

OSAGE COUNTY R-II COMPREHENSIVE SCHOOL IMPROVEMENT PLAN 2020-2025

District Vision Statement

Mission Statement

The mission of the Osage County R-II School District is to provide sufficient opportunities for all students to become successful. Our students will graduate with the competence and confidence necessary for productive living and responsible citizenship, through the combined efforts of parents, community, the school district and student determination. The school will provide relevant and challenging educational programs offered by caring, concerned and competent personnel in an appropriate environment.

District Improvement Goals

- **Prepare students for college and career readiness.**
- **Recruit, attract, develop and retain highly qualified staff to carry out the district's mission, goals and objectives.**
- **Maintain and improve district facilities to adequately meet the needs of our students, district programs and community.**
- **Promote, facilitate and enhance parent, student and community involvement in district educational programs.**
- ***Govern the District in an efficient and effective manner, providing leadership and representation to benefit students, staff and patrons of the District***

Osage County R-II School District

Comprehensive School Improvement Plan

2020-2025

Goal 1 – Academic Achievement - Prepare students for college and career readiness

Objective #: 1 –Student achievement will increase as measured by the Annual Performance Report (APR).

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> The District will develop, implement, and evaluate curriculum based upon student, district, and state standards data. 	<ul style="list-style-type: none"> Establish vertical teams PK-12 to create a collaborative professional environment and seamless curricular alignment. 	Administrators	Annually
	<ul style="list-style-type: none"> Monitor and adjust curriculum, assessment, and instruction annually. 	Administrators and Teachers	Ongoing
	<ul style="list-style-type: none"> Implement research-based strategies to differentiate instruction based on analysis of multiple sources of relevant student data. 	Teachers	Ongoing
<ul style="list-style-type: none"> The District will provide a multi-tiered system of supports that improves achievement of all learners. 	<ul style="list-style-type: none"> Develop and monitor a district-wide plan to sustain a multi-tiered model of academic and behavioral interventions: Response to Intervention (RTI), Professional Learning Communities (PLC), and District Continuous Improvement (DCI). 	Administrators, Counselors, and Teachers	Ongoing
	<ul style="list-style-type: none"> Administer Universal Screenings in English Language Arts and Math three times per year. 	Teachers	Annually
	<ul style="list-style-type: none"> Analyze Universal Screening and annual Missouri Assessment Program (MAP)/End of Course Exam (EOC) data to develop academic interventions that target specific deficits of struggling students. In addition, interventions will be developed to target advanced and/or gifted students. 	Administrators, Counselors, and Teachers	Ongoing
	<ul style="list-style-type: none"> Identify and implement interventions based on specific skills and monitor student progress. 	Teachers and Counselors	Ongoing
	<ul style="list-style-type: none"> Offer extended learning opportunities for students in need of additional support. 	Teachers and Counselors	Ongoing

	<ul style="list-style-type: none"> Conduct research of standards-based learning and grading to evaluate its potential impact on student achievement. 	Administrators, Counselors, and Teachers	2022
	<ul style="list-style-type: none"> Provide Title I services for elementary students. 	Elementary staff	Ongoing
	<ul style="list-style-type: none"> Offer Parents as Teachers services to families with children birth to three years old. 	PAT Staff	Ongoing

Objective #: 2 – Missouri Assessment Program (MAP) and End of Course (EOC) results for all areas will be at or above the state average.

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> The District will research and implement effective instructional practices that have a large, positive impact on student achievement. 	<ul style="list-style-type: none"> Establish Professional Development Focus groups which will implement annual professional development plans. 	Administrators, Counselors, and Teachers	Annually
	<ul style="list-style-type: none"> Utilize rigorous assessments aligned to the Missouri Learning Standards and utilize the data to guide instruction. 	Teachers	Ongoing
<ul style="list-style-type: none"> Increase the reading level of each elementary student annually. 	<ul style="list-style-type: none"> Monitor and analyze current reading levels of all students using quarterly assessments of reading that may predict MAP results. 	Administrators, Counselors and Teachers	Ongoing
	<ul style="list-style-type: none"> Track progress and interventions being provided to students reading below grade level to monitor reading growth. 	Administrators, Counselors and Teachers	Ongoing

Objective #: 3 – Subgroup achievement will demonstrate growth each year as measured by the District's Annual Performance Report (APR).

