

CONTINUOUS SCHOOL IMPROVEMENT PROCESS

CONTINUOUS SCHOOL IMPROVEMENT PLAN



COOPER COUNTY R-IV SCHOOL DISTRICT

Continuous School Improvement Plan (CSIP) Overview

The Cooper County R-IV School District developed this Continuous School Improvement Plan (CSIP) through a collaborative, team-based process. With valuable input from students, parents, administrators, faculty, and staff—and grounded in a comprehensive review of relevant data—the committee identified key priority areas, measurable targets, effective strategies, specific activities, and an implementation timeline designed to enhance student achievement and growth while reducing achievement gaps among student groups.

Through the collective efforts of the CSIP team, a shared vision emerged to advance our district with a strong emphasis on college and career readiness, academic growth and success, and the recruitment and retention of high-quality teachers and staff. Guided by this plan, our schools and community remain steadfast in our commitment to helping every student discover their purpose and reach their fullest potential.

We are united in our dedication to building the schools our students truly deserve. Sincere appreciation is extended to all members of our school community—students, parents and guardians, administrators, teachers, support staff, cafeteria workers, nurses, coaches, and counselors. Each of you plays a vital role, and your contributions make a meaningful difference every day.

ADMINISTRATIVE TEAM

Dr. Kathryn Anderson, Superintendent
Brian Emde, K-12 Principal
Carla Jobe-Elliott, Student Support Services
Rachel Walker, RootEd Advisor

STEERING COMMITTEES <i>School District is a supportive community of life-long learners that takes pride in developing respectful individuals who contribute positively to society.</i>	
Board of Education	Faculty and Staff Members
Robin Saylor	Corissa Hayward
Ashley Benny	Tammy Ray
Brian Arnold	Kimberly Thompson
Tim Brandes	Karla Wood
	Russell Mudd
	Chelsea Rambo
	Kevin Rentel

Students	Community Members
Emma Knipp	Justin Hein
Parker Ramsay	Cindy Rumans
Daisie Huth	David Zimmerman
Levi Ray	Brenda Arnold
Reagan Thompson	Brittany Goldsmith
Facilitator	
Dr. Gretchen Guitard	

VISION

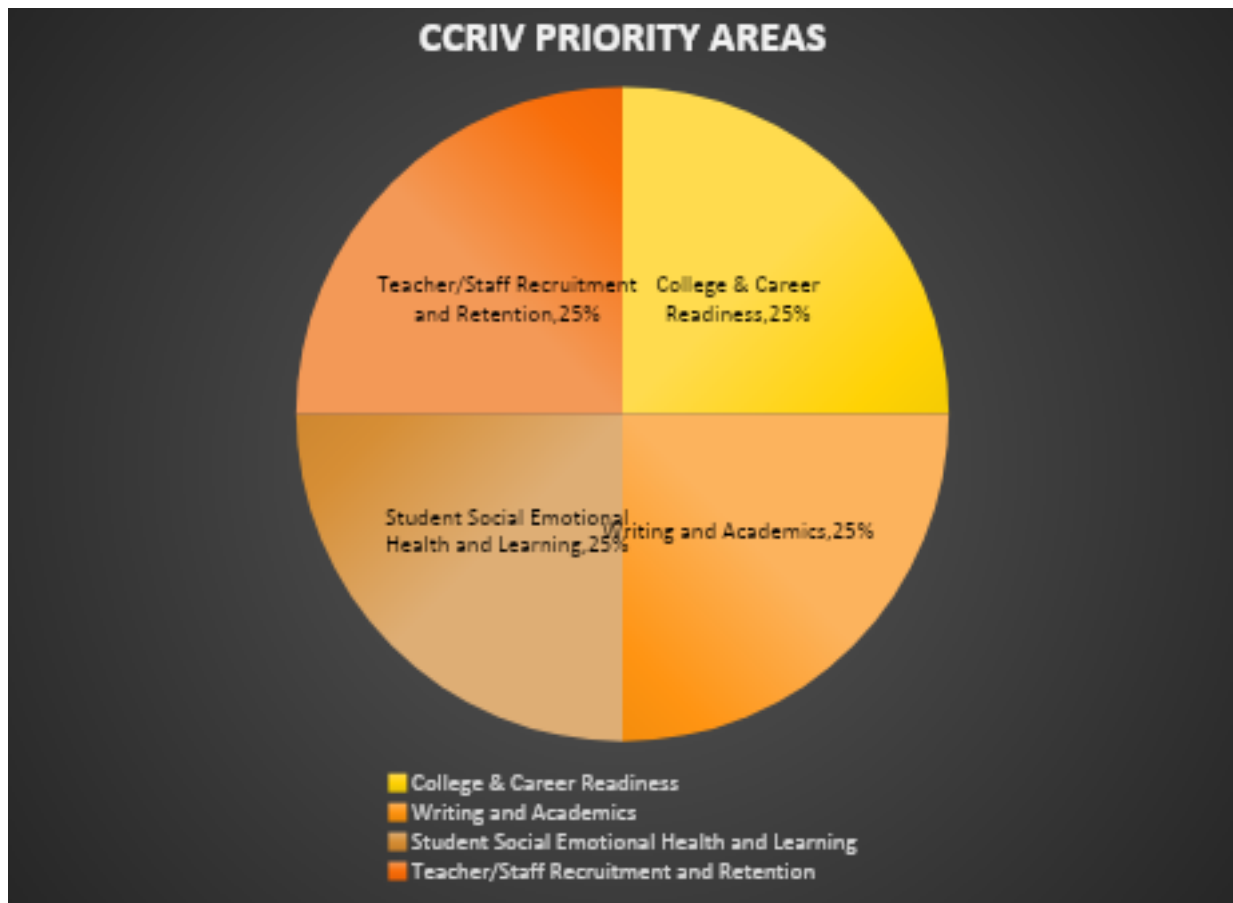
The vision of the School District is to be a community that embraces innovative

PRIORITY AREAS

Lifelong learners of today and leaders of tomorrow.

Prioritizing issues is an important process, in that it assists School District in identifying the issues on which it should focus its limited resources into the planning process.

The 2022-2023 CSIP committee collectively identified the following priority areas as illustrated by the graphic below.



Priority #1- COLLEGE & CAREER READINESS

The CCR-IV School District will offer increased opportunities for college