Palmyra R-1 School District
Continuous School Improvement Plan (CSIP) 2026-2031

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Planning Committee Members

Jason Harper	Superintendent	harperj@palmyra.k12.mo.us
Kinsey Cissna	Special Services Director	cissnak@palmyra.k12.mo.us
Kathy Nicholson	Parents as Teacher Director	nicholsonk@palmyra.k12.mo.us
Bridgette Augspurg	Elementary Principal	augspurga@palmyra.k12.mo.us
Jessica Gottman	Elementary Assistant Principal	gottmanj@palmyra.k12.mo.us
Kylee Meyer	Middle School Principal	kerrs@palmyra.k12.mo.us
Megan Zook	Middle School Assistant Principal	meyerk@palmyra.k12.mo.us
Jared Pontius	High School Principal	pontiusj@palmyra.k12.mo.us
Matt Thomas	High School Assistant Principal	thomasm@palmyra.k12.mo.us
Addy Gottman	Instructional Specialist, Curriculum Director	gottmana@palmyra.k12.mo.us
Brian Wosman	Athletic Director	wosmanb@palmyra.k12.mo.us
Steven Jones	Transportation Director	joness@palmyra.k12.mo.us
Nichole Gard	District Gifted Teacher	gardn@palmyra.k12.mo.us
Britne O'Brien	High School Library/Media Services	obrienb@palmyra.k12.mo.us
Amber Summers	Communications Director	summersa@palmyra.k12.mo.us
Laura Keck	Parent	laura.k.keck@gmail.com
Alicia Weiman	Parent	aliciaweiman@gmail.com
Andrea Barnes	Parent	andrea_barness05@hotmail.com
Adrienne Lynn	Parent	adriennerobinlynn@yahoo.com
Seth McBride	Parent	gladiator_2003992@hotmail.com
Blaize Haxel	Parent	bhaxel@gmail.com
Kim Runquist	Parent	akrunquist@gmail.com
Hailey Nierman	Teacher	niermanh@palmyra.k12.mo.us
Tim Wellman	Teacher	wellmant@palmyra.k12.mo.us
Michelle Harris	Teacher	harrism@palmyra.k12.mo.us
Cindy Kumm	Teacher	kummc@palmyra.k12.mo.us
Chris Fountain	Teacher	fountainc@palmyra.k12.mo.us
Stephanie Bross	Community Member	Sbross65@gmail.com
Casey Ragar	Community Member	kcusmc1@gmail.com
Kristen Rathbone	Palmyra Police Liasson	rathbonek@palmyra.k12.mo.us

Board of Education

Roth McElvain	President
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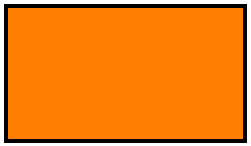
CSIP Development Process

The Palmyra R-1 School District began the development of its current Comprehensive School Improvement Plan (CSIP) in the summer of 2021 with a review of the district's existing plan and the transition from the DESE MSIP 5 cycle to the MSIP 6 framework. Throughout the 2021-2022 school year, district administration utilized DESE MSIP 6 guidance, along with input gathered through staff, parent, community, and Board of Education surveys, to identify district priorities and inform the development of the new CSIP.

The CSIP development process is collaborative and data driven. A representative team of staff, parents, and community members is established to review relevant district data, identify areas of need, and provide input regarding district goals and improvement strategies. District administration also participates in DESE-led meetings and professional learning opportunities throughout the year to remain current with state expectations and guidance. The initial CSIP was approved by the Board of Education at its regular meeting in May 2022.

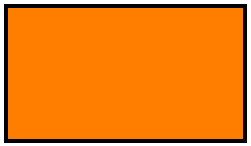
The CSIP is viewed as a living document and is reviewed throughout the school year to ensure that district priorities, strategies, and goals remain aligned with student needs and district priorities. The Board of Education reviews the CSIP annually during its board retreat, while administration and district leadership teams monitor progress throughout the year. Palmyra R-1 also provides opportunities for community engagement and stakeholder feedback through community meetings and other forums addressing the CSIP, legislative issues, and potential bond and facility projects.

The CSIP serves as a foundation for district planning and decision-making. Each item placed on the monthly Board of Education agenda is aligned with the appropriate CSIP Standard, ensuring that district actions, resource allocation, and strategic decisions remain connected to the district's established improvement priorities.



District Mission and Vision

Palmyra R-1 School District recognizes individual student needs and provides the means for every student to reach his/her highest potential.



MSIP 6 STANDARDS

Leadership (L)
Effective Teaching and Learning (TL)
Collaborative Climate and Culture (CC)
Data-Based Decision Making (DB)
Alignment of Standards, Curriculum and Assessment (AS)
Equity and Access (EA)

CSIP Leadership Strategies (L)

*L1: School Board Leadership	Strategy
The Palmyra R-1 School Board and Administration will engage in ongoing professional learning and self-evaluation in order to strengthen governance practices. *Measured for Continuous Improvement Report	L1A-The Palmyra R-1 School Board ensures that the district is guided by a vision, mission and limited number of focused goals all of which are the basis for the district's continuous improvement process. L1B-The Palmyra R-1 School Board members complete all legally required board training within the mandated timeframe. L1C-The Palmyra R-1 School Board and superintendent engage in professional learning designed to improve governance practices. L1D-The Palmyra R-1 School Board and superintendent regularly evaluate governance team strengths and opportunities for improvement.

MSIP 6 Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin Date	End Date		
L1A	L1.1 The district will evaluate and rewrite the district vision and mission statements to reflect the values and goals of the district.	Board of Education Administration			Local	Community meetings
L1B	L1.2 The school board will complete required training as required annually.	Board of Education	July, 2026	June, 2031	Local	MSBA Training/Conference MUSIC Online Training
L1C	L1.3 The school board and administrative team will hold annual retreats to reflect and improve on district governance practices.	Board of Education Administration	December 2026	January, 2027	Local	School Board Retreat
L1D	L1.4 The school board will evaluate the progress of CSIP goals throughout the school year and adopt priorities for the year following the annual retreat.	Board of Education Administration	July 2026	June 2031	Local	School Board Retreat

L2: Ethics	Strategy
The Palmyra R-1 School Board and Administration conduct school system business in an ethical, legal, and transparent manner.	L2A-The Palmyra R-1 School Board adopts, and administration enforces, a policy on legal and professional ethics for all employees. L2B-The Palmyra R-1 School Board adopts and adheres to its policy on legal and professional ethics for school board members. L2C-The Palmyra R-1 School Board and administration conduct business in compliance with the Missouri Open Meetings and Records Act. L2D-The Palmyra R-1 School Board ensures that individual requests from local school board members are considered by the local board as a whole

MSIP 6 Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin Date	End Date		
L2A L2B	L2.1 The district will adopt and update board policies that provide guidelines for staff to maintain legal and ethical compliance.	Board of Education Superintendent	July, 2026	June, 2031	Local	MSBA Policy Updates Law Conferences
L2C	L2.2 The Board of Education will hold regular meetings that will be controlled by the agenda.	Board of Education Superintendent	July, 2026	June, 2031	Local	Monthly Board meetings held on scheduled date Board meeting agendas posted for public meetings at least 3 days prior to the meeting.

*L3: Continuous School Improvement	Strategy
The Palmyra R-1 School Board adopts, monitors, and annually reviews the implementation outcomes of the Continuous School Improvement Plan (CSIP) that focuses on district performance and improvement. *Measured for Continuous Improvement Report	L3A-The Palmyra R-1 School Board CSIP is developed in meaningful collaboration with internal and external stakeholders. L3B-The Palmyra R-1 School Board ensures that the CSIP focuses on the academic preparation and well-being of each student. L3C-The CSIP contains: clear statements of mission and vision, limited number of focused goals and objectives, evidence-based steps and strategies, timelines for implementation and monitoring, persons responsible for implementation and monitoring, funding sources and any other information needed to implement the plan.

	L3D-The Palmyra R-1 School Board regularly monitors the implementation and outcomes of the CSIP. L3E-The CSIP guides the development and implementation of other plans (Building Improvement Plan, Professional Development Plan, Facilities Plan, etc.).

MSIP 6 Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin Date	End Date		
L3A L3B	L3.1 The district will host surveys and meetings to gain input from stakeholders, then collaborate with all stakeholders on establishing specific goals and strategies to incorporate into the CSIP.	Board of Education Administration Staff Community Members	July, 2026	June, 2031	Local	Strategic Planning Meetings Staff and Community Surveys
L3C	L3.2 The CSIP will encompass all areas needed for continuous district improvement.	Board of Education Administration Staff Community Members	July, 2026	June, 2031	Local	Stakeholder meetings and surveys
L3D	L3.3 The Board of Education and administration will regularly monitor CSIP implementation and effectiveness bi-monthly, and at annual board retreats.	Board of Education Administration	July, 2026	June, 2031	Local	Section reviews of CSIP goals will be regularly addressed at monthly administrative meetings Board of Education annual goals will reflect CSIP goals and be monitored bi-monthly

L4: Operations and Resource Management	Strategy
The Palmyra R-1 School District manages school operations and resources to promote each student's academic success and well-being in accordance with priorities established in the District CSIP.	L4A-The Palmyra R-1 School District deliberately allocates both fiscal and non-fiscal resources to align with CSIP priorities and matters of equity. L4B-The Palmyra R-1 School Board and administration regularly and systematically engage in long-range financial, facilities, and infrastructure planning. L4C-The Palmyra R-1 budget is developed through a transparent process that complies with law and is approved by the local school board. L4D-The Palmyra R-1 School Board establishes budget parameters, including minimum fund balances, to guide budget development. L4E-The Palmyra R-1 School Board and administration follow sound financial practices and follow all laws and regulations regarding audits, bids, contracts, and purchases.

