

Pierce City Schools

Continuous School Improvement Plan 2022-25



Climate and Culture - Leadership - Effective Teaching and Learning

Introduction

A component of the implementation of the Sixth Cycle of the Missouri School Improvement Program (MSIP) review process, all districts are required by the Missouri Department of Elementary and Secondary Education (DESE) to develop a Comprehensive School Improvement Plan (CSIP). The District's CSIP focuses on the overall improvement of its educational programs and services. The Pierce City School District began this process in the fall of 2022. The purpose of the CSIP is to prioritize the District's goals to be developed and implemented over the next three years. The CSIP focuses on improvement of the district from all perspectives, with the major emphasis being on enhancing student achievement.

Process

The administrative team decided to work with a consultant to develop the District's next CSIP to ensure all stakeholders had a voice, take a critical look at the strengths and challenges of our district, and to efficiently and effectively work through the strategic-planning process. A CSIP team that included administrators, teachers, classified staff, parents, and community members met three times to identify the core beliefs of our school district, review the District's mission and vision, and identify our priorities of the Pierce City School District. After the team defined our priorities and goals, the CSIP team determined action steps necessary to meet the District's goals. The CSIP team will meet annually to review goals and the progress made. Sub-committees will be appointed as needed to analyze specific areas and identify action steps and/or goals.

Monitoring and Adjusting the CSIP

The CSIP team will meet annually to assess progress on CSIP goals. People or teams responsible for each action step will monitor continuously. The Superintendent will provide an annual update to the Board of Education about the CSIP goals and progress made. The entire document will be revised every three years.

CSIP Planning Committee

Planning for the future of the Pierce City School District began in the fall of 2022 with a dedicated group of community leaders, parents, board members, and staff coming together for the students that we serve. The school district is focused on providing the highest level of educational opportunities for the students and preparing the Pierce City School District and beyond. Working through the beliefs, mission, and vision for the students of the Pierce City School District, the CSIP planning team produced a strategic plan that will equip our students, teachers, and community for future-readiness.

Board of Education Members

Kodie O'Hara
Bryan Stellwagen
Zach Renkoski
Jason Chapman

Teachers and Staff

Kevin Mouser
Katie Lathem
Courtney Garner
April Jones
Cari Caddell
Kenzie McVay
Ragan Blinzler
Jana Parrigon
Jeanette Atkinson

Community Members

Susie Gasser
Larry Carver
Charity Rakoski
Jennifer Eaton
Natalie Curry

School Administrators

Kelli Alumbaugh
Matt Street
Jared Frey
Brian Abramovitz
Emily Scott

Pierce City Beliefs, Mission and Vision



The Pierce City School District believes....

1. Positive culture and climate are vital to a successful educational experience.
2. Every student has purpose and has the potential to positively contribute to society.
3. In creating and sustaining a partnership between students, staff, families, and the community.
4. Higher expectations with appropriate support contribute to higher performance.
5. Everyone deserves a physically and emotionally safe environment.
6. In making decisions based on current data in the best interest of all students.
7. In providing relevant, rigorous, and viable curriculum that maximizes student achievement.

Mission

Preparing students for future success

Vision

The PCSD will develop students who use their strengths to positively contribute to society.

Climate and Culture

Priority Area: Climate and Culture

SMART Goal #1: Student survey results regarding social/emotional safety will increase 4% annually in the strongly agree/agree categories

<u>Action Steps</u>	Person Responsible	Funding Source	Completion Date
<ul style="list-style-type: none"> Maintain certified school counselors 	<ul style="list-style-type: none"> Building Principals, Superintendent 	<ul style="list-style-type: none"> State 	<ul style="list-style-type: none"> 2022-2025
<ul style="list-style-type: none"> Maintain partnership with local mental health providers 	<ul style="list-style-type: none"> Counselors, Building Principals 	<ul style="list-style-type: none"> Operating Budget 	<ul style="list-style-type: none"> 2022-2025
<ul style="list-style-type: none"> Provide visuals in a variety of areas to students on how to access counseling support 	<ul style="list-style-type: none"> Counselors, Building Principals 	<ul style="list-style-type: none"> Operating Budget 	<ul style="list-style-type: none"> 2022-2025
<ul style="list-style-type: none"> Create a direct line of communication for students to confidentially access counseling support 	<ul style="list-style-type: none"> Counselors, Building Principals 	<ul style="list-style-type: none"> Operating Budget 	<ul style="list-style-type: none"> 2022-2025
<ul style="list-style-type: none"> Counselors involved in developing annual survey questions 	<ul style="list-style-type: none"> Counselors, Building Principals, Superintendent 	<ul style="list-style-type: none"> Operating Budget 	<ul style="list-style-type: none"> 2022-2025
<ul style="list-style-type: none"> Professional development for teachers to develop socially and emotionally safe classrooms <ul style="list-style-type: none"> Research professional development Implement professional development 	<ul style="list-style-type: none"> Counselors, Building Principals, Superintendent 	<ul style="list-style-type: none"> PD 	<ul style="list-style-type: none"> 2022-2025