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> The District will provide rigorous research-based curriculum and instruction that supports the Missouri Learning Standards for all Subgroups. 	<ul style="list-style-type: none"> Provide professional development to regular education and special education teachers on differentiated instruction and other methods/techniques for teaching students with disabilities in the regular education classroom. 	Administrators, Counselors, and Teachers	Ongoing
	<ul style="list-style-type: none"> Provide professional development to staff members with a focus on understanding poverty and trauma and its impact on students. 	Administrators, Counselors, and Teachers	Ongoing
	<ul style="list-style-type: none"> Monitor teachers' differentiated instruction within classrooms. 	Administrators	Ongoing

Objective #: 4 – The Osage County R-II School District’s College and Career Readiness will increase as measured by the District's Annual Performance Report (APR)

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> The District will score at or above the state average on ACT and ASVAB. 	<ul style="list-style-type: none"> Students' participation in assessments provided by the school district. 	High School Principal and High School Counselor	Annually
	<ul style="list-style-type: none"> Implement formative assessments, evaluate data, and respond in accordance to student needs. 	Teachers	Ongoing
	<ul style="list-style-type: none"> Increase the course offerings for HS students with emphasis on math and science. 	High School Principal and High School Counselor	Ongoing
<ul style="list-style-type: none"> The percentage of graduates who earn a qualifying score on “Technical Skills Attainment/Industry-Recognized Credential Assessments” and/or receive college credit through early college, dual enrollment, or approved dual credit courses will meet the state standard. 	<ul style="list-style-type: none"> Students' participation in program-required assessments provided by the school district, such as Technical Skills Attainment (TSA) and Industry-Recognized Credential (IRC) Assessments. 	High School Principal, High School Counselor, and Vocational Teachers	Annually
	<ul style="list-style-type: none"> Implement early identification of career interest. 	Administrators and Counselors	Ongoing
	<ul style="list-style-type: none"> Provide access to career and technology programs to promote success in post-secondary experiences (Examples: CTE course offerings). 	High School Principal , High School Counselor and CTE staff	Annually

	<ul style="list-style-type: none"> Provide multiple opportunities for students to participate in Dual-Credit Courses. 	High School Principal and High School Counselor	Annually
<ul style="list-style-type: none"> The percent of graduates who attend post-secondary education/training, participate in military service within six months of graduating, or are employed will meet the state standard. 	<ul style="list-style-type: none"> Completion of 180-day, follow-up study each year and analysis of findings. 	High School Principal and High School Counselor	Annually
<ul style="list-style-type: none"> Monitor the number of students taking the ACT prep courses taught by content level teachers. 	<ul style="list-style-type: none"> Require juniors to take ACT prep courses. 	High School Principal and Counselor	Annually

Objective #: 5 – The Osage County R-II School District’s attendance rate of all students will be 90% or higher as measured by the District’s Annual Performance Report (APR).

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> An attendance plan will be developed and implemented PK-12. 	<ul style="list-style-type: none"> Utilize the School Messaging System to notify parents when students are absent. 	Administrative Assistant	Daily
	<ul style="list-style-type: none"> Send attendance letters home via mail and/or email. 	Administrators and Administrative Assistants	Ongoing
	<ul style="list-style-type: none"> Provide general attendance recognition for students maintaining a 95 percent or higher attendance rate. 	Administrators	Monthly
	<ul style="list-style-type: none"> Maintain building teams that meet regularly to develop plans for students with excessive absences. 	Administrators and Data Teams	Monthly

Objective #: 6 – The Osage County R-II School District’s graduation rate will meet or exceed the state standard as measured by the District’s Annual Performance Report (APR).

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
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<ul style="list-style-type: none"> The District will ensure that programs and activities are in place to identify and assist students at risk of educational failure. 	<ul style="list-style-type: none"> Improve transition plan strategies to increase graduation rates for at-risk students and Individual Education Plan (IEP) students. 	Director of Special Services, Counselors, and Special Education Teachers	Ongoing
	<ul style="list-style-type: none"> Develop a process to identify at-risk students transitioning building-to-building. 	Administrators and Counselors	Annually
	<ul style="list-style-type: none"> Develop Personalized Career Plans for all students. 	Counselors	Annually
	<ul style="list-style-type: none"> Increase the number of career readiness courses that are offered to students. 	High School Principal and High School Counselor	Annually

Goal 2 – Highly Qualified Staff - Recruit, attract, develop and retain highly qualified staff to carry out the District’s mission, goals, and objectives.