MSIP 6 Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin Date	End Date		
L4A	L4.1 The budget will provide the resources needed to meet the goals and strategies in the district CSIP.	Board of Education Administration	June, 2026	June, 2031	Local	Strategic Planning Meetings Budget Development
L4B	L4.2 The District will create a 5-year financial plan to be reviewed annually and updated as needed.	Superintendent Board of Education	July, 2026	June, 2031	Local	Ending fund balance goals Maintenance and major project plans incorporated into the annual budget per the long-range financial plan
L4C L4D L4E	L4.3 A balanced budget will be annually prepared, expenditures examined to ensure a balanced budget is maintained with a yearly audit conducted from an outside agency and presented to the board of Education for transparency.	Superintendent Board of Education	June, 2026	June, 2031	Local	Monthly budget updates presented to the School Board beginning in March with a preliminary budget for next year reviewed in May and approved in June
L4D	L4.3 The District will maintain a 25% fund balance unless there is board approval due to extenuating circumstances.	Superintendent Board of Education	July, 2026	June, 2031	Local	Continual review of fund balances. ASBR Report

L4B	L4.4 The District will develop and implement both short- and long-term technology, facility and maintenance plans based on national, state, and local standards.	Superintendent Director of Maintenance Director of Transportation Director of Food Services Director of Technology	July, 2026	June, 2031	Local	Monthly and yearly preventative and proactive maintenance schedules Facility maintenance long-range plans that include HVAC, and building roofs Continue to maintain the appearance, positive upgrades and cleanliness of district facilities

L5: Superintendent Roles, Responsibilities and Evaluation	Strategy
The Palmyra R-1 School District establishes and implements policies that provide a framework within which the school system operates and ensures legal compliance.	L5A-The Palmyra R-1 School Board and administration have a systematic process for establishing, adopting and revising policies so that they are clear, current, and legally compliant. L5B-The Palmyra R-1 School Board, administration, and staff implement and enforce policy when conducting school system business. L5C-The Palmyra R-1 School Board, administration and staff documents and reports as required by policy and law. L5D-The Palmyra R-1 District's policies and handbooks are posted on the district's website or are otherwise available to the community.

MSIP 6 Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin Date	End Date		
L5A L5B L5C L5D	L5.1 The Palmyra R-1 School Board and administration will analyze adopted Board Policies to ensure they are up to date with new legislation and reflect the community and district priorities.	Board of Education Administration	August, 2026	June, 2031	Local	Regular Board Meetings Special Sessions to discuss policies

L6: Superintendent Roles, Responsibilities and Evaluation	Strategy
The Palmyra R-1 School District employs and evaluates job performance of an appropriately certificated superintendent/chief executive officer to manage school system operations.	L6A-The Palmyra R-1 School Board delegates operational decisions to the superintendent/chief executive officer and administration. L6B-The Palmyra R-1 School Board conducts a performance-based superintendent/chief executive officer evaluation process based upon clear, written, and measurable targets that are aligned with professional educator leader standards and school system performance measures. L6C-The superintendent's evaluation process is implemented in accordance with the Essential Principles of Effective Evaluation and 5 CSR 20-400.375. L6D-The Palmyra R-1 School Board establishes and follows a clear timeline for the superintendent's evaluation process, contract decisions, and salary determination.

MSIP 6 Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin Date	End Date		
L6A	L6.1 The Board of Education will utilize the MSBA superintendent evaluation tool that assesses the superintendent based on measurable targets.	Board of Education	July, 2026	June, 2031	Local	Board Meetings to finalize evaluation tool
L6B L6C L6D	L6.2 The Board of Education will evaluate the Superintendent with enough frequency and specificity to measure performance.	Board of Education	August, 2026	June, 2031	Local	Mid-year and summative evaluations contain constructive feedback utilizing a performance-based evaluation instrument based on personal and professional growth goals

L7: Personnel and Program Evaluation	Strategy
The Palmyra R-1 School Board and administration ensure the use of an effective evaluation process for all employees and a systematic program evaluation process for the district's programs, practices and procedures for the attainment of the vision, mission and goals.	L7A-The Palmyra R-1 School Board and administration consistently use data to make decisions. L7B-The Palmyra R-1 School Board and administration ensure the implementation of performance-based evaluations that are aligned to 5 CSR 20-400.375 for certificated staff and to appropriate job descriptions and duties for non-certificated staff. L7C-The Palmyra R-1 School Board ensure that personnel evaluations are comprehensive, performance-based and aligned with state standards. L7D-The Palmyra R-1 School Board regularly reviews goals, objectives and the effectiveness of all programs and services, which support the mission and vision of the district. L7E-The Palmyra R-1 School Board annually approves the Professional development Plan and approves other plans as required by statute and board policy. L7F-The Palmyra R-1 School Board approves the leadership development plan to ensure continuity for staff turnover succession.

MSIP 6 Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin Date	End Date		
L7B L7D L7E L7F	L7.1 The Board of Education and administration will revisit the Program Review Calendar to ensure programs are being reviewed on an annual basis and that plans needing Board approval go through the approval process.	Board of Education Administration	August, 2026	June, 2031	Local	Board meeting agendas
L7B L7D	L7.2 The District will monitor all state and federal compliance standards that make up the federal evaluation program.	Federal Programs Director	August, 2026	June, 2031	Local Federal	Annual program reviews Federal Programs Desk Audit
L7D	L7.3 Maintain updated job descriptions for every position used for evaluation of staff annually.	Superintendent	July, 2026	June, 2031	Local	Review job descriptions to reflect the expectations of the position and evaluation
L7D	L7.4 Special education teachers will write quality special education paperwork (REDs, Evaluations, and IEPs based on DESE's Rubrics) with 100% compliance with DESE Standards and Indicators Compliance Manual as measured by DESE's	Director of Special Services	July, 2026	June, 2031	Local, Federal	Review all IEPs SPED File Reviews IEP Training Hiring Highly Qualified Staff

	SPED files in compliance with DESE's Standards and Indicators, it will ensure that SPED students receive quality specially designed instruction and services as well as FAPE.					
L7E	L7.5 Maintain and implement the district-wide Professional Development Plan that will be approved at the July board meeting annually.	Administration Professional Development Committee	April, 2026	May, 2031	Local	Review current PD plan for comprehensive alignment to revised CSIP Align building action plans within the District PD plan to support outcomes

L8: Communication	Strategy
The Palmyra R-1 School District provides for two-way, reliable and representative communication with all stakeholders.	L8A-The Palmyra R-1 School District implements and annually reviews a communication plan that outlines multiple methods for two-way, reliable communication with all stakeholders. L8B-The Palmyra R-1 School District regularly communicates to all stakeholders, progress in attainment of the district mission, vision and goals.

MSIP 6 Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin Date	End Date		
L8A L8B	L8.1 The Board of Education will review the CSIP annually.	Board of Education Administration	August, 2026	July, 2031	Local	Annual School Board Retreat Monthly Board Meetings Scheduled Community Meetings
L8A	L8.2 The District will promote, facilitate and enhance parent, student and community involvement.	Administration Staff	July, 2026	June, 2031	Local	Parent and student email, website and school app communication/notifications to parents and community Automated notification system

						Promotion of academic and all extra-curricular information to local newspapers Parent/Teacher Conferences Summer orientations and Open Houses Grandparent Days Special Food Service Events (Doughnuts for Dad, Muffins for Mom) Facility use by parents and community members agreement

L9: Personnel	Strategy
The Palmyra R-1 School Board and administration provide sufficient staffing of qualified and highly effective personnel to achieve the school system's vision, mission, and goals.	L9A-The Palmyra R-1 administration manages personnel resources, both professional and support staff, to address each student's learning needs. L9B-The Palmyra R-1 School District maintains a system of recruitment and support to ensure a high-quality, student-centered staff. L9C-The Palmyra R-1 School Board employs sufficient additional administrators to provide for the leadership and management of the district.

MSIP 6 Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin Date	End Date		
L9B	L9.1 The District will develop application and recruitment material available online that is comprehensive and emphasizes the district's high-quality work environment, and competitive salaries and benefits.	Administration	June, 2026	June, 2031	Local	Administrator training for online recruitment services

L9B	L9.2 The District will continue to maintain 100% High Quality Teaching rating according to federal guidelines for teachers.	Board of Education Principals	July, 2026	June, 2031	Local	Annually monitor and communicate certification status of certified staff Communicate avenues of certification for teachers who do not currently have their certificate. Grow Your Own Teachers
L9B	L9.2 The District will recruit and maintain quality parent educators for the Parents as Teachers Program that will allow the Palmyra R-1 School District to increase the percentage of families receiving PAT services by 2% in the Palmyra Community.	PAT Director Superintendent Board of Education	July, 2026	June, 2031	Local	Local Recruitment Providing pay and hours to keep quality parent educators.
L9A L9B	L9.3 The District will adjust district salary schedules to remain competitive with other schools in the area and the highest beginning salary in the Clarence Cannon Conference.	Board of Education Superintendent CTA Salary Committee	July, 2026	June, 2031	Local	Annually review surrounding district's reimbursement plans as well as current district budget obligations
L9A	The district will participate in the Career Ladder Program sponsored by DESE to provide students with more opportunities for teacher/student interaction, and teachers with more professional development opportunities. The district will have over 75% participation rate, among eligible teachers, in the Career Ladder program.	Board of Education Superintendent Career Ladder Administrator and Committee	May, 2026	May, 2031	Local State	Logging Hours Student Tutoring Curriculum Writing Continuing Education

L10: School Safety	Strategy
The Palmyra R-1 School District actively addresses school safety and security in all facilities.	L10A-The Palmyra R-1 School District, in consultation with public safety officials and stakeholders, develops, implements and reviews annually a comprehensive school emergency operations plan that broadly addresses safety, crises, emergency operations, prevention, preparation, operations and follow-up as well as includes consideration of supporting mental health needs of all involved in any crises for the district and each school as applicable. The plan addresses prevention, preparation, operations and follow-up. The plan includes consideration of supporting mental health needs of all involved in any crisis. L10B-The Palmyra R-1 School Board policy requires the district to employ a designated safety coordinator who demonstrates knowledge of all federal, state, and local school violence and prevention programs and resources that are available to students, teachers and district staff. L10C-The Palmyra R-1 School District annually conducts a physical security site assessment at each facility, utilizing nationally accepted methodology. L10D-The Palmyra R-1 School District ensures emergency preparedness drills are performed in compliance with state statute and local ordinance. L10E-The Palmyra R-1 School District implements a cyber/privacy security plan, utilizing nationally accepted standards. L10F-The Palmyra R-1 School District ensures access to Missouri's school violence anonymous reporting tip line. L10G-All Palmyra R-1 School District staff participate in relevant school safety training and violence prevention training.