Priority Area: Climate and Culture

SMART Goal #2: The district will retain 90% of staff it intends to issue a contract to annually

<u>Action Steps</u>	<u>Person Responsible</u>	<u>Funding Source</u>	<u>Completion Date</u>
<ul style="list-style-type: none">• Create a culture and climate committee for the 23-24 school year	<ul style="list-style-type: none">• Counselors, Building Principals, Superintendent	<ul style="list-style-type: none">• Operating Budget	<ul style="list-style-type: none">• 2022
<ul style="list-style-type: none">• Retention survey: Survey teachers annually that stay in district to identify strengths that keep teachers	<ul style="list-style-type: none">• Building Principals, Superintendent	<ul style="list-style-type: none">• Operating Budget	<ul style="list-style-type: none">• 2022-2025
<ul style="list-style-type: none">• Continue to collect and review exit surveys annually	<ul style="list-style-type: none">• Building Principals, Superintendent	<ul style="list-style-type: none">• Operating Budget	<ul style="list-style-type: none">• 2022-2025
<ul style="list-style-type: none">• Continue to explore and implement additional financial incentives<ul style="list-style-type: none">○ Tuition reimbursement○ Career ladder○ \$5500 teacher stipend○ Tutoring pay○ Board paid insurance	<ul style="list-style-type: none">• Superintendent	<ul style="list-style-type: none">• Operating Budget, State	<ul style="list-style-type: none">• 2022-2025

Priority Area: Climate and Culture

SMART Goal #3: The district will facilitate effective 2-way communication with stakeholders as evidenced by 70% strongly agree/agree survey question responses annually

<u>Action Steps</u>	<u>Person Responsible</u>	<u>Funding Source</u>	<u>Completion Date</u>
<ul style="list-style-type: none">The district will send information to families about school news, events, and activities in multiple forms to ensure all families have access (social media, backpack flyers, emails, app messages, website updates).	<ul style="list-style-type: none">Teachers, Counselors, Building Principals, Superintendent	<ul style="list-style-type: none">Operating Budget	<ul style="list-style-type: none">2022-2025
<ul style="list-style-type: none">The district will include staff email addresses on the website directory.	<ul style="list-style-type: none">Superintendent	<ul style="list-style-type: none">Operating Budget	<ul style="list-style-type: none">2022
<ul style="list-style-type: none">The district will continue to facilitate and promote parent/teacher conferences with a majority of families participating.	<ul style="list-style-type: none">Teachers, Building Principals	<ul style="list-style-type: none">Operating Budget	<ul style="list-style-type: none">2022-2025
<ul style="list-style-type: none">The district will include links for all official social media accounts on the district's home page and app and also send information to families electronically at the beginning of each school year about how to find those social media accounts.	<ul style="list-style-type: none">Teachers, Counselors, Building Principals, Superintendent	<ul style="list-style-type: none">Operating Budget	<ul style="list-style-type: none">2022-2025
<ul style="list-style-type: none">In a welcome back letter at the beginning of each school year and whenever a new student enrolls, the district will provide an information sheet detailing how families can find information about important events and updates.	<ul style="list-style-type: none">Counselors, Building Principals	<ul style="list-style-type: none">Operating Budget	<ul style="list-style-type: none">2022-2025
<ul style="list-style-type: none">Once a month, the superintendent will host an informal open meeting for members of the	<ul style="list-style-type: none">Superintendent	<ul style="list-style-type: none">Local	<ul style="list-style-type: none">2022-2025

community to discuss issues related to the district.			
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Leadership

