to monitor student progress and subsequently develop individual plans for intervention for struggling students involving BRAVES, Independent Studies Programs, Missouri Options Program, and/or special education services. To meet increased demand, an additional staff member will be added to the BRAVES Program staff to increase services available to the elementary, middle, and high school students.	Braves Coordinator and Principals	1/17/08	Aug. 2008	District	6.3.4. 6.3.4.	DI-1 DI-3
2. The district will implement strategies combining at-risk and special education services to work with targeted students at-risk of not graduating.	Braves Coordinator & Special Education staff	1/17/08	May 2009	Local	6.5.3	DI-1

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Objective 1 (cont.):

Students in the Elsberry RII School District will improve persistence to graduation as defined on the Annual Performance report.

Strategy 1 (cont.): The district will develop an improvement plan that will result in an increase in the graduation rate to receive a “Met” on the graduation rate performance standard for the MSIP Annual Performance Report.	Person Responsible	Start Date	Completion Date	Funding Source	MSIP Standard	D.I.
Action Steps to Support Buildings or Programs						

3. The district will establish a Resource Team to meet at least monthly; charged with identifying possible services available through district programs, counseling staff, school based mental health staff, or outside agencies. The Resource Team will develop strategies to increase communication and encourage teacher involvement in strategy development for increased student achievement.	Principals	1/17/08	May 2009	Local	6.3.4	DI-1
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Goal 1: INCREASE STUDENT ACHIEVEMENT

Objective 1 (cont.):
 Students in the Elsberry RII School District will improve persistence to graduation as defined on the Annual Performance report.

Strategy 2: The district will develop specific programs and activities to increase daily attendance rates of students who are considered at-risk.	Person Responsible	Start Date	Completion Date	Funding Source	MSIP Standard	D.I.
Action Steps to Support Buildings or Programs						
1. The district will add a work experience program for students to earn credit while working and participating in a classroom experience to build job skills.	Braves Coordinator & High School Principal	Aug. 2008	May 2009	Local	7.3.3	DI-1 DI-3
2. The district will explore incentives and programs to encourage at-risk students to increase their attendance rates and develop strategies to help students learn skills missed during absences.	Elm., Middle, and H.S. Counselors	1/17/08	Aug. 2008	Local	6.3.4	DI-1 DI-3

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Objective 1 (cont.):

Students in the Elsberry RII School District will improve persistence to graduation as defined on the Annual Performance report.

Strategy 3: Teachers and staff will develop and implement strategies to increase achievement of at-risk students in the regular classroom.	Person Responsible	Start Date	Completion Date	Funding Source	MSIP Standard	D.I.
Action Steps to Support Buildings or Programs						
1. Teachers will participate in high quality professional development designed to help them develop strategies to promote achievement for all students.	Principals and Professional Dev. Comm.	1/17/08	May 2009		6.7.2 6.7.4	DI-5 DI-3
2. The district will develop a Resource Team which will meet at least monthly and will help teachers develop strategies to increase achievement for at-risk students.	Principals	1/17/08	May 2009	Local	6.3.4	DI-1 DI-3 DI-5

Goal 1: INCREASE STUDENT ACHIEVEMENT

Objective 2: The students in the Elsberry R-II School District will demonstrate improvement on the MAP test over the next 5 year period to meet Annual Progress Report requirements.

Strategy 1: The district will develop an improvement plan that will result in annual MAP Performance Index point increases in each subject tested to receive a “Met” on its General Academic Achievement performance standard for the MSIP Annual Performance Report.	Person Responsible	Start Date	Completion Date	Funding Source	MSIP Standard	D.I.
Action Steps to Support Buildings or Programs						
1. Textbooks and scientifically based instructional materials will be ordered by subject area each year on a rotating basis to improve consistency across each subject area throughout the district.	Principal and teachers	4/08	6/08	District Funds	7.1 B 1 7.2 B 1 7.3, 2 7.3, 7	D.1, 1 D.1, 3
2. The district will provide training to analyze and evaluate test data to identify areas that need to be improved	Principal	5/08	12/08	PDC	7.1 C 7.2 A, 2	D.1, 1 D.1, 5
3. The district will expand the at-risk (BRAVES program) to include grades k- 6	Superintendent Braves Coor.	8/08	5/09	District Funds	7.1 D.1	D.1, 1
4. The district will provide an after school program to increase student performance on MAP test	Principal	8/08	5/09	Title I And District	7.1 D, 1 7.4, 1	D.1. 1 D.1. 4

Goal 1: INCREASE STUDENT ACHIEVEMENT

Objective 3: Elsberry R-II School District graduates will be placed in post-secondary training, the military or productive occupations.