	Activities to Implement Strategy	Person(s) Accountable	Timeline		

MSIP 6 Process Standard			Begin Date	End Date	Resources (Financial)	Professional Development/ Activities
L10C	L10.1 The District will complete all initial and re-inspections to stay compliant in all areas concerning the safety and security of the school campuses. These activities will include but are not limited to: AHERA asbestos, HVAC units, fire suppression kitchen hood testing, fire extinguisher testing, backflow prevention testing, elevator fire and safety testing, boiler inspections, transportation inspection of buses, and maintenance inspection of all kitchens and food storage areas.	Administration Director of Maintenance Transportation Director Food Service Director	July, 2026	June, 2031	Local	Annual inspections and in-house surveillance testing as needed to stay in compliance and good standing Maintenance and upgrade plan for equipment/appliances for all buildings, food service and transportation
L10C	L10.2 The District will provide timely effective and efficient and safe transportation services to ensure on-time arrival at school and on-time arrival at bus stops.	Superintendent Transportation Director	July, 2026	June, 2031	Local	Preventative bus maintenance and repair plan completed annually Bus fleet cycle rotation in effect and new or used buses purchased in a timely manner
L10C	L.10.3 The District will participate, and earn 100% of the available points, in the annual State Patrol Bus Safety Inspections.	Transportation Director/Bus Mechanic	July, 2026	June, 2031	Local/ State	Regular bus inspections and manintenance.
L10C	L10.4 The District will promote and maintain a high-quality nutrition program in a safe and appealing environment within the state and federal mandates.	Superintendent Food Service Director	August, 2026	June, 2031	Local	Daily tray counts and annual food survey Ongoing training to staff to comply certification and USDA regulations DESE Food Service Audit
L10B L10D L10E	L10.5 The district will provide a safe environment for all students and staff.	Superintendent Local Law Enforcement	July, 2026	June, 2031		Conduct safety training and drills

						Update the Crisis Management Plan each summer including various safety professionals. Buzzer entry systems in buildings with students for all adults entering the building. Ongoing discussions and procedures of student safety issues.
L10E	L10.6 The district will implement and maintain a board approved cyber/privacy security plan each school year, that follows board policy.	District Technology Coordinator Superintendent Building Principals	July, 2026	June, 2031		MoreNet guidance, MUSIC guidance Professional guidance Law Seminars

CSIP Effective Teaching and Learning Strategies (TL)

**TL1: Success-Ready Students	Strategy
Students and identified student groups demonstrate on-track performance on multiple measures of success by meeting or exceeding the state standard and/or demonstrating significant measurable improvement. **Measured for Student Performance Report	TL1A-Students demonstrate readiness for school entry in alignment with the Missouri Early Learning Standards. TL1B-Beginning in elementary school, students demonstrate regular school attendance. TL1C-Beginning in elementary school, students demonstrate on-track performance through department designated measures of literacy and numeracy. TL1D-No later than 8th grade, students have developed Individual Career Academic Plans (ICAP) that are based on career exploration experiences.

	TL1E-Beginning in middle school, students demonstrate collaboration, leadership, and communication skills through participation in co-curricular, extra-curricular, community-based activities or service learning. TL1F-Students demonstrate work ethic and character. TL1G-Beginning in high school, students demonstrate academic readiness by scoring proficient on at least two required End-of-Course Assessments. TL1H-Beginning in high school, students demonstrate employability skills through participation in Career and Technical Student Organizations (CTSO's) and/or a Seal of Biliteracy. TL1I-Students in high school progress through academic work on a schedule appropriate to graduate. TL1J-Beginning in high school, students demonstrate postsecondary readiness through any of the following: • A combination of a career readiness assessment score that meets the state standard combined with an Industry Recognized Credential (IRC) or Career and Technical Education Certificate (CTEC). • A combination of a college readiness assessment and an IRC or CTEC. • A combination of a college readiness score that meets the state standard and advanced credit that meets the state standard. • Successful completion of an advanced professional studies program, Registered Youth Apprenticeship, department-approved internship, or other department-approved work-connected experience. • Participation in the Pre-Employment Transition Services Program through Vocational Rehabilitation. • Confirmed postsecondary employment, college application, other postsecondary training, or military commitment. • Completion of early college or associates degree or the Core 42. • Completion of stackable credentials. • Other department-approved work readiness measures.

MSIP 6 Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin Date	End Date		
TL1A	TL1.1 Preschool and Parents as Teachers Program focus on readiness for school entry utilizing the Missouri Early Learning Standards.	Preschool Teachers PAT Director PES Administrators	August, 2026	May, 2031	Local	Preschool classes PAT Meetings
TL1A	TL1.2 The school district will offer pre-k services for all 4-year-old families that request to enter the Pre-K program.	Preschool Teachers	August, 2026	May, 2032	Local State Federal	Secure proper facilities, staff, and funding for expansion of the program.
TL1J	TL1.3 Increase the percentage of students participating in preparation courses for post-secondary educations and/or employment.	Building Counselors Building Principal	June, 2026	August, 2031	Local Federal	Acquire technology and curriculum for all educational program needs

						Increase academic offerings based on student needs assessments
TL1J	TL1.4 Expose students to the ACT material through classes and other means.	Building Counselors Teachers	August, 2026	August, 2031	Local	Pre-testing for 8th-10th graders Imbedded content through all core courses ACT Prep classes
TL1C	TL1.5 The district will monitor student growth in literacy and numeracy beginning in elementary grade levels.	Building Principal Teachers	Sept., 2026	May, 2031	Local Federal	Step-Up Curriculum iReady/My Path Data
TL1D	TL1.6 All Students will have an ICAP (Individualized Career and Academic Plan) prior to leaving middle school.	Building Counselors Post-Secondary Advisor	August, 2026	May, 2031	Local	Planning and implementation of ICAP in MS Careers Class

*TL2: High-Quality Early Learning	Strategy
The Palmyra R-1 School District ensures birth through pre-kindergarten population has access to high-quality early learning experiences. *Measured for Continuous Improvement Report	TL2A-The district informs family and community members about the importance of early learning experiences. TL2B-The district provides the Parents as Teachers program for early learning experiences. TL2C-The district identifies well-rounded, developmentally appropriate preschool opportunities available to children. TL2D-The district measures the effectiveness of early learning experiences (e.g., self-assessments using Environmental Rating Scale, Classroom Assessment Scoring System, other department-approved classroom environmental assessment, or Parents as Teachers National Center Quality Endorsement and Improvement Process).

MSIP 6 Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin Date	End Date		
TL2A	TL2.1 The district offers a preschool program for ages 3-5 that parents can choose to send their children to.	Preschool Teachers PES Principal	August, 2026	June, 2033	Local	Promote the program and add additional staff and rooms as needed.

TL2B	TL2.2 The district works with local PAT program to meet the needs of preschool children.	PAT Director PAT Staff	July, 2026	June, 2031	Local	PAT meetings with children and parents

*TL3: High-Quality Career Education	Strategy
The Palmyra R-1 School District is intentional in providing relevant, high-quality career technical education and/or advanced professional studies based on students' ICAPs. *Measured for Continuous Improvement Report	TL3A-The district implements department-approved career-technical education program(s) leading students to attain an industry-recognized credential or CTEC, a post-secondary degree, or entry into the workplace with a skill set conducive toward career advancement. TL3B-The district provides access to career-connected experiences that include solving authentic problems, working in professional environments, and engaging in curriculum developed with industry professionals. TL3C-The district implements elementary and middle school career awareness and exploration programs which align with high school and career center curriculum. TL3D-The district ensures the career technical education program has a written curriculum for each course with a balance among classroom/laboratory instruction, leadership, professional competency development, personal learning, and assessment of technical skill attainment. TL3E-The district ensures the appropriate CTSO is affiliated with the state and national organizations and is an intra-curricular element of the associated program. TL3F-The district uses a system of data collection and evaluation to provide the necessary information for program review and development.

MSIP 6 Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin Date	End Date		
TL3A	TL3.1 The district offers career-technical opportunities in Family and Consumer Sciences, Business, and Agriculture programs.	High School Principal High School Counselor High School Vocational Staff	August, 2026	August, 2031	Local Funding/ Perkins Funding	Classroom Instruction CTSO Participation

*TL4: Intrapersonal and Interpersonal Skills	Strategy
The Palmyra R-1 School District prepares students through the development of essential intrapersonal and interpersonal skills. *Measured for Continuous Improvement Report	TL4A-The district ensures opportunities for students to develop initiative and engage in collaborative problem solving. TL4B-The district ensures opportunities for students to be part of one or more co-curricular, extra-curricular, or leadership opportunities and CTSOs. TL4C-The district ensures that social-emotional skills aligned with the Missouri Early Learning Standards, Missouri Learning Standards and the Missouri Comprehensive School Counseling Program are integrated into the teaching process.