Objective #: 1 – Highly qualified teachers and support staff will be employed by the school district.

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> Implement and maintain a competitive salary and benefits package for all staff to retain highly qualified teachers. 	<ul style="list-style-type: none"> The Board of Education will strive to pay 80% of health insurance costs for district employees. 	Superintendent and Board of Education	Ongoing
	<ul style="list-style-type: none"> The Board of Education will strive to increase salaries each contract year. 	Superintendent and Board of Education	Ongoing
	<ul style="list-style-type: none"> The Board of Education will strive to meet minimum wage requirements for non-certified staff members as they continue to annually increase. 	Superintendent and Board of Education	Ongoing
	<ul style="list-style-type: none"> The Board of Education will review and revise the extra-duty compensation package to remain competitive with conference schools. 	Superintendent, Athletic Director and Board of Education	Ongoing
	<ul style="list-style-type: none"> The district will increase the number of master teachers employed by the district. 	Administration and Teachers	Ongoing
<ul style="list-style-type: none"> Promote a positive working environment for all staff. 	<ul style="list-style-type: none"> Provide incentives and recognition to employees. 	Administrators	Ongoing
	<ul style="list-style-type: none"> All teachers and principals participate in professional learning, including release-time for collaboration. 	Administration and Teachers	Annually
	<ul style="list-style-type: none"> Teachers and principals will utilize NEE to improve identified area for growth. 	Administration and Teachers	Annually
	<ul style="list-style-type: none"> The administrators will conduct an annual culture assessment for teachers and staff. 	Administration	Annually
<ul style="list-style-type: none"> Actively recruit highly qualified staff committed to the district mission. 	<ul style="list-style-type: none"> The administrators will investigate ways to identify and attract highly qualified candidates. (Job Fairs, etc.) 	Administration	Annually

Objective #: 2 – The Osage County R-II School District will provide a comprehensive mentoring program for all staff members to ensure highly qualified teachers.

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> The District will oversee, evaluate, and assist teachers to increase student learning and aid in the retention of highly qualified employees. 	<ul style="list-style-type: none"> All new teachers will participate in a Beginning-Teacher Assistance Program. 	New Teachers and Beginning Teacher Coordinator	Annually
	<ul style="list-style-type: none"> Provide an individual mentor for first and second-year teachers. 	Administrators	Annually

Goal 3 – Facilities, Support, and Instructional Resources - Maintain and improve district facilities to adequately meet the needs of our students, district programs and community.

Objective #: 1 – The Osage County R-II School District will improve and maintain all facilities and grounds to adequately provide for students and staff.

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> The District will develop and maintain a long-term Facility Plan. 	<ul style="list-style-type: none"> Develop a 5 to 10-Year Facilities Plan with involvement of staff members, community members and an architectural firm. 	Superintendent	2020-2022
	<ul style="list-style-type: none"> Update Facility Plan annually. 	Superintendent	Ongoing
	<ul style="list-style-type: none"> Prioritize issues that address maintenance, custodial, grounds, and transportation departments' responsibilities within the scope of available resources. 	Superintendent and Administrators	Ongoing
	<ul style="list-style-type: none"> Contract out, to qualified providers, larger capital projects and maintenance repairs outside the abilities and resources of the District staff. 	Superintendent	Ongoing
<ul style="list-style-type: none"> The District will make the necessary plans and provisions for the planning, care, and upkeep of facilities and grounds. 	<ul style="list-style-type: none"> Continue day-to-day repairs and upgrades determined by the maintenance request system and safety inspection feedback. 	Maintenance Director	Ongoing
	<ul style="list-style-type: none"> Keep facilities clean and presentable. 	Custodial Staff	Ongoing
	<ul style="list-style-type: none"> Keep grounds safe and clean. 	Maintenance Director grounds personnel	Ongoing

Objective #: 2 – The Osage County R-II District will provide and maintain technology resources which complement and support instructional programs.

