



Walnut Grove

R-V SCHOOL DISTRICT

2023-2028 Strategic Plan

Mission:

Creating a family where everyone can thrive.

Vision:

Continuous improvement & developing the leaders of tomorrow

Core Values:

Growth - Grit - Grace - Integrity



District Leadership

Board of Education



Jeremy Kelley
Board President



Scott Hayter
Vice President



Tyler Jeffreys
Treasurer



Dianne Smith
Member



David Glenn
Member



Kevin Johnston
Member



Brandon Simpson
Member



Inna Dron
Board Secretary

District Administration



Rory Henry
Superintendent



Emily Woody
6-12 Principal



Christina Bowers
K-5 Principal



Hannah Porter
K-12 Counselor



Walnut Grove Tiger Community,

During the 2022-23 school year, the Walnut Grove R-V School District embarked on a Strategic Planning process. With input from our community, parents, teachers, and students, we created a shared vision for Walnut Grove Schools. This plan ensures that we have a clear vision of where we want to go and a roadmap for how to get there. Our Strategic Plan consists of four pillars which are reflected throughout this document—**Successful Students, Qualified Staff, Operational Efficiency, and Collaborative Culture.**

At Walnut Grove, we're more than just a little school in a small town—we're a way of life. Our roots run deep. And from small roots, great things grow. From our dedicated alumni to our supportive parents and community members, we're all part of the same family. We support one another, celebrate each other's successes, and come together in times of need. Our town is a reflection of its name, and our school is a testament to its legacy. Our community was built on a foundation of hard work, dedication, and a commitment to excellence that has spanned generations.

We look back on our tradition to show us the way forward. Our students, staff, and community are dedicated to achieving greatness in everything we do. We strive for excellence in academics, athletics, and the arts, and we're proud of our long history of success. But we don't just strive for excellence—we sustain it. This plan allows us to align our efforts, prioritize our resources, and measure our progress towards our tradition of excellence. It ensures we do things the only way we know how—**The Walnut Grove Way.**

You'll notice us using this phrase in the years to come, and we invite you to use it along with us! The Walnut Grove Way is what separates us from the pack and calls us to a higher standard. We hope that it serves as a reminder for how far we have come, and how much we have yet to realize. Some of our best days are ahead of us.

Thank you for entrusting us with the great responsibility of honoring our past and building our future.

Rory Henry
Superintendent



Visit www.wgtigers.com to stay up to date with our Strategic Planning process, as this is a living document and subject to minor changes.





Pillar #1: Successful Students



We are committed to preparing all students to be college and/or career ready, with an emphasis on each student reaching his or her full potential.

SMART Goal 1.1: By 2026, students will increase performance from 18.1 to 20.0, as measured by the ACT Composite Score.

Action Steps:

- Incentivize Study session
 - ACT Prep Course (Pay for ACT by district if students complete the course)
 - Test at Walnut Grove R-V School on a school day
 - Embed ACT curriculum into regular curriculum
 - Teacher prep for ACT
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SMART Goal 1.2: By 2026, seniors taking college and career readiness assessment will increase from 90% to 100% to prepare students for post-graduation success.

Action Steps:

- Students will have the opportunity to take ASVAB, ACT, ACT Workkeys, or ACCUPLACER
 - Students will meet with counselor to determine which test will meet their needs
 - Test results will be used to determine strengths and weaknesses
 - Students will take classes that support their college and/or career goals
 - Individual Career & Academic Plan (Beginning in 8th Grade)
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SMART Goal 1.3: Students will increase scores by 2-3% annually, as measured on the ELA/Reading MAP/EOC assessments.

Action Steps:

- Increase number of elementary students reading on grade-level
 - Students will take benchmark tests (3 Times)
 - Staff analyze data from benchmark testing
 - Teachers continue to implement Missouri Reading Initiative in the elementary school
 - All staff and students will write SMART goals connected to ELA (DCI)
 - Utilize MAP, EOC, and other academic data to track students who are at risk
 - Provide interventions for students at risk
 - Embed opportunities for student practice state assessment (e.g., items within the classroom)
 - Continue to align core curriculum to Missouri Learning Standards (Step-Up)
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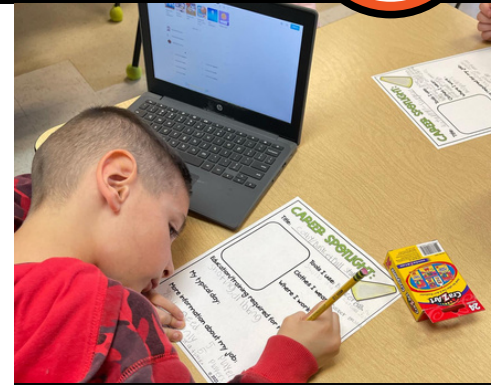
Pillar #1: Successful Students



SMART Goal 1.4: Students will increase scores by 2-3% annually, as measured on the Science MAP/EOC assessments.