	Activities to Implement Strategy	Person(s) Accountable	Timeline		

MSIP 6 Process Standard			Begin Date	End Date	Resources (Financial)	Professional Development/ Activities
TL4C	TL4.1 The district provides trauma-informed (TIPS) training for teachers.	Building Principals Counselors	August, 2026	May, 2031	Local	Training Sessions at PD Days
TL4C	TL4.2 Building Counselors work with teachers and push into classrooms to ensure that appropriate social emotional skills are being integrated into the classroom.	Building Principals Counselors	August, 2026	June, 2031	Local	Social-Emotional Curriculum Satchell Pulse Second Steps

*TL5: Teacher/Leader Standards	Strategy
The Palmyra R-1 School District implements board-adopted teacher/leader standards to ensure effective instructional staff for each student. *Measured for Continuous Improvement Report	TL5A-The district uses professional educator standards when making decisions on employing, evaluating, and retaining instructional staff and administrators. TL5B-The district implements an educator evaluation process aligned to the Essential Principles of Effective Evaluation for all instructional staff and administrators. TL5C-District and building-level leaders provide leadership development opportunities for all educators. TL5D-The district provides an effective induction and mentoring process for all instructional staff and administrators.

MSIP 6 Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin Date	End Date		
TL5A TL5B	TL5.1 The district will use the Missouri Educator Evaluation System to evaluate the professional teacher/leader standards.	Superintendent Administration	August, 2026	April, 2031	Local	Classroom walk-throughs Summative evaluations
TL5C	TL5.2 The district will provide each new teacher with a quality mentor who will meet regularly to improve the transition into the school district.	Principals/Assistant Principals	August 2026	May, 2031	Local	Mentor/Mentee Meetings Principal check-ins.

*TL6: Effective Instructional Practices	Strategy
Evidence-based instructional practices are implemented to ensure the success of each student. *Measured for Continuous Improvement Report	TL6A-Students receive literacy instruction throughout all grades using a variety of evidence-based methods. TL6B-Building leaders monitor and provide feedback on the use of effective evidence-based practices. TL6C-Instructional staff design and use appropriate, meaningful, and rigorous learning tasks for each student.

MSIP 6 Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin Date	End Date		
TL6A	TL6.1Palmyra R-1 will provide high-quality instruction in every classroom. Teachers and administration will work together to ensure teachers provide lessons that are engaging, standards-aligned, and differentiated for the effective instruction of all students.	Superintendent Building Principals Classroom Teachers Instructional Specialist All other stakeholders	August, 2026	May, 2031	MLS, Teacher Trainings, Evaluation Process	All PD Activities, Classroom Preparation, Evaluations, BLT meetings, Principal Expectations
TL6A	TL6.2 Palmyra R-1 will maintain a K-12 Literacy Plan for students at all grade levels starting in Kindergarten.	Building Principals Literacy Specialists Classroom Teachers	August 2025	May 2026	Magnetic Reading Program, iReady Scoring, Dyslexia Screeners	LETRS Training, and literacy PD through Northeast RPDC, Magnetic Reading PD Amplify PD
TL6A	TL6.3 Palmyra R-1 will have a K-12 Reading Success Plan for students that meet criteria at all grade levels starting in Kindergarten by April of 2024.	Building Principals Literacy Specialists Classroom Teachers	August, 2025	May, 2026	DESE/RPDC Resources	RPDC PD for Reading Success Plans
TL6A	TL6.4 By the end of the 2026-2027 school year, 65% of students in grades 1-4 will meet or exceed grade-level benchmarks in Oral Reading Fluency (ORF), as measured by iReady/Literacy Tasks.	Building Principals Classroom Teachers Literacy Specialists	August 2026	May, 2027	iReady Literacy Tasks	Daily instruction and intervention.
TL6A	TL6.5 By the end of the 2026-2027 school year, 80% of students in Kindergarten will meet or exceed grade-level benchmarks in Letter Naming Fluency (LNF), as measured by iReady.	Building Principals Classroom Teachers	August 2026	May, 2027	iReady Literacy Tasks	Daily instruction and intervention.
TL6B	TL6.6 By the end of the 2026-2027 school year, 60% of students across all grade levels will demonstrate mastery of grade-level	Building Principals Classroom Teachers	August 2026	May, 2027	iReady Mathematics Tasks	Daily instruction and intervention.

	standards in Numbers and Operations, as measured by the math benchmark assessment.					
TL6B	TL6.7 Creation and utilization of common formative and summative assessments will allow 100% of monitored students, not at or above grade level, to progress throughout the year and growth will allow teachers to evaluate the effectiveness of instruction in K-12 scope and sequence. This will help in mastery of Missouri Learning Standards embedded in our curriculum. Differentiated instructional activities will be developed for students performing above the grade level expectations.	District Curriculum Director, Curriculum Facilitators, Curriculum Teams	July, 2026	June, 2031	Local	Curriculum teams develop unit assessments
TL6B	TL 6.8 Palmyra Middle School students will increase proficiency by 7 percentage points by moving students from basic to proficient in ELA, Math, Science, and Social Studies.	Middle School Faculty Middle School Administration	August, 2026	May, 2027	IXL, Curriculum, MLS	Daily Instruction IXL
TL6C	TL 6.9 Palmyra High School will increase the intentional use of non-technology instructional practices across all classrooms and throughout the building.	High School Teachers, High School Administration, Curriculum Director	August 2026	May 2027	Traditional materials that focus on core instructional practices.	Creation of traditional lesson plans from the Missouri Learning Standards. Hands on activities that focus on real-world application. Post-Observation Conferences

TL7: Multi-Tiered System of Support	Strategy
The Palmyra R-1 School District provides a comprehensive multi-tiered system of support that addresses the academic,	TL7A-The district establishes learning and behavioral supports which are identified and coordinated and implemented with fidelity at the classroom, building, and district level. TL7B-The district monitors the implementation of these supports through observation, program evaluation and data analysis. TL7C-The district implements a written process for the early identification of students' needs and implements differentiated learning and behavioral supports for each student.

emotional, behavioral, social, and physical needs of each student.	TL7D-The district uses targeted student assessment and data collection to monitor, evaluate and inform decision-making to identify and implement successful learning and behavioral supports. TL7E-The district collaborates with community partners to provide information and resources to students and parents/guardians to address barriers impacting student success. TL7F-The district implements methodologies to support social-emotional learning, culturally responsive teaching and trauma-informed practices based on student need.

MSIP 6 Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin Date	End Date		
TL7C	TL7.1 The district has designed and implemented a co-teaching model involving both regular and SPED staff.	Director of Special Services Building Principals	August, 2025	May, 2030	Local	Co-Teaching Strategies Training
TL7D	TL7.2 The district has designed and implemented policies and procedures to ensure provision of special education and IDEA Section 504 services are provided to children ages 3-22.	Director of Special Services Building Principals	July, 2025	June, 2030	Local	Administration will collaborate and utilize the district-wide screening and referral process
TL7D	TL7.3 All (100%) of special education students will improve and progress on their special education IEP goals within their IEP cycle. Goals will be focused on strategies that will help with improvement on the district-wide and state-wide assessments.	Director of Special Services Special Education Teachers Classroom Teachers	July, 2026	June, 2031	Local	Co-Teaching Strategies Pre and Post Assessments Practice test problems
TL7E	TL7.4 The District will identify students who are homeless, part of foster families, and students who are considered to have migrant status to find avenues to provide for basic needs and educational support.	Homeless, Foster Parent, and Migrant Coordinator, Counselors	July, 2026	June, 2031	Local	Collaboration with local agencies, families, and counselors.

TL8: Professional Learning	Strategy
Professional Learning activities support effective instructional practices in the Palmyra R-1 School District.	TL8A-The district ensures all instructional staff participate in scheduled, ongoing, job-embedded, and content-appropriate professional learning focused on evidence-based instructional practices, staff growth goals, and student performance goals outlines in the CSIP. TL8B-The district provides time and resources for the professional learning of each staff member.

MSIP 6 Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin Date	End Date		
TL8A TL8B	TL8.1 The district will provide professional development focused on improving student critical thinking and academic achievement.	Administration Building Leadership Teams Professional Development Committee	June, 2026	July, 2031	Local Federal	Determine areas needing improvement to align PD in each building and across the district Engage in Action Planning process and create an Action Plan in each building annually
TL8A TL8B	TL8.2 Review, evaluate, and revise current mentoring and beginning teacher assistance programs.	Building Principals Professional Development Committee	July, 2026	June, 2031	Local	Review existing procedures and update new teacher induction and assistance practices

TL9: Use of Technology to Improve Instruction	Strategy
The Palmyra R-1 School District ensures that technology effectively supports teaching and learning.	TL9A-The district supports curricular and assessment needs by providing adequate technology infrastructure, connectivity, personnel, and digital resources. TL9B-The district provides access to current technologies, digital resources, and ongoing professional learning for instructional staff. TL9C-Students have access to virtual learning experiences, programs, and courses. TL9D-The district evaluates the impact of information and communication technology on teaching and learning.

MSIP 6 Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin Date	End Date		
TL9A TL9B TL9C TL9D	TL9.1 The District will provide all students, staff, and faculty the necessary technology resources to conduct the instructional and business missions of the district.	Superintendent Technology Director Instructional Learning Specialist	July, 2026	June, 2031	Local E-Rate	Maintain technology software and hardware standards Training sessions during PD days

						Evaluate the property/facility equipment management timeline and Apple device replacement cycle
TL9C TL9D	TL9.2 The District will implement state required technology standards into the curriculum K-12.	Building Principals District Curriculum Director	July, 2026	June, 2031	Local	Analysis of required standards and vertical curriculum alignment Analysis of K-12 computer courses and placement of those courses
TL9C	TL9.3 The District will continue to support student access to technology and develop building-level strategic plans that incorporate instruction, technology, and library media centers.	Superintendent Technology Director Instructional Learning Specialist Building Principals	July, 2026	June, 2031	Local E-Rate	Develop building-level technology and library media center strategic plan based on required standards Evaluate/expand/maintain the district wireless network and bandwidth speed

TL10: Comprehensive School Counseling Program	Strategy
The Palmyra R-1 School District provides school counseling services to support the career, academic and social/emotional development of all students.	TL10A-The district ensures a system-wide school counseling program, consistent with the Missouri Comprehensive School Counseling Program framework, is fully implemented in every building. TL10B-Beginning no later than 7th grade, building leaders ensure each student participates in an individual planning process designed to assist in a successful transition to postsecondary experiences (e.g. college, technical school, the military, or the workforce, etc.). TL10C-Individual Career and Academic Plans (ICAPs) are developed and annually reviewed for each student starting no later that 8th grade and continuing through 12th grade. TL10D-Each student has equitable access to responsive services to assist them in addressing issues and concerns that may affect their academic, career, and social/emotional needs.

