

Westview C-6

Comprehensive School Improvement Plan



Vision	<i>Provide lifelong learning opportunities;</i> <i>Commit to academic excellence;</i> <i>Prepare effective responsible citizens;</i> <i>Recognize the teacher as a key to quality education.</i>
Mission	<i>Engaging All, Guiding Learners, Elevating Success</i>
Stakeholders	Students, teachers/staff, parents, taxpayers, and community
District Priorities	<i>Student Learning, Operations, Staffing, and Communication, Climate, and Culture</i>

Goal I: Student Learning

Goal 1 Action: Develop a five-year student centered plan to demonstrate readiness in literacy and numeracy through staff and student ownership of learning, monitoring of growth, continuous feedback, and progress toward learning goals.

Success Indicators:

1.1 Students will score at or above the state average on the MAP and EOC assessments.

- 1.1.1 Students will quarterly benchmark test to measure growth and identify gaps in math and ELA learning.
- 1.1.2 Students 6-8 grade will participate in STEAM classroom with a focus on intervention and remediation.
- 1.1.3 Student instruction will be planned through analyzed data during teachers' grade level and content teams.
- 1.1.4 Students will receive a tiered multi-system of support in math and ELA.
- 1.1.5 Student data use to guide instruction will be a key component to teacher summative evaluations.

1.2 Student qualification for intensive remediation served through individualized Reading Success Plans will decrease by 2%.

- 1.2.1 Classroom teachers will complete volumes one and two of LETRS science of reading training.
- 1.2.2 To support teachers of reading, the district will employ a part-time instructional coach.
- 1.2.3 Classroom teachers will complete quarterly reflections based on instructional coach demonstrations applicable to the teaching of reading at their grade level.
- 1.2.4 Instructional coach will observe and provide reflective feedback to teachers of reading.
- 1.2.5 District will evaluate, select, and implement reading curriculums and assessments required by the State.
- 1.2.6 To support students, the district will employ a full time reading interventionist.

1.3 Pre-K - 8 curriculum will be aligned to the Missouri Learning Standards.

- 1.3.1 Teaching staff will receive quarterly professional development sessions focused on priority standards, assessment, data recording/interpretation across district record keeping platforms.
- 1.3.2 Scheduled time for Prek-8 teachers will be provided for curriculum vertical alignment and collaboration.
- 1.3.3 Math instruction will be enhanced through quarterly professional development with SWC math consultants.

Evaluation Methods and Tools:

*Renaissance Academic Benchmarks, Missouri Assessment Programs (MAP), End of Course Assessments (EOC), goal setting, learning intentions and success criteria, analytical data, and self/peer assessment.

Goal 2: Operations

Goal 2 Action: Develop a five-year plan which partners with all stakeholders to consider, plan for, and use all district resources efficiently.

Success Indicators:

2.1 School campus facilities will be updated.

- 2.1.1 District will develop of list of needed areas of improvement and corresponding cost estimates.
- 2.1.2 District will develop priority list to guide construction projects and ADA accessibility improvements.
- 2.1.3 District will evaluate cost effectiveness of exiting building renovation versus building of a new school.

2.2 District technology will be maintained/improved based on annual audits.

- 2.2.1 District will annually inspect and maintenance district owned property.

2.2.2. District will annually evaluate and enhance wifi capabilities.

2.3 District will update plans for staff/student emergency preparedness.

2.3.1 District Emergency Operations Plan (EOP) will be revised to reflect level of crisis readiness.

2.3.2 District will update existing equipment to provide adequate surveillance by replacing each campus camera.

2.3.3 District will update campus maps for emergency personnel.

2.3.4 District will provide annual education for staff and student regarding safety implementations.

2.3.5 District will train all staff on implementation and use of emergency safety app.

2.4 District will maintain a budgetary fund balance of 20% or higher.

2.4.1 Superintendent will provide monthly financial reports to BOE.

2.4.2 Superintendent will provide monthly budget review and comparison of prior year percentages to BOE.

2.4.3 Superintendent will provide bi-annual reviews of financial expenditures and projects for future expenses.

2.4.4 Superintendent will evaluate fund allocations annually.

2.4.5 District will conduct an annual personnel audit to determine the needs of the district.

2.5 District's operating levy will be evaluated and compared to other neighboring districts.

2.5.1 Superintendent will research and develop a comparison of similar demographic districts.

2.5.2 Superintendent will create a focus group of key stakeholders to review levy comparisons.

2.5.3 District will communicate subgroup levy comparisons.

2.5.4 District will organize a ballot issue to increase the operating levy to meet district needs.

2.5.5 District will communicate reasons to remain competitive with similar demographic districts and how additional local funds will help meet the academic needs of all students.

Evaluation Methods and Tools:

*District Budget Reports, Monthly Fund Balance Reports, Monthly Expenditure Reports, ASBR, safety audits, and stakeholder feedback through focus groups, forums, and surveys.

Goal 3: Staffing

Goal 3 Action: Develop a five-year plan that recruits, equips, and retains highly qualified staff.

Success Indicators:

3.1 District will employ 100% certified and highly qualified teachers.

3.1.1 District will have competitive salaries and benefits compared to districts with similar demographics.

3.1.2 and 3.1.3 District will research, organize, and communicate salary schedule comparisons.

3.1.4 District will propose annual recommendations to remain competitive with salaries and benefits.

3.1.5 District will facilitate a daycare to service employee and aid in teacher recruitment and retention.

3.2 Annually, all certified and non-certified staff will participate in development activities aligned to district and individual teacher growth goals.

3.2.1 Staff will receive student behavior support training, including: Trauma informed schools, BIST, and PBIS.

3.2.2 District will provide full time behavior interventionist.

3.2.3 All new staff will receive new teacher training, orientation, and assigned mentorship.

3.2.4 All students will receive mental health awareness and self-care resources via school counselor.

Evaluation Methods and Tools:

*District NEE teacher evaluation data and reports, staff needs assessment, SWC professional development,

Goal 4: Community, Culture, and Climate

Goal 4 Action: Develop a five-year plan that ensures mental and emotional health among staff and students.

Success Indicators:

4.1 District will increase social/emotional support for all students and staff.

4.1.1 District will provide quarterly celebrations for staff.

4.1.2 District will annually promote mental health resources available through district insurance plan.

4.1.3 District will support students through Moving Mountain program.

4.1.4 District counselor will plan and conduct monthly mental health lessons for grades Pre-k - 8.

Evaluation Methods and Tools:

*Student and staff needs assessment, behavior analysis data,