Priority Area: Leadership			
SMART Goal #1: Continue to build Fund 4-Capital Projects Budget annually.			
Action Steps		Funding Source	Completion Date
<ul style="list-style-type: none"> By the start of the 2023-2024 school year, the District will develop a 10- Year long range facilities plan to address facility needs. 	<ul style="list-style-type: none"> Building Principals, Superintendent 	<ul style="list-style-type: none"> Operating Budget 	<ul style="list-style-type: none"> 2022
<ul style="list-style-type: none"> Develop a facility planning committee to monitor the needs of building and property maintenance. 	<ul style="list-style-type: none"> Building Principals, Superintendent 	<ul style="list-style-type: none"> Operating Budget 	<ul style="list-style-type: none"> 2022-2025
<ul style="list-style-type: none"> Communicate with the auditors annually to determine the maximum amount to transfer from Fund 1 to Fund 4. 	<ul style="list-style-type: none"> Superintendent 	<ul style="list-style-type: none"> Operating Budget 	<ul style="list-style-type: none"> 2022-2025
<ul style="list-style-type: none"> Survey all stakeholders to determine facility needs. 	<ul style="list-style-type: none"> Building Principals, Superintendent 	<ul style="list-style-type: none"> Local 	<ul style="list-style-type: none"> 2022-2025

Priority Area: Leadership			
SMART Goal #2: PCMO will maintain an annual fund balance of 23-28% as reported in the ASBR.			
Action Steps	Person Responsible	Funding Source	Completion Date
<ul style="list-style-type: none"> Maintain a balanced budget with appropriate contingencies. 	<ul style="list-style-type: none"> Superintendent 	<ul style="list-style-type: none"> Operating Budget 	<ul style="list-style-type: none"> 2022-2025
<ul style="list-style-type: none"> Review student/staffing needs annually. 	<ul style="list-style-type: none"> Building Principals, 	<ul style="list-style-type: none"> Operating 	<ul style="list-style-type: none"> 2022-2025

	Superintendent	Budget	
<ul style="list-style-type: none"> Work with the auditors every year to compare and review revenue and expenditure projections including a cash flow analysis. 	<ul style="list-style-type: none"> Superintendent 	<ul style="list-style-type: none"> Operating Budget 	<ul style="list-style-type: none"> 2022-2025
<ul style="list-style-type: none"> Search for and apply for appropriate and suitable grants. 	<ul style="list-style-type: none"> Building Principals, Superintendent 	<ul style="list-style-type: none"> Operating Budget 	<ul style="list-style-type: none"> 2022-2025

Priority Area: Leadership

SMART Goal #3: PCMO will receive 3 qualified applicants per job opening as indicated by applications received.

<u>Action Steps</u>		Funding Source	Completion Date
<ul style="list-style-type: none"> Attend job fairs annually to advertise open positions. 	<ul style="list-style-type: none"> Building Principals, Superintendent 	<ul style="list-style-type: none"> State 	<ul style="list-style-type: none"> 2022-2025
<ul style="list-style-type: none"> Post positions in a wide variety of mediums including social media, newspapers, websites, etc. 	<ul style="list-style-type: none"> Superintendent 	<ul style="list-style-type: none"> Operating Budget 	<ul style="list-style-type: none"> 2022-2025
<ul style="list-style-type: none"> Update our recruiting message. 	<ul style="list-style-type: none"> Superintendent 	<ul style="list-style-type: none"> Operating Budget 	<ul style="list-style-type: none"> 2022
<ul style="list-style-type: none"> Marketing through media sources and the District Website. 	<ul style="list-style-type: none"> Superintendent 	<ul style="list-style-type: none"> Operating Budget 	<ul style="list-style-type: none"> 2022-2025
<ul style="list-style-type: none"> Work to increase the applicant pool for open position 	<ul style="list-style-type: none"> Building Principals, Superintendent 	<ul style="list-style-type: none"> Operating Budget 	<ul style="list-style-type: none"> 2022-2025

Priority Area: Leadership

SMART Goal #4: The district will retain 90% of staff it intends to issue a contract to annually