	TL10E-The district monitors system supports as a crucial component in the full implementation of a comprehensive school counseling program. TL10F-The district provides student support in the form of school counseling and additional supports such as school psychologists, social workers, nurses, and therapists, based on local context and student need. TL10G-The district implements an evaluation system for school counselors that provides feedback based on school counselor standards and indicators.

MSIP 6 Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin Date	End Date		
TL10A	TL10.1 The District will provide a guidance and counseling program to support all students.	District Counselors Community Counselors District Social Workers	August, 2026	June, 2031	Local	Annual review of Missouri Learning Standards for Guidance and Counseling. Create a career-planning system that allows students to explore and plan for career choices. Develop written protocols to be used with students experiencing problems that interfere with their success at school.

TL11: Library Media Services	Strategy
The Palmyra R-1 School District provides high-quality library media resources that effectively serve learners and educators.	TL11A-The district establishes library media services that support, enhance, and enrich the curriculum. TL11B-Library media staff collaborate with instructional staff to integrate library media resources into the instructional program. TL11C-The district develops and maintains a diverse collection of digital, informational, and reading resources appropriate to the curriculum, learners and instructional practices and programs.

MSIP 6 Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin Date	End Date		

TL11A	TL11.1 Palmyra R-1 libraries will use the DESE Recognition of Exemplary Library Program Scoring Guide to improve programs and services for student learning and provide professional development opportunities for full-time certified librarians in each building.	Board of Education Superintendent Principals	July, 2026	June, 2031	Local	Participation in DESE Scoring Guides.
TL11B	TL11.2 Library Media Staff will collaborate and plan with teachers to ensure LMS is an integral part of the classroom environment.	Building Principals Library Media Specialist Classroom Teachers	August, 2026	June, 2031	Local	Regular collaboration between LMS and classroom teachers
TL11C	TL11.3 Update all library collections to Indicator #18 exemplary standards. Nonfiction: At least 70% of the resources have copyright dates within the most recent 12 years. Fiction: The average age of a fiction collection is less than 15 years old.	Building LMS Principals	July, 2026	June, 2031	Local	Destiny and Follett tracking Updating Collections Weeding Books

*TL12: Class Size and Assigned Enrollments	Strategy
The Palmyra R-1 School District ensures class-sizes are consistent with grade-level and program standards.	TL12A-The district ensures that PK class sizes meet the requirements of 5 CSR 20-100.320 Prekindergarten Program Standards. TL12B-The district ensures full-time elementary special (e.g. art, music, physical education, computers, library, etc.) teachers serve no more than seven hundred (750) students per week (duplicated count). TL12C-The district ensures that other alternative class size limits are met for the following exceptions: Student enrollment in a classroom may increase by as many as ten (10) students for any period that a paraprofessional assists the classroom teacher full-time, or by as many as five students when a paraprofessional assists the teacher half-time (paraprofessionals assist the teachers half-time (paraprofessionals paid for with Title I and special education funds cannot be used to increase class size). • Multi-grade classrooms will not exceed standards for the lowest grade enrolled. High schools can combine sections of the same subject in beginning and advanced levels (e.g., Spanish I and Spanish II, or Spanish III, and Spanish IV). Total combined enrollment in such classes should not exceed twenty-five (25) students. • Enrollment in performing arts and physical education classes may exceed regular class-size limits if adequate supervision and facilities are provided. TL12D-Adequate self-directed planning time, at least 250 minutes per week, is provided to certificated and licensed educators who provide instruction to students on a full-time basis (prorated as appropriate). Plan time is based on local context and is aligned to best practice guidelines.

MSIP 6 Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin Date	End Date		
TL12A TL12B TL12C	TL12.1 The district will employ enough staff to ensure that class sizes will remain between the minimum and recommended standards set by DESE.	Superintendent Building Principals	March, 2026	July, 2031	Local	Annual analysis of class-sizes with additional staff as needed and as budget allows
TL12D	TL12.2 The district will ensure that certified staff are receiving the minimum 250 minutes of uninterrupted plan time each week.	Administration	August, 2026	June, 2031	Local	Review schedules as needed to allow for all certified staff to have 250 minutes of uninterrupted plan time each week.

CSIP Collaborative Climate and Culture (CC)

CC1: Safe, Orderly and Caring Environment	Strategy
The Palmyra R-1 School District provides a safe and caring environment that supports teaching, learning, and student success.	CC1A-The district implements trauma-informed methodologies, implements youth suicide awareness and prevention practices, and provides responsive services based on student need and local context. CC1B-The district provides staff, teachers, parents/guardians ad student access to the district's written code of conduct, which specifies unacceptable behavior and consequences for that behavior. CC1C-The district's code of conduct is equitably and consistently enforced during any school related activity whether on or off school property. CC1D-The district promotes respect for individual differences (e.g. diversity training, diversity awareness, policies, and procedures). CC1E-The district provides training on and ensures the implementation of effective practices on violence-prevention instruction, including information on preventing and responding to harassment and bullying, for each student and staff member.

	CC1F-The district will communicate effectively, 100% of the time, with all stakeholders when disciplinary action is required to provide a safe and caring environment that supports teaching, learning and student success. This will include the students involved, their parents and/or guardians, and the teacher/staff member who notified the office of the disciplinary issue. CC1G- The district will provide a social-emotional curriculum for students and provide individual support for students who are identified to need extra support structures.

MSIP 6 Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin Date	End Date		
CC1A	CC1.1 Palmyra R-1 will build a culture where every employee and student consistently understands expectations, takes ownership of their actions, models professionalism, and feels important.	Administrative Team, Certified Staff, Classified Staff, Student Body	August, 2026	June, 2031	Local	Professional Development, Prioritization of Professionalism, MSBA and Local Policies, Communication of Expectations
CC1A	CC1.1 The district provides trauma-informed training for all teaching staff.	Building Principals Counselors	August, 2025	June, 2030	Local	TIPS training scheduled during PD days
CC1A	CC1.2 The district provides suicide awareness services to all seventh grade students through CHADD Coalition.	MS Principal MS Counselor HS Counselor	August, 2025	May, 2030	Local	CHADD Coalition survey 7th graders for suicide prevention HS Classroom presentations
CC1C	CC1.3 The district provides crisis prevention and intervention training to staff.	Special Services Director CPI Trainer	August, 2025	May, 2030	Local	Staff CPI training as needed
CC1C	CC1.4 100% of students with recurring behavioral concerns will have an individualized BIST Success Plan developed, monitored, and reviewed with staff and families.	Building Principals Counselors MS Teachers MS Support Staff	August 2026	May 2027	Local	Monthly Student Success Team Meetings Disciplinary Data
CC1F	CC1.5 Palmyra Middle School will increase attendance by 1.0% to 96.6% and reduce chronic absenteeism through targeted interventions.	Building Principals Superintendent	July, 2026	June, 2027	Local	Attendance Reviews Parent Communication/Visits Juvenile Officers
CC1G	CC1.6 Palmyra Elementary and Middle School will provide social/emotional interventions to at least 20% of the overall student body during the 2025-2026 school year.	Building Principals Classroom Teachers Counselors	August, 2026	June, 2027	Local	Program Training/Webinars Counseling referral forms Monthly response team meetings

CC1G	CC1.7 100% of K-8 students will participate in the Second Steps social/emotional curriculum on a weekly basis in the 2025-2026 school year.	Building Principals Classroom Teachers Counselors	August, 2026	June, 2027	Local	Second Steps Training/Webinars

*CC2: Culture of High Academic and Behavioral Expectations	Strategy
The Palmyra R-1 School District establishes a culture focused on learning, characterized by high academic and behavioral expectations for each student. *Measured for Continuous Improvement Report	CC2A-Leadership develops a systematic process for establishing and maintaining a positive learning climate. CC2B-Staff and students share in the responsibility for learning by being actively engaged in learning and demonstrating appropriate standards of behavior and attendance. CC2C-The district gathers and analyzes data on student violence, substance abuse, and bullying, and modifies programs and strategies to ensure safe and orderly schools. CC2D-The district will develop and implement a plan to inform parents/guardians of students who are not making sufficient academic progress, prior to the end of each quarter, and/or semester, to ensure opportunities for the student to find interventions that will lead to success. CC2E-The district will promote participation in extra-curricular activities, and encourage students ownership in the school district.