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> The District will provide technology for the purpose of educating students. 	<ul style="list-style-type: none"> Establish and maintain a Technology Planning Committee comprised of staff members and patrons to oversee the implementation of the District Technology Plan. 	Administrators, Technology Director	Annually
	<ul style="list-style-type: none"> Maintain the District Technology Plan with available financial resources that follows the outlined replacement timelines for equipment for students and teachers. 	Superintendent, Technology Director, and Technology Committee	Ongoing
	<ul style="list-style-type: none"> Update and review the Technology Plan annually and assure compliance with local, state, and federal requirements. 	Technology Directory and Technology Committee	Annually
	<ul style="list-style-type: none"> Utilize the district technology staff to implement a K-12 Digital Citizenship curriculum and maintain K-12 vertical collaboration. 	Administrators, Technology Teachers, and Library Media Specialist	Annually
	<ul style="list-style-type: none"> Create an annual Technology Budget that contains allocations for hardware, software, infrastructure, connectivity, and necessary support. 	Superintendent, Administrators, Technology Director	Annually

Objective #: 3 – The Osage County R-II District will provide training and resources to our classified staff to maintain the District’s support services.

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> The District will support classified staff through professional development. 	<ul style="list-style-type: none"> Maintain ongoing communication with classified staff to review procedures and discuss any new updates. 	Administrators	Ongoing
	<ul style="list-style-type: none"> Provide classified staff with training annually to maintain efficiency in current job detail. 	Administrators	Annually

Objective #: 4 – Provide District health services for students which promote the health and well-being of students through prevention, early intervention, and treatment of specific health needs.

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> The District will provide for the health and physical well-being of District students. 	<ul style="list-style-type: none"> Inform and train staff on student health issues and steps to address those conditions. 	District Nurses	Ongoing
	<ul style="list-style-type: none"> Prepare to care for the needs of students who require medical care during the school year. 	District Nurses	Ongoing
	<ul style="list-style-type: none"> Maintain immunization records for all students attending school and submit online reports as required by the state of Missouri. 	District Nurses	Ongoing
	<ul style="list-style-type: none"> Train all coaches and nurses in CPR and First Aid Certification as required. 	District Nurses and Athletic Director	Annually
	<ul style="list-style-type: none"> Provide resources to parents allowing them to access behavioral and mental health services. 	District Nurses and Counselors	Ongoing

Objective #: 5 – The Osage County R-II School District will design a food service program to reflect federal guidelines in health and nutrition, food preparation, and marketing as measured by state nutritional guidelines while increasing student participation.

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> The District will serve all students with well-balanced and nutritious food options. 	<ul style="list-style-type: none"> Follow nutrition guidelines for a healthy breakfast and lunch program. 	Director of Food Services	Ongoing
	<ul style="list-style-type: none"> Follow District Wellness Policy for food and beverages served and sold during the school day. 	Director of Food Services, Administrators, and Teachers	Ongoing

Goal 4 – Parent and Community Involvement - Promote, facilitate and enhance parent, student and community involvement in District educational programs.

Objective #: 1 – The Osage County R-II School District will increase student achievement through parental/community involvement.

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> The District will establish and maintain methods of involvement and communication with parents, guardians, and community members. 	<ul style="list-style-type: none"> Each administrator will promote joint ventures with organized community groups (PTO, Booster Clubs, etc.). 	Administrators	Ongoing
	<ul style="list-style-type: none"> Maintain a district website with resources for parents, guardians, and patrons. 	Technology Director and Administrative Assistants	Ongoing
	<ul style="list-style-type: none"> Provide access to student information for students, parents and guardians through SISK12 Portals. 	Administrative Assistants	Ongoing
	<ul style="list-style-type: none"> The Board of Education and school staff will seek periodic community input in setting goals and objectives for the district. 	Administrators and Board of Education	Ongoing
	<ul style="list-style-type: none"> Utilize communication through Social Media, TextCaster, classroom newsletters, email, etc. 	Administrators and Teachers	Ongoing
	<ul style="list-style-type: none"> Provide multiple opportunities for parents and community members to be involved in school activities (kindergarten roundup, orientation, parties, wellness fair). 	Administrators and Teachers	Ongoing

Goal 5 – Governance - Govern the District in an efficient and effective manner, providing leadership and representation to benefit students, staff and patrons of the District.

Objective #: 1 – All administrators and Board of Education members will receive advanced training.