<u>Action Steps</u>		Funding Source	Completion Date
<ul style="list-style-type: none">Implement systems of support for new teachers such as mentoring and professional development.	<ul style="list-style-type: none">Building Principals, Superintendent, PDC	<ul style="list-style-type: none">Operating Budget	<ul style="list-style-type: none">2022-2025
<ul style="list-style-type: none">Focus on building positive culture throughout the District.	<ul style="list-style-type: none">Building Principals, Superintendent, PDC	<ul style="list-style-type: none">Operating Budget	<ul style="list-style-type: none">2022-2025
<ul style="list-style-type: none">District staff recognition program that includes years of service, professional accomplishments	<ul style="list-style-type: none">Building Principals, Superintendent, PDC	<ul style="list-style-type: none">Operating Budget	<ul style="list-style-type: none">2022-2025
<ul style="list-style-type: none">Work to increase the applicant pool for open positions	<ul style="list-style-type: none">Building Principals, Superintendent	<ul style="list-style-type: none">Operating Budget	<ul style="list-style-type: none">2022-2025
<ul style="list-style-type: none">Conduct annual salary and benefits analysis of conference and surrounding school districts.	<ul style="list-style-type: none">Superintendent	<ul style="list-style-type: none">Operating Budget	<ul style="list-style-type: none">2022-2025

Effective Teaching and Learning - Elementary

Priority Area: Effective Teaching and Learning

SMART Goal #1: PC R-6 will increase student attendance at the K-5 level by 2% annually

<u>Action Steps</u>	<u>Person Responsible</u>	<u>Funding Source</u>	<u>Completion Date</u>
<ul style="list-style-type: none"> The elementary office will call parents every day to understand why students are absent. 	<ul style="list-style-type: none"> Counselors, Building Principals 	<ul style="list-style-type: none"> Operating Budget 	<ul style="list-style-type: none"> 2022-2025
<ul style="list-style-type: none"> The elementary school will monitor attendance every 2 weeks. 	<ul style="list-style-type: none"> Counselors, Building Principals 	<ul style="list-style-type: none"> Operating Budget 	<ul style="list-style-type: none"> 2022-2025
<ul style="list-style-type: none"> The school resource officer and other staff will make home visits as needed. 	<ul style="list-style-type: none"> Counselors, Building Principals, SRO 	<ul style="list-style-type: none"> Operating Budget 	<ul style="list-style-type: none"> 2022-2025
<ul style="list-style-type: none"> The elementary will reward students randomly for good attendance. 	<ul style="list-style-type: none"> Teachers, Counselors, Building Principals 	<ul style="list-style-type: none"> Operating Budget 	<ul style="list-style-type: none"> 2022-2025

Priority Area: Effective Teaching and Learning

SMART Goal #2: PC R-6 will increase the number of students reading at or above grade level by 3% annually

<u>Action Steps</u>	<u>Person Responsible</u>	<u>Funding Source</u>	<u>Completion Date</u>
<ul style="list-style-type: none"> Teachers will participate in LETRS training in three-year phases. 	<ul style="list-style-type: none"> Teachers, Building Principals 	<ul style="list-style-type: none"> State 	<ul style="list-style-type: none"> 2022-2025
<ul style="list-style-type: none"> Teachers will use local assessments to track students' reading progress. 	<ul style="list-style-type: none"> Teachers, Building Principals 	<ul style="list-style-type: none"> Operating Budget 	<ul style="list-style-type: none"> 2022-2025

<ul style="list-style-type: none"> The school will use reading incentives and tracking to increase reading level. 	<ul style="list-style-type: none"> Teachers, Building Principals 	<ul style="list-style-type: none"> Operating Budget 	<ul style="list-style-type: none"> 2022-2025
<ul style="list-style-type: none"> The school will research grants to provide homes with books. 	<ul style="list-style-type: none"> Teachers, Counselors, Building Principals, Superintendent 	<ul style="list-style-type: none"> Operating Budget 	<ul style="list-style-type: none"> 2022-2025

Priority Area: Effective Teaching and Learning			
SMART Goal #3: PC R-6 will increase kindergarten readiness by 3% annually			
Action Steps	Person Responsible	Funding Source	Completion Date
<ul style="list-style-type: none"> The elementary will use a kindergarten local assessment to track readiness in students from birth to three years of age. 	<ul style="list-style-type: none"> Teachers, Building Principals 	<ul style="list-style-type: none"> State 	<ul style="list-style-type: none"> 2022-2025
<ul style="list-style-type: none"> The school will increase participation in Parents as Teachers. 	<ul style="list-style-type: none"> Teachers, Building Principals 	<ul style="list-style-type: none"> Operating Budget 	<ul style="list-style-type: none"> 2022-2025
<ul style="list-style-type: none"> PC R-6 will increase capacity for pre-k numbers. 	<ul style="list-style-type: none"> Superintendent 	<ul style="list-style-type: none"> Capital Projects 	<ul style="list-style-type: none"> 2022-2025
<ul style="list-style-type: none"> The school will research grants to provide homes with books. 	<ul style="list-style-type: none"> Building Principals, Superintendent 	<ul style="list-style-type: none"> Operating Budget 	<ul style="list-style-type: none"> 2022-2025