Action Steps:

- Update science resources to support curriculum
- Students will take benchmark tests (3 Times)
- Staff analyze data from benchmark testing
- All staff and students will write SMART goals connected to Science (DCI)
- Utilize MAP, EOC, and other academic data to track students who are at risk
- Provide interventions for students at risk
- Embed opportunities for student practice state assessment (e.g., items within the classroom)
- Continue to align core curriculum to Missouri Learning Standards (Step-Up)



SMART Goal 1.5: Students will increase scores by 2-3% annually, as measured on the Math MAP/EOC assessments.

Action Steps:

- Utilize MAP, EOC, and other academic data to track students who are at risk
- Students will take benchmark tests (3 Times)
- Staff analyze data from benchmark testing
- All staff and students will write SMART goals connected to Math (DCI)
- Utilize MAP, EOC, and other academic data to track students who are at risk
- Provide interventions for students at risk
- Embed opportunities for student practice state assessment (e.g., items within the classroom)
- Continue to align core curriculum to Missouri Learning Standards (Step-Up)



SMART Goal 1.6: Students will increase scores by 2-3% annually, as measured on the Social Studies MAP/EOC assessments.

Action Steps:

- Professional development for teachers
- Update science resources to support curriculum
- Students will take benchmark tests (3 Times)
- Staff analyze data from benchmark testing
- All staff and students will write SMART goals connected to Social Studies (DCI)
- Utilize MAP, EOC, and other academic data to track students who are at risk
- Provide interventions for students at risk
- Embed opportunities for student practice state assessment (e.g., items within the classroom)
- Continue to align core curriculum to Missouri Learning Standards (Step-Up)
- Update Social Studies resources
- Research Model Schools for Government





Pillar #2: Qualified Staff



We are committed to creating and sustaining a positive culture and practices to retain and reward highly qualified personnel.

SMART Goal 2.1: By 2026, the district will attract and retain at least 95% highly qualified certified staff per DESE certification annually, as measured by core data.

Action Steps:

- Analyze current data
 - Create action plans for staff who are not considered highly qualified and complete the plan by the end of the current school year
 - New staff surveys & interviews (30 days & 90 days)
 - Exit interview of all staff
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SMART Goal 2.2: By 2026, the district will increase staff salaries, wages and/or benefits by 3% annually.

Action Steps:

- Analyze budget
 - Establish budget projections
 - Attain board support and approval of salary increases
 - Develop a salary schedule to reflect competitive salaries, wages, and benefits, and make annual adjustments to be more competitive in the Southwest area
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SMART Goal 2.3: By 2026, the percentage of new district teachers and mentors who Agree or Strongly Agree that the beginning teacher program is effective will increase from 0% to 80%, as measured by the New Teacher and Mentor Survey.

Action Steps:

- Develop New Teacher and Mentor survey
 - Create mentorship committee
 - Utilize data to create a baseline for the district mentorship program
 - Designate released time to meet with mentees
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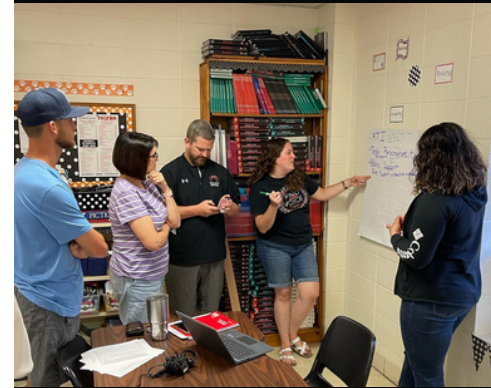
Pillar #2: Qualified Staff



SMART Goal 2.4: By 2026, the district will increase the substitute teacher pool from 6 to 12.

Action Steps:

- Topics include: classroom management, lessons plans, engagement, etc.
 - Pay for substitute training
 - Recruitment Plan for substitutes
 - Analyze Sub Pay
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Pillar #3: Operational Efficiency



We are committed to being responsible leaders and stewards of district resources—providing safe and secure facilities that optimize learning.

SMART Goal 3.1: The district will maintain a 25% reserve balance annually, as reported on the Annual Secretary of the Board Report (ASBR).