Strategy 1: To prepare and place student in post-secondary training.	Person Responsible	Start Date	Completion Date	Funding Source	MSIP Standard	D.I.
Action Steps to Support Buildings or Programs						
1. Provide a variety of opportunities for students to access college info (i.e. college visits, college fair, field trips, college presentations, four year plans)	High School Counselor	8/2008	12/09	District	9.4.3	DI 4
2. Continue to offer dual-credit opportunities and articulation agreements with various colleges.	High School Counselor	8/2008	12/09	District	9.4.3	DI 2
3. Offer resources to increase student ACT scores (EXPLORE, PLAN, ACT online Prep, ACT Prep Class)	High School Counselor	8/2008	12/09	Testing Budget District	9.3	DI 2
Strategy 2: Prepare those students not going on to post-secondary training for the workforce.	Person Responsible	Start Date	Completion Date	Funding Source	MSIP Standard	D.I.
Action Steps to Support Buildings or Programs						
1. Maintain the number of students being sent to vocational school by using four year plan.	High School Counselor	8/2008	5/2008	District	9.4.4	DI 2
2. Implement Job-Shadowing Day	High School Counselor	8/2008	5/2009	District	9.4.4	DI4 4
3. Host Vocational Presentations and involve students in Career Development Events	Vocational Teachers	8/2008	5/2008	District	9.4.4	DI 4

Goal 1: INCREASE STUDENT ACHIEVEMENT

Objective 3 (cont.): Elsberry R-II School District graduates will be placed in post-secondary training, the military, or productive occupations.

Strategy 3: Provide students with opportunities for financial assistance	Person Responsible	Start Date	Completion Date	Funding Source	MSIP Standard	D.I.
Action Steps to Support Buildings or Programs						
1. Host a Financial Aid Night	High School Counselor	8/2008	8/2009	DISTRICT	9.4.3	DI 6
2. Help students with scholarship applications including local and national scholarships	High School Counselor	8/2008	8/2009	DISTRICT	9.4.3	DI 4

Goal 1: INCREASE STUDENT ACHIEVEMENT

Objective 4:
Provide increased and systematically planned school wide professional development

Strategy 1: To improve student achievement through instructional training provided by the Professional Development Plan	Person Responsible	Start Date	Completion Date	Funding Source	MSIP Standard	D.I.
Action Steps to Support Buildings or Programs						
1. Increase support and strategic learning for beginning teachers	mentor coordinators & PDC	Jan 2008	June 2008	Eisenhower funds	6.7.2	DI-3 DI-5
2. Review data relevant to standardized testing and student achievement as a means of adjusting PD programs	building principals & counselors	Oct 2007	June 2008	State 1% Professional Development Funds	6.7.5	DI-1 DI-5
3. Establish professional learning communities via opportunities for common study of best practices and high-quality instructional strategies (eg, Marzano, Payne, Wolfe)	PDC members	Sept 2007	June 2008	State 1% Professional Development Funds	6.7.2	DI-3 DI-5
4. Encourage participation in off-site training which complements and supports PLC study groups and strategy implementation	PDC members	Jan 2008	June 2008	Eisenhower funds	6.7.2	DI-3 DI-5

Goal 1:

Objective 4 (cont.):
Provide increased and systematically planned school wide professional development

Strategy 2: To maintain alignment with CSIP goals and with district Professional Development plan	Person Responsible	Start Date	Completion Date	Funding Source	MSIP Standard	D.I.
Action Steps to Support Buildings or Programs						
1. Conduct pre- and post-school year perception surveys to determine faculty response to relevance of PD programs	PDC members	Sept 2007	June 2008	State 1% Professional Development Funds	6.7.5	DI-5
2. Informally assess the quality of district programs by comparing them with recent nationally-recognized research on best practices	PDC members	Sept 2007	June 2008	State 1% Professional Development Funds	6.7.5	DI-3
3. Collaborate with CSIP team in order to match annual PD goals to district achievement standards	PDC members	Jan 2008	June 2008	State 1% Professional Development Funds	6.7.2	DI-1

Goal 1: INCREASE STUDENT ACHIEVEMENT

Objective 5: Parent / community involvement in the Elsberry R-2 School District will increase over the next five years.

Strategy 1: Improve Parent/Community Communication and Information Regarding the Elsberry School District.	Person Responsible	Start Date	Completion Date	Funding Source	MSIP Standard	D.I.
Action Steps to Support Buildings or Programs						
1. Increase media coverage of student activities, accomplishments and events.	Media Liason, Staff, and Principals	January 2008	June 2009	District	8.9.2	DI 6
2. Utilize our school website to provide parents accessibility to requirements and criteria for each classroom.	Website Mgr. Staff Principals	8/2008	6/2009	District	8.9.2	DI 6
3. The District will continue 1st quarter and implement 3rd quarter parent / teacher Conferences. (one night)	Principals Teachers	8/2008	6/2009	District	8.9.2	DI 6
4. Implement the 'Parent Link' through the SIS Program for grades 5-12	Superintendent Business Manager	August 2008	June 2009	District	8.9.2	DI 6
5. Survey faculty and parents to measure Usefulness of each strategy listed above at the end of each year.	Parent Involvement Committee	April 2008	May 2008	District	8.9.2	DI 6

Goal 2: Eliminate achievement disparities between subgroups on the MAP test.

Objective 1: Scores for each subgroup identified by “No Child Left Behind” will demonstrate growth equal or greater to non-identified subgroups.