MSIP 6 Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin Date	End Date		
CC2A	CC2.1 District utilizes Leadership Teams (BLT) to identify building needs.	Building Principals Building Leadership Teams	August, 2026	April, 2031	Local	BLT meets annually to create a building action plan BLT meets quarterly to progress monitor the action plan
CC2A	CC2.2 The CSIP plan is used for guidance in developing and updating district plans for Literacy, Assessment, technology, professional development, social-emotional curriculum, and building level plans.	Principals Teacher Committees	July, 2026	June, 2031	Local/ State	Committee Development Scheduled Meeting Board Updates Goal Setting
CC2B	CC2.3 Buildings will develop and implement attendance plans to increase student's attendance at all levels and achieve 90/90 as directed by DESE.	Building Principals	July, 2026	June, 2031	Local	Monitor attendance and formulate plans and/or incentives for good attendance

CC2B	CC2.4 Students who are not on track to graduate on time will be referred to the Student Success Teams.	Building Principals Counselors Social Workers PRIDE Teacher Post-Secondary Advisor	August, 2026	June, 2031	Local	Communicate with parents Create academic success plans
CC2B	CC2.5 Student credits toward graduation will be monitored bi-annually and communicated to students and parents.	High School Principal Counselor Post-Secondary Advisor	August, 2026	June, 2031	Local	Monitor student academic progress and contact parents following each semester
CC2A CC2B CC2C	CC2.6 Alternative instructional programs will be available to meet students' unique individual needs.	High School Principal Counselor Social Workers PRIDE Teacher Post-Secondary Advisor	August, 2026	June, 2031	Local	Create academic success plans for at-risk students Communicate regularly with families of students who may enroll in PRIDE
CC2D	CC2.7 Students with low grades will have an Infinite Campus notification sent home prior to the mid-term and the end of the quarter.	Building Principals Counselors Teachers	August, 2025	May, 2031	Local	Local administrative meetings
CC2E	CC2.7 Palmyra Middle School will increase positive student responses regarding belonging, engagement, and school climate by 10% from the fall baseline.	Building Principals Counselors Teachers	August, 2026	May, 2027		Fall and Spring Surveys
CC2E	CC.2.8 Palmyra Middle School will increase involvement in at least one extra-curricular activity, club, sport, or leadership opportunity from 70% participation to 75% participation.	Building Principals Teachers, Coaches, Sponsors	August, 2026	May, 2027		Communicate opportunities Encourage participation Identify students who need activities.

*CC3: Collaborative Partnerships	Strategy
The Palmyra R-1 School District creates and maintains collaborative opportunities and relationships with school districts, business, industry, postsecondary institutions, and other entities to create or maintain well-	CC3A-The district develops reciprocal partnerships with postsecondary institutions, businesses, industry, charitable organizations, non-profit organizations, and commercial entities for the benefit of students and educators. CC3B-The district maintains strong collaborative relationships with parent organizations, industry-based programs, stakeholders, and other entities within the larger community to support students and educators.

rounded educational opportunities for students and educators. *Measured for Continuous Improvement Report	

MSIP 6 Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin Date	End Date		
CC3A	CC3.1 The District will continue to harvest academic opportunities with local postsecondary institutions through on campus course offerings.	High School Principal High School Counselor Post-Secondary Advisor	August, 2026	May, 2031	Local	Review of college offerings and student course requests Use flex scheduling to support student needs
CC3A CC3B	CC3.2 The District will collaborate with local businesses to provide experiences for high school students.	High School Principal High School Counselor Post-Secondary Advisor	July, 2026	June, 2031	Local	Partnership with area businesses to place Senior students to Job-Shadow in their areas of interest.

*CC4: Parent/Guardian Involvement	Strategy
The Palmyra R-1 School District intentionally engages parents/guardians to create effective partnerships that support the development and achievement of their students. *Measured for Continuous Improvement Report	CC4A-The district incorporates formal strategies that include parents/guardians in the educational process. CC4B-The district ensures parent/guardian education activities take place as required by the Early Childhood Development Act (ECDA). CC4C-The district actively cooperates with other agencies, parents/guardians, and community groups (e.g., parent-teacher organizations) to provide information related to child development and/or parenting skills. CC4D-Each school building implements processes and strategies to create a welcoming environment for all families.

MSIP 6 Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin Date	End Date		
CC4A	CC4.1 The community will have an opportunity to provide input for school plans and programs	Superintendent	June, 2026	May, 2031	Local	Parent and community engagement and

	such as the CSIP, long-range planning, Title I, and A+ program.	Federal Programs Coordinator A+ Coordinator				informational meetings/workshops Open surveys provided when working on plans
CC4B	CC4.2 The community will have an opportunity to become involved with the PTO, Booster Club, the Palmyra School Foundation, and district-wide volunteer programs.	Administration PTO Officers	July, 2026	June, 2031	Local	Publicize meetings and activities Provide access to links on district website for information on the organizations and volunteer opportunities.
CC4C	CC4.3 Palmyra R-1 will receive all points on the Clarence Cannon Conference sportsmanship surveys after the fall and winter season.	Administration Coaches Athletes Parents/Community	July, 2026	June, 2031		Clearly provide expectations of players, coaches, and fans.

Data-Based Decision Making

DB1: Data Submission	Strategy
The Palmyra R-1 School District submits data required by the department of education in an accurate and timely manner.	DB1A-The district ensures the annual tax rate calculation and forms are submitted in an accurate and timely manner. DB1B-The district meets the requirements for an independent audit and submits the audit to the department on time. DB1C-The district ensures the Annual Secretary of the Board Report is submitted in an accurate and timely manner. DB1D-The district ensures the underlying data used to generate accountability reports are accurate, and that corrections/appeals are submitted in a timely manner. DB1E-The district ensures that any other required data are submitted in an accurate and timely manner.

MSIP 6 Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin Date	End Date		
DB1A DB1B DB1C DB1D DB1E	Activity DB1.1 All required reports and data will be annually prepared and submitted by the mandated deadlines. A yearly audit will be conducted from an outside agency and presented to the Board of Education for transparency.	Superintendent District Bookkeeper Special Services Director Board of Education	July, 2026	June, 2027	Local	Annual Tax Rate Calculation Submission Independent Audit and Presentation to the Board Federal Programs and Special Education Audits

*DB2: Continuous and Innovative Improvement	Strategy
The Palmyra R-1 School District and building leaders are intentional agents of continuous and innovative improvement to provide relevant learning experiences that promote academic success so each student can meet the changing demands of the world around them. *Measured for Continuous Improvement Report	DB2A-District and building leaders use a variety of data (e.g., longitudinal, demographic, diagnostic, and perceptual) to support and inform system-wide decisions. DB2B-District and building leaders establish a cycle of continuous improvement that includes reflection, data collection, analysis, planning, feedback, and evaluation. DB2C-District and building leaders use an intentional feedback system to improve and refine performance. DB2D-District and building leaders facilitate analysis of individual student data to improve the instructional process and student growth.

MSIP 6 Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin Date	End Date		
DB2A DB2B DB2C DB2D	Activity DB2.1 Building Leadership Teams will review student, grade-level and course-level data annually to reflect/improve on the	Building Principals Building Leadership Teams Data Teams	August, 2026	May, 2031	Local	Annual Action Plan Meetings Action Plan Progress Monitor

	teaching/learning process and to plan/create/revise action plans.					Data Team Meetings
DB2B	Activity DB2.2 District teachers will annually analyze state assessment results to identify and address gaps in instruction.	District Curriculum Director Building Principals Curriculum Committees	August, 2026	May, 2031	Local	Curriculum Committees Grade-Level Teams
DB2C	Activity DB2.2 Common Assessments will be created to ensure continuity through all levels (K-12).	District Curriculum Director District Curriculum Committee Building Principals Teachers	August, 2026	June, 2031	Local	District Curriculum Committee Meetings Curriculum Content Meetings

*DB3: Climate and Culture Data	Strategy
The Palmyra R-1 School District gathers school climate and culture data from all stakeholder groups, analyzes and shares the results and implements strategies for improvement. *Measured for Continuous Improvement Report	DB3A-The school district uses evidence-based methods of collecting data (e.g., surveys, observational methods, and behavior reports) that recognize the range of factors which shape school culture and climate. DB3B-The school district assures student voices are heard and respected. DB3C-The school district establishes procedures for using culture and climate findings to develop and revise systemwide improvement goals and implementation strategies. DB3D-The school system provides school culture and climate data and reports periodically to all stakeholders.

MSIP 6 Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin Date	End Date		
DB3A DB3B DB3C DB3D	Activity DB3.1 Engage the strategic planning process for the district and its patrons every five years to determine needs as they apply to the CSIP.	School Board Superintendent Building Principals Staff	July, 2026	June, 2031	Local	Community, Staff, Student Surveys Stakeholder Meetings

DB4: Collaborative Teams	Strategy
School-based collaborative educator teams, inclusive of all educators, are operational	DB4A-Educator teams collaboratively develop common purposes and goals for improved student outcomes that embrace continuous school improvement. DB4B-Educator teams effectively implement group processes in collaborative meetings.

and focus on effective practices. *Measured for Continuous Improvement Report	DB4C-Educator teams collaboratively analyze student data to provide appropriate interventions for students' instructional and behavioral needs. DB4D-Educator teams engage in data-informed decision-making. DB4E-Educator teams act reflectively. DB4F-Educator teams design lessons collaboratively. DB4G-Educator teams examine student work and assessments. DB4H-Educator teams develop curriculum collaboratively. DB4I-Educator teams address positive classroom learning environments. DB4J – Educator collaboration is used for development and board approval of district and building level plans.

MSIP 6 Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin Date	End Date		
DB4A DB4C	Activity DB4.1 Data teams identify student needs using assessment data.	Building Principals Teachers	September, 2026	June, 2031	Local	Utilize pre- and post-assessments as well as criterion-referenced assessments Collaborate with data team members to improve teaching and learning
DB4B	Activity DB4.2 Agendas include expectations for group members and are used to enhance collaboration/communication among teams.	Building Principals Teachers	August, 2026	May, 2031	Local	Teams will use common agenda templates for all meetings to organize time and provide feedback Meeting minutes are recorded and disseminated to team members within 24 hours following every meeting.
DB4D DB4E DB4F DB4G	Activity DB4.3 20% of district curriculum teams will align 100% of their curriculum to the DESE approved priority standards, as evaluated by the district curriculum committee annually.	Building Principals Teachers District Curriculum Committee	July, 2026	June, 2031	Local	Vertical Curriculum Team Meetings Step Up Consulting

DB4J	Activity DB4.4 Administration and Faculty will work together to develop quality plans in the following areas: District Professional Development Plan District Literacy Plan District and Building Assessment Plans District and Building Technology Plans District Social-Emotional Plan Building Level Plans	Building Principals Instructional Specialist Tech Coordinator Teachers School Board	July, 2026	June, 2031	Local	Committee Selection Plan Development Communication Feedback Plan Corrections Board Approval

Alignment of Standards, Curriculum, and Assessment

AS1: Viable Curriculum Aligned to Missouri Learning Standards	Strategy
School-based collaborative educator teams, inclusive of all educators, are operational and focus on effective practices. *Measured for Continuous Improvement Report	AS1A-The district's curriculum aligns externally to all Missouri Learning Standards and the English language development standards and internally between grade levels and courses. AS1B-Building leaders and instructional staff ensure the written, taught, and assessed curriculum are aligned. AS1C-The district develops written procedures to ensure the written curriculum is implemented and is evaluated. Pre AS1D-The district implements a systematic plan for developing and/or revising all curriculum content areas. AS1E-The district provides opportunities for each student to excel (e.g., gifted, and/or enrichment, at-risk, special education, etc.). AS1F-Educators provide learning opportunities that are aligned to the district curriculum and have clearly identified and communicated learning targets.