Effective Teaching and Learning - Secondary

Priority Area: Effective Teaching and Learning			
SMART Goal #1: PC R-6 will reduce the number of students with Ds and Fs at the 6-12 level by 2% annually.			
Action Steps		Funding Source	Completion Date
<ul style="list-style-type: none"> The middle and high school will use EAGLE time to increase time to address the number of students with Ds and Fs. 	<ul style="list-style-type: none"> Teachers, Building Principals 	<ul style="list-style-type: none"> Operating Budget 	<ul style="list-style-type: none"> 2022
<ul style="list-style-type: none"> Students will have the opportunity to reassess assignments below an 85% to increase their grades. 	<ul style="list-style-type: none"> Teachers, Building Principals 	<ul style="list-style-type: none"> Operating Budget 	<ul style="list-style-type: none"> 2022
<ul style="list-style-type: none"> The office will run checks on Ds and Fs every week. 	<ul style="list-style-type: none"> Counselors, Building Principals 	<ul style="list-style-type: none"> Operating Budget 	<ul style="list-style-type: none"> 2022
<ul style="list-style-type: none"> Teachers will be available for tutoring before and after school, at lunch, and during EAGLE time. 	<ul style="list-style-type: none"> Teachers 	<ul style="list-style-type: none"> Operating Budget 	<ul style="list-style-type: none"> 2022

Priority Area: Effective Teaching and Learning			
SMART Goal #2: PC R-6 will increase student attendance at the 6-12 level by 2% annually			
Action Steps		Funding Source	Completion Date
<ul style="list-style-type: none"> The middle/high school office will call parents every day to understand why students are absent.. 	<ul style="list-style-type: none"> Counselors, Building Principals 	<ul style="list-style-type: none"> Operating Budget 	<ul style="list-style-type: none"> 2022
<ul style="list-style-type: none"> The office will monitor student attendance and run reports every two weeks. 	<ul style="list-style-type: none"> Counselors, Building Principals 	<ul style="list-style-type: none"> Operating Budget 	<ul style="list-style-type: none"> 2022

<ul style="list-style-type: none"> The office will use the reward system of the A-team to reward students with perfect attendance. 	<ul style="list-style-type: none"> Counselors, Building Principals 	<ul style="list-style-type: none"> Operating Budget 	<ul style="list-style-type: none"> 2022
<ul style="list-style-type: none"> The school resource officer and other staff will make home visits as needed. 	<ul style="list-style-type: none"> Counselors, Building Principals, SRO 	<ul style="list-style-type: none"> Operating Budget 	<ul style="list-style-type: none"> 2022

Priority Area: Effective Teaching and Learning

SMART Goal #3: PC R-6 will increase the 4-year graduation rate by 3%

<u>Action Steps</u>	Person Responsible	Funding Source	Completion Date
<ul style="list-style-type: none"> Students will complete the iCAP their freshman year as a guide for them to follow all four years of high school. 	<ul style="list-style-type: none"> Counselors 	<ul style="list-style-type: none"> Operating Budget 	<ul style="list-style-type: none"> 2022-2025
<ul style="list-style-type: none"> Students will be required to take Freshman Orientation which will cover skills needed to be successful in high school. 	<ul style="list-style-type: none"> Counselors, Building Principals 	<ul style="list-style-type: none"> Operating Budget 	<ul style="list-style-type: none"> 2022-2025
<ul style="list-style-type: none"> The college and career readiness advisor will be available to advise students regarding post-high school options. 	<ul style="list-style-type: none"> Counselors, Rooted Advisor 	<ul style="list-style-type: none"> Post-Secondary Advisor Grant 	<ul style="list-style-type: none"> 2022-2025
<ul style="list-style-type: none"> Students who are at risk of not graduating can use the Alternative Learning Room to make up credits. 	<ul style="list-style-type: none"> Counselors, Building Principals 	<ul style="list-style-type: none"> Operating Budget 	<ul style="list-style-type: none"> 2022-2025