Strategy 1: Each building will develop a plan to increase the growth of identified subgroups in Communication Arts	Person Responsible	Start Date	Completion Date	Funding Source	MSIP Standard	D.I.
Action Steps to Support Buildings or Programs						
1. The district will provide a core curriculum and instructional materials in grades K-4.	Superintendent and building principals	5/08	8/08	Title V District	6.3.3	DI 2
2. The district will provide a Literacy Coach and provide high quality professional development for all staff.	Superintendent and Literacy Coach K-8 Building Principals	8/08	5/09	Title 1; Title II A District	6.3 and 6.3.1	DI 3 DI 5
3. The district will provide standard assessments to be analyzed by teachers to guide instruction in a 3 tier reading model.	Literacy Coach and teachers Building Principals Counselors	8/08	5/09	Title 1; Title II A	6.3.4	DI 3

Goal 2: Eliminate achievement disparities between subgroups on the MAP test.

Objective 1 (cont.): Scores for each subgroup identified by “No Child Left Behind” will demonstrate growth equal or greater to non-identified subgroups.

Strategy 2: Each building will develop an improvement plan to increase the MAP scores of subgroups.	Person Responsible	Start Date	Completion Date	Funding Source	MSIP Standard	D.I.
Action Steps to Support Buildings or Programs						
1. The district will form a Task Force to monitor progress of subgroups	Building Principals Counselors And Staff Members	6/08	5/09	District funds	6.2.3	DI 2
2. The district will provide high quality early childhood programs	Superintendent and Elementary Principal Early Childhood Staff	8/08	5/09	Title 1; PAT; operating funds	7.4	DI 3

Goal 3: MAXIMIZE RESOURCE EFFICIENCY

Objective 1:
Increase the quality, quantity and availability of resources in the Library Media Center

Strategy 1: Level 3 Standards for Missouri School Library Media Centers will be met in all district libraries.	Person Responsible	Start Date	Completion Date	Funding Source	MSIP Standard	D.I.
Action Steps to Support Buildings or Programs						
1. Fiction will be added to the high school collection in order to meet Level 3 Standards.	Librarian	8/08	5/09	Book Fair Grant Writing	1.2 6.8 9.2	DI 1
2. Reference works will be added to the elementary library in order to attain Level 3 Standards.	Librarian	1/08	6/09	District Funds, Book Fair	1.1 6.8 9.2	DI 1 DI 5
3. Nonfiction titles will be added to the high school library in order to meet Level 3 Standards	Librarian	1/08	6/09	District Funds	1.2 6.8 9.2	DI 1
4. Machine-dependent visuals will be added to the high school to bring the collection to Level 3 Standards.	Librarian	1/08	6/09	District Funds	1.2 6.8 9.2	DI 1
5. Automation will continue in the elementary library and will begin in the high school library in order to make the collection more available to students, staff, parents and community.	Librarian, Technology Staff	8/08	6/10	Technology and District Funds	9.2	DI 6

Goal 3: MAXIMIZE RESOURCE EFFICIENCY

Objective 2: Increase the quantity and quality of technological resources available in the classroom

Strategy 1: Technology staff will attend grant writing workshops to acquire funds for technology in the district.	Person Responsible	Start Date	Completion Date	Funding Source	MSIP Standard	D.I.
Action Steps to Support Buildings or Programs						
1. Attend local workshops to learn how to write grants for technology	Tech. Director	Jan. 08	Feb. 08	District	6.7.1	DI 5
2. Find grants that are geared for technology in schools, and apply for them.	Tech. Director	Feb.08	May 08	District	6.7.1	DI 5

Strategy 2: Teachers will become comfortable using technology more effectively in their classroom and the computer lab	Person Responsible	Start Date	Completion Date	Funding Source	MSIP Standard	D.I.
Action Steps to Support Buildings or Programs						
1. Through surveys, the technology staff will identify what technology training the staff needs to become more effective	Technology staff	May. 08	Aug 09	None	6.7.5	DI 5
2. Teacher in-service days will be provided to increase knowledge on how to use technology in the classroom more effectively.	Technology staff and Administration	May 08	Aug 09	District	6.7.2	DI 5

Goal 3: Maximize Resource Efficiency

Objective 3: Improve and expand facilities to meet the needs of the district

Strategy 1: Review KRJ and Septagon status report on priorities that were established by the District's Building Committee.	Person Responsible	Start Date	Completion Date	Funding Source	MSIP Standard	D.I.
Action Steps to Support Buildings or Programs						
1. The BOE, administration, and building committee will develop budget priorities based on the 2.5 million dollar bond issue.	BOE Superintendent Construction Manager	10/07	7/08	General Obligation Bonds	8.5	
2. The district will design and schedule a bid process for building additions and renovations.	BOE Superintendent	11/07	5/08	General Obligation Bonds	8.5	
3. The district will implement a work schedule of prioritized renovation projects.	Superintendent Construction Manager	1/08	9/08	General Obligation Bonds	8.5	