MSIP 6 Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin Date	End Date		

AS1A	Activity AS1.1 Ensure alignment to the Missouri State Standards and monitor new updates and make changes as needed.	District Curriculum Director	July, 2026	June, 2031	Local	DESE RPDC DESE Resources, Webinars, and Conferences District Curriculum Team Meetings
AS1A AS1B AS1C AS1D	Activity AS1.2 Annually monitor vertical and horizontal alignment of written and instructional curriculum.	District Curriculum Director Building Principals Teachers	August, 2026	May, 2031	Local	District Curriculum Team Meetings Teacher SLO's Formative and Summative Evaluations
AS1D	Activity AS1.3 Annual reflection and analysis of curriculum based on student needs and assessment results.	District Curriculum Director DCC Building Principals Teachers	July, 2026	May, 2031	Local	Annual analysis of curriculum Content Area Curriculum Meetings MAP results DESE Curriculum Information
AS1E	Activity AS1.4 Identified gifted students will be placed in a gifted pull-out program starting in second grade, classroom, and can work with a certified gifted educator for a minimum of 150 minutes per week (per DESE requirements).	Gifted Program Director Building Principals	July, 2026	June, 2031	Local	Gifted Testing Pull out time.

AS2: Assessments aligned to Missouri Learning Standards	Strategy
The Palmyra R-1 School District implements a comprehensive assessment system including state required and locally selected assessments. *Measured for Continuous Improvement Report	AS2A-Instructional staff administer assessments required by the Missouri Assessment Program to measure academic performance for each student. AS2B- The district has a local board-approved comprehensive written student assessment plan that includes all assessments administered and the purposes for which the assessments are used. AS2C-The district annually reviews performance data, for all students and disaggregated by student groups, to effectively monitor student academic achievement.

	AS2D-Instructional staff use disaggregated data to adjust instruction for identified student groups and has criteria for evaluating the effectiveness of these adjustments. AS2E-Adjustments to curriculum, instruction and intervention strategies are made on interim, formative and summative assessment data and other student work. AS2F-Instructional staff ensure classroom assessments include the higher order thinking and problem-solving skills, as well as complex reasoning skills. AS2G-Building leaders and instructional staff provide timely, descriptive and constructive feedback from assessments to students and parents/guardians. AS2H-The district develops and conducts reliable local assessments for standards currently not assessed on the MAP.

MSIP 6 Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin Date	End Date		
AS2C AS2D	Activity AS2.1 Annual analysis of the data from the Item Analysis Reports from MAP and EOC testing.	District Assessment Director Building Principals	August, 2026	May, 2031	Local	Curriculum Teams analyze Item Analysis Reports
AS2E	Activity AS2.2 Curriculum is analyzed annually, and adjustments made based on analysis of data	District Curriculum Director Building Principals Teachers	July, 2026	June, 2031	Local	Curriculum Teams analyze data and adjust curriculum as needed.

Equity and Access

**EA1: Academic Achievement	Strategy
The Palmyra R-1 School District administers assessments required by the Missouri Assessment Program (MAP) to measure academic achievement and demonstrates improvement in the performance of its students over time. **Measured for Student Performance Report	EA1A-The performance of all students on each assessment meets or exceeds the state standard and/or demonstrates the required growth or improvement. EA1B-The performance of all students on each assessment and students in identified student groups meets or exceeds the state standard and/or demonstrates the required growth or improvement. EA1C-The percentage of students and identified groups of students tested on each required MAP assessment meets or exceeds the state standard.

	Activities to Implement Strategy	Person(s) Accountable	Timeline		

MSIP 6 Process Standard			Begin Date	End Date	Resources (Financial)	Professional Development/ Activities
EA1A	Activity EA1.1 Students with disabilities will continue to work on improving their individual state assessment scores each year.	District Assessment Coordinator Building Principals Teachers	August, 2026	June, 2031	Local Federal Title Fund	Special Education and Individual Teacher planning and Instructional Development
EA1A	Activity EA1.2 All (100%) of students who meet or exceed state standards on the appropriate assessments, and/or demonstrates the required growth or improvement shall be integrated into the district gifted program. Students performing above the requirements will continue to show growth on subsequent assessments	Gifted Program Director Building Principals	August, 2026	June, 2031	Local	Gifted testing Notification process Subsequent Assessments Test all 1st and 4th Grade Students
EA1B	Activity EA1.3 All (100%) of students on each assessment and students in identified groups meets or exceeds the state standard and/or demonstrates the required growth for improvement. Students performing the above requirements will continue to show growth on subsequent assessments	Gifted Program Director Building Principals	August, 2026	June, 2031	Local	Gifted testing Identification process Subsequent assessments Test all 1st and 4th Grade Students
EA1C	Activity EA1.4 All buildings will strengthen the Response to Intervention (RTI) process and follow tiers of instruction providing activities of support to address varying learning needs.	Building Principals Building Leadership Teams Teachers	August, 2026	May, 2031	Local	Staff identify processes and needs at each tier PD to support RTI process

**EA2: Graduation Rate	Strategy
The Palmyra R-1 School District ensures all student successfully complete high school. **Measured for Student Performance Report	EA2A-All students and identified student groups complete an educational program, which meets the graduation requirements as established by the local board and meets or exceeds the state standard and/or demonstrates the required improvement.

	Activities to Implement Strategy	Person(s) Accountable	Timeline		

MSIP 6 Process Standard			Begin Date	End Date	Resources (Financial)	Professional Development/ Activities
EA2A	Activity EA2.1 At-Risk students will be identified and monitored using strategies to develop specific plans to ensure graduation.	Building Principals Counselors Post-Secondary Advisor	August, 2026	June, 2031	Local	Attendance, discipline, and GPA monitoring At-Risk plans formulated using related data and ICAP
EA2A	Activity EA2.2 The district will develop a comprehensive special education plan for IEP students.	Special Education Director Sped Teachers High School Counselor	July, 2026	June, 2031	Local State Federal	Revise/implement current best practices Revise/implement transition plan

**EA3: Follow-up Rate of Graduates	Strategy
The Palmyra R-1 School District prepares all students and identified groups of students for postsecondary success. **Measured for Student Performance Report	EA3A-All graduates and identified groups of graduates, who after graduation are successfully: • enrolled in a college/university, • enrolled in a trade/technical school (or program), • employed, or • in the military and meet or exceed the state standard and/or demonstrate the required improvement. EA3B-The school district reports and analyzes five-year follow-up data on their graduates and uses the results to inform: • program evaluation, • strategic planning, and • other decision making

MSIP 6 Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin Date	End Date		
EA3A	Activity EA3.1 The district will maintain a dropout rate of less than 1% and a cohort graduation rate of greater than 99%.	A+ Coordinator Building Counselors Building Principals	August, 2026	June, 2031	Local State	Regularly monitor data to ensure students are on track to graduate Student-led conferences in MS

EA4: Equity of Educational Experiences	Strategy
The Palmyra R-1 School District intentionally focuses on educational outcomes and the allocation of resources to ensure that each student is purposefully engaged and is purposefully engaged and is provided rigorous instruction, meaningful supports and relevant educational experiences.	EA4A-The school system ensures each student, particularly low-income and minority students, has equitable access to qualified, experienced, and effective teachers, learning experiences, academic, and social supports and other resources necessary for success. EA4B-The school system implements policies to address student misconduct in a positive, fair, and unbiased manner. EA4C-The school system initiates and promotes collaborative relationships with community partners, agencies, and institutions that promote open dialogue and respect for multiple perspectives. EA4D-The district monitors equity gaps between student groups (e.g., gifted students and/or enrichment, at-risk, special education, etc.), applies strategies to reduce barriers between student groups and implements strategies to address equity gaps between student groups.

MSIP 6 Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin Date	End Date		
EA4A EA4B EA4C EA4D	Activity AE4.1 The District will ensure that all items presented to and adopted by the board reflect fair, unbiased and equitable provisions for all students.	Board of Education Superintendent	July, 2026	June, 2031	Local State Federal	Board policy adoption and implementation Handbook approval Program review reports
EA4A	Activity AE4.2 The school system ensures each student, particularly low-income and minority students, has equitable access to qualified, experienced, and effective teachers, learning experiences, academic, and social supports, and other resources necessary for success.	Board of Education Superintendent Building Principals Guidance Counselors Certified Staff	July, 2026	June, 2031	Local State Federal	Academic Scheduling Counseling Participation in Programs
EA4D	The district monitors equity gaps between student groups (e.g., gifted students and/or enrichment, at-risk, special education, etc.), applies strategies to reduce barriers between groups and implements strategies to address equity gaps between student groups.	Board of Education Superintendent Building Principals Guidance Counselors Certified Staff	July, 2026	June, 2031	Local State Federal	Classroom Data Collection Identification of Opportunities Differentiated Instruction

District Accomplishments

The new comprehensive school improvement plan was adopted in August of 2022. Many of these practices are ongoing and were accomplished well before the development of this plan. Many of the items listed in the plan are also done on a yearly basis but not included in the district accomplishment list below. This plan is comprehensive as we make our best effort to accomplish everything included in the plan. If there is something we do not feel we are doing, we take it out of the plan.