Action Steps:

- Allocate funds to ensure diverse district needs are being met
 - Present monthly financial report to the BOE and review budget quarterly
 - Review financial expenditures and projections for future expenses bi-annually
 - Evaluate fund allocations to ensure expenditures are specifically directed at improved student learning
 - Assess the current tax levy and propose adjustments if necessary to provide essential resources
 - Monitor and approve the use of funds through the BOE
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SMART Goal 3.2: By 2026, the percentage of students who Agree or Strongly Agree that they are physically safe at school will increase from 76.9% to 85%, as measured by the student survey results.

Action Steps:

- Construct secure vestibules in the high school and elementary entrances
 - Secure all entrances and exits into the building daily
 - Install keyless entry system to ensure doors stay locked during school hours
 - Install interior and exterior campus surveillance cameras
 - Student focus group: Why don't I feel safe at school? Create Action Steps based on student feedback and input.
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SMART Goal 3.3: By 2026, 100% of the action steps created in the Board-approved CSIP will be funded as measured by the documented expenditures in the general ledger.

Action Steps:

- Prioritize CSIP action steps
 - Determine expenses for each action step
 - Submit action step and expenses to superintendent
 - Superintendent budget expense
 - Submit proof of completion and final price of action step to Board of Education
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Pillar #4: Collaborative Culture



We are committed to fostering a responsive, caring, and inclusive culture where all feel valued, supported, and hopeful.

SMART Goal 4.1: By 2026, student involvement in extra curricular activities will increase from 120 to 200, as measured by the number of students involved.

Action Steps:

- Create opportunities at the elementary level
 - Establish opportunities at the Middle School level
 - Explore opportunities to work on clubs/activities during school hours
 - Conduct student interest surveys annually
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SMART Goal 4.2: By 2026, the percentage of students who Agree or Strongly Agree that they are emotionally safe at school will increase from 68.1% to 76%, as measured by the student survey results.

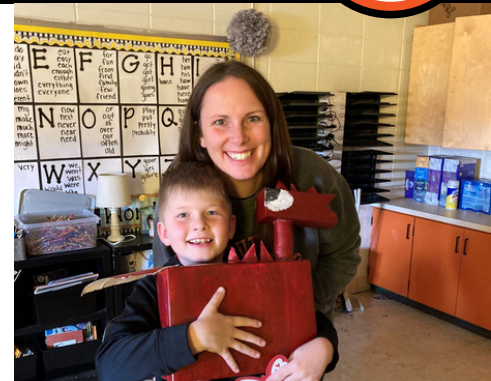
Action Steps:

- Participation from staff and students in mental health first aid training annually
 - Provide training on the Courage 2 Report online reporting tool to students
 - Student focus group: Why don't I feel safe at school? Create Action Steps based on student feedback and input.
 - Monthly meetings between counselors and students on topics like bullying, mental health, etc.
 - Develop an expanded partnership with Walnut Grove Police Department
 - Install interior and exterior campus surveillance cameras
 - Continue partnership with Burrell (Track Progress)
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SMART Goal 4.3: By 2026, the amount of parent/community survey responses will increase from 16 to 100.

Action Steps:

- Encourage parent survey participation at various events including Open House, Parent Teacher Conferences, basketball games, etc.
 - Utilize different mediums to promote survey
 - Offer paper survey for those who cannot access electronically
 - Explore class incentives to increase participation
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Pillar #4: Collaborative Culture



SMART Goal 4.4: By 2026, 90% of students will be in attendance 90% of the time.

Action Steps:

- Implement attendance checks
 - Explore attendance incentives (RTI, Finals, Quarterly drawings)
 - Distribute communication to parents
 - Provide interventions for bottom % of students
 - Establish relationships with model attendance schools
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SMART Goal 4.5: By 2026, community involvement in district events will increase from 5 to 10.

Action Steps:

- Increase volume of community events
 - Incentivize students and parents for attending Parent-Teacher Conferences (provide dinner)
 - Establish school branding in community
 - Evolve communication & promotion opportunities
 - Participate in community service opportunities
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Walnut Grove

R-V SCHOOL DISTRICT

Walnut Grove Elementary School

Pre-K - 5th Grade

300 W College Street
Walnut Grove, MO 65770
Main Office: (417) 788-2543

Walnut Grove Middle School

6th - 8th Grade

300 W College Street
Walnut Grove, MO 65770
Main Office: (417) 788-2543

Walnut Grove High School

9th - 12th Grade

300 W College Street
Walnut Grove, MO 65770
Main Office: (417) 788-2543

Stay Connected

We value the input of every member of our Walnut Grove R-V community. We encourage you to stay connected to the district and get involved in making our school and community even better. Follow along with us on social media, our website, and by visiting our various events throughout the year. We look forward to honoring our past and building our future together!