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> All administrators will participate in on-going Professional Development. 	<ul style="list-style-type: none"> Participate in Professional Development with a focus on leadership, as it relates to curriculum, instruction, assessment, and evaluation of staff. 	Superintendent	Ongoing
	<ul style="list-style-type: none"> Require all first and second-year administrators to participate in a mentor program. 	Superintendent	Ongoing
	<ul style="list-style-type: none"> Encourage all school district administrators to be members of their professional organizations. 	Superintendent	Ongoing
<ul style="list-style-type: none"> All Board of Education members will participate in on-going Professional Development. 	<ul style="list-style-type: none"> Encourage all Board of Education members to participate in training offered through MARE 	Superintendent	Ongoing

Objective #: 2 – The Board of Education shall govern the District through a comprehensive set of Board policies which are subject to annual review, revision, and/or additions.

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> The District will utilize the Board policy service provided by Missouri Consultants for Education. 	<ul style="list-style-type: none"> Develop, adopt, review and/or revise District policies, required by Missouri State Statute, targeting research-based best practice and/or unique needs of the District. 	Superintendent and Board of Education	Ongoing
	<ul style="list-style-type: none"> Enforce board policies of the District to provide administrative management of day-to-day operations. 	Administrators	Ongoing
<ul style="list-style-type: none"> Program evaluations will be presented to the Board of Education annually. 	<ul style="list-style-type: none"> Complete program evaluations following the Board-approved program evaluation schedule. 	Administrators, Counselors, and Teachers	Annually

Objective #: 3 – The District will proactively and responsibly monitor district growth/decline and manage finances and support services to maximize resources and facilitate learning.

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> • The District will ensure effective financial governance. 	<ul style="list-style-type: none"> • Monitor district balances to maintain a minimum of 22 percent of the annual operating budget. 	Superintendent and Board of Education	Ongoing
	<ul style="list-style-type: none"> • Examine all avenues of financial savings during the budget planning process. 	Superintendent and Administrators	Ongoing
	<ul style="list-style-type: none"> • Monitor federal programs and assure budgetary compliance. 	Superintendent and Special Services Director	Ongoing
<ul style="list-style-type: none"> • The annual audit will reflect a positive report on accounting procedures. 	<ul style="list-style-type: none"> • Utilize an audit bid process and assure an annual audit is conducted. 	Superintendent and Board of Education	Ongoing

Goal 6 – School Environment - Promote, facilitate and enhance the quality and character of the school environment.

Objective #: 1 – The Osage County R-II District will provide a safe and healthy environment for students, staff, and community members.

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	TIMELINE:
<ul style="list-style-type: none"> The District will maintain a Violence Prevention Program in each building. 	<ul style="list-style-type: none"> Research and implement a violence prevention program in grades PK-12. 	Administrators, Counselors, and Teachers	Fall 2021
	<ul style="list-style-type: none"> Partner with local businesses and community members through school programs and committees. 	Administrators, Counselors, and Teachers	Ongoing
<ul style="list-style-type: none"> The District will establish safety measures in each grade level and/ or district level. 	<ul style="list-style-type: none"> Conduct scheduled and unscheduled safety drills annually: Fire, Bomb Threat, Tornado/Storm, Earthquake, and Active Shooter/Intruder. 	Administrators, Teachers, and Bus Drivers	Ongoing
	<ul style="list-style-type: none"> Provide anti-violence training for all staff. 	Administrators	Ongoing
	<ul style="list-style-type: none"> Provide training for all staff annually focused on Student Isolation and Restraint Guidelines. 	Administrators	Annually
	<ul style="list-style-type: none"> Complete “Smarter Adults Safer Children” training annually. 	Administrators	Annually
	<ul style="list-style-type: none"> Implement/monitor anti-bullying policy to keep students safe as outlined by board policy. 	Administrators and All District Staff	Ongoing
	<ul style="list-style-type: none"> Monitor the number of discipline referrals and suspensions at each campus. 	Administrators	Ongoing
	<ul style="list-style-type: none"> Annually review each building’s discipline policy. 	Administrators	Ongoing
	<ul style="list-style-type: none"> Distribute and implement crisis procedures through handbook content and classroom Evacuation Emergency Packet. 	Administrators	Annually
<ul style="list-style-type: none"> Conduct annual Active Shooter/Intruder Training for staff members. 	Administration	Annually	

Board approval: 6/15/20