MSIP 6 Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin Date	End Date		
L10B L10D L10E	L10.4 The district will provide a safe environment for all students and staff.	Superintendent School Resource Officer	July, 2023	June, 2028	Local State	Conduct Safety and Training Drills Update Crisis Management Plan in the 2023-2024 School Year and then have yearly updates moving forward. Have a safety entrance in all student centers in the school district.

TL6C	TL6.4 80% of Palmyra Middle School Students will score proficient or advanced in our Restate, Answer, Prove, and Summarize (R.A.P.S.) writing method. This will help in preparation for MAP testing in ELA, Math and Science.	Middle School Teachers, Middle School Administration	August 2023	May 2028	Local State	R.A.P.S. Rubric Guides ELA Teachers will train staff on the R.A.P.S. writing method.
EA1B	Activity EA1.3 All (100%) of students on each assessment and students in identified groups meets or exceeds the state standard and/or demonstrates the required growth for improvement. Students performing the above requirements will continue to show growth on subsequent assessments	Gifted Program Director Building Principals	August, 2023	June, 2028	Local State	Local Gifted Testing Updated identification process. Test all 1st and 4th Grade Students.
CC1G	CC1.6 100% of K-8 students will participate in the Second Steps social/emotional curriculum on a weekly basis in the 2023-2024 school year.	Building Principals Classroom Teachers Counselors	August, 2023	June, 2028	Local State	Second Steps Training/Webinars
DB4D DB4E DB4F DB4G	Activity DB4.3 20% of district curriculum teams will align 100% of their curriculum to the DESE approved priority standards, as evaluated by the district curriculum committee annually.	Building Principals Teachers District Curriculum Committee	July, 2023	June, 2028	Local	Vertical Curriculum Team Meetings Step Up Consulting
DB1A DB1B DB1C DB1D DB1E	Activity DB1.1 All required reports and data will be annually prepared and submitted by the mandated deadlines. A yearly audit will be conducted from an outside agency and presented to the Board of Education for transparency.	Superintendent District Bookkeeper Special Services Director Board of Education	July, 2023	June, 2024	Local	Annual Tax Rate Calculation Submission Independent Audit and Presentation to the Board Federal Programs and Special Education Audits
DB4J	Activity DB4.4 Administration and Faculty will work together to develop quality plans in the following areas: District Professional Development Plan District Literacy Plan	Building Principals Instructional Specialist Tech Coordinator Teachers	July, 2024	June, 2025	Local	Committee Selection Plan Development Communication Feedback Plan Corrections

	District and Building Assessment Plans District and Building Technology Plans District Social-Emotional Plan Building Level Plans	School Board				Board Approval
AS1E	Activity AS1.4 Identified gifted students will be placed in a gifted pull-out program starting in second grade, classroom, and can work with a certified gifted educator for a minimum of 150 minutes per week (per DESE requirements).	Gifted Program Director Building Principals	July, 2023	June, 2028	Local	Gifted Testing Pull out time.
L1B	L1.2 The school board will complete required training as required annually.	Board of Education	July, 2023	June, 2028	Local	MSBA Training/Conference MUSIC Online Training
L1C	L1.3 The school board and administrative team will hold annual retreats to reflect and improve on district governance practices.	Board of Education Administration	December2023	January, 2025	Local	School Board Retreat
L3A L3B	L3.1 The district will host surveys and meetings to gain input from stakeholders, then collaborate with all stakeholders on establishing specific goals and strategies to incorporate into the CSIP.	Board of Education Administration Staff Community Members	July, 2022	June, 2024	Local	Strategic Planning Meetings Staff and Community Surveys
L4C L4D L4E	L4.3 A balanced budget will be annually prepared, expenditures examined to ensure a balanced budget is maintained with a yearly audit conducted from an outside agency and presented to the board of Education for transparency.	Superintendent Board of Education	June, 2022	July, 2025	Local	Monthly budget updates presented to the School Board beginning in March with a preliminary budget for next year reviewed in May and approved in June
L4D	L4.3 The District will maintain a 25% fund balance unless there is board approval due to extenuating circumstances.	Superintendent Board of Education	July, 2022	June, 2025	Local	Continual review of fund balances. ASBR Report
L5A L5B L5C L5D	L5.1 The Palmyra R-1 School Board and administration will analyze adopted Board Policies to ensure they are up to date with new legislation and reflect the community and district priorities.	Board of Education Administration	August, 2022	June, 2025	Local	Regular Board Meetings Special Sessions to discuss policies

L7D	L7.4 Special education teachers will write quality special education paperwork (REDs, Evaluations, and IEPs based on DESE's Rubrics) with 100% compliance with DESE Standards and Indicators Compliance Manual as measured by DESE's SPED files in compliance with DESE's Standards and Indicators, it will ensure that SPED students receive quality specially designed instruction and services as well as FAPE.	Director of Special Services	July, 2022	June, 2025	Local, Federal	Review all IEPs SPED File Reviews IEP Training Hiring Highly Qualified Staff
L7E	L7.5 Maintain and implement the district-wide Professional Development Plan that will be approved at the July board meeting annually.	Administration Professional Development Committee	April, 2025	May, 2030	Local	Review current PD plan for comprehensive alignment to revised CSIP Align building action plans within the District PD plan to support outcomes
L8A L8B	L8.1 The Board of Education will review the CSIP annually.	Board of Education Administration	August, 2022	August, 2025	Local	Annual School Board Retreat Monthly Board Meetings Scheduled Community Meetings
L9A L9B	L9.3 The District will adjust district salary schedules to remain competitive with other schools in the area and the highest beginning salary in the Clarence Cannon Conference.	Board of Education Superintendent CTA Salary Committee	July, 2023	June, 2024	Local State	Annually review surrounding district's reimbursement plans as well as current district budget obligations
L10C	L.10.3 The District will participate, and earn 100% of the available points, in the annual State Patrol Bus Safety Inspections.	Transportation Director/Bus Mechanic	July, 2024	June, 2025	Local State	Regular bus inspections and manintenance.
L10B L10D L10E	L10.5 The district will provide a safe environment for all students and staff.	Superintendent School Resource Officer	July, 2023	June, 2025	Local State	Conduct safety training and drills Update the Crisis Management Plan each summer including various safety professionals.

						Buzzer entry systems in buildings with students for all adults entering the building Ongoing discussions and procedures of student safety issues
TL1D	TL1.6 All Students will have an ICAP (Individualized Career and Academic Plan) prior to leaving middle school.	Building Counselors Post-Secondary Advisor	August, 2023	May, 2025	Local	Planning and implementation of ICAP in MS Careers Class
TL5C	TL5.2 The district will provide each new teacher with a quality mentor who will meet regularly to improve the transition into the school district.	Principals/Assistant Principals	August 2025	May, 2030	Local	Mentor/Mentee Meetings Principal check-ins.
TL6A	TL6.1Palmyra R-1 will have a K-12 Literacy Plan in place for students at all grade levels starting in Kindergarten by April 0f 2024.	Building Principals Literacy Specialists Classroom Teachers	August 2023	May 2028	Magnetic Reading Program, iReady Scoring, Dyslexia Screeners	LETRS Training, and literacy PD through Northeast RPDC, Magnetic Reading PD Amplify PD
TL6A	TL6.2 Palmyra R-1 will have a K-12 Reading Success Plan for students that meet criteria at all grade levels starting in Kindergarten by April of 2024.	Building Principals Literacy Specialists Classroom Teachers	August, 2023	May, 2028	DESE/RPDC Resources	RPDC PD for Reading Success Plans
CC1G	CC1.6 100% of K-8 students will participate in the Second Steps social/emotional curriculum on a weekly basis in the 2025-2026 school year.	Building Principals Classroom Teachers Counselors	August, 2023	June, 2025	Local	Second Steps Training/Webinars
CC2B	CC2.4 Students who are not on track to graduate on time will be referred to the Student Success Teams.	Building Principals Counselors Social Workers PRIDE Teacher Post-Secondary Advisor	August, 2022	June, 2025	Local	Communicate with parents Create academic success plans

CC2A	CC2.1 District utilizes Leadership Teams (BLT) to identify building needs.	Building Principals Building Leadership Teams	August, 2022	April, 2025	Local	BLT meets annually to create a building action plan BLT meets quarterly to progress monitor the action plan
EA2A	Activity EA2.2 The district will develop a comprehensive special education plan for IEP students.	Special Education Director Sped Teachers High School Counselor	July, 2023	June, 2025	Local State Federal	Revise/implement current best practices Revise/implement transition plan
TL6A	TL6.1Palmyra R-1 will have a K-12 Literacy Plan in place for students at all grade levels starting in Kindergarten by April 0f 2024.	Building Principals Literacy Specialists Classroom Teachers	August 2025	May 2026	Magnetic Reading Program, iReady Scoring, Dyslexia Screeners	LETRS Training, and literacy PD through Northeast RPDC, Magnetic Reading PD Amplify PD
TL6B	TL6.5 By the end of the school year, 60% of students across all grade levels will demonstrate mastery of grade-level standards in Numbers and Operations, as measured by the math benchmark assessment.	Building Principals Classroom Teachers	August 2025	May, 2026	iReady Mathematics Tasks	Daily instruction and intervention.
TL6A	TL6.3 By the end of the 2025-2026 school year, 60% of students in grades 1-4 will meet or exceed grade-level benchmarks in Oral Reading Fluency (ORF), as measured by iReady/Literacy Tasks.	Building Principals Classroom Teachers Literacy Specialists	August 2025	May, 2026	iReady Literacy Tasks	Daily instruction and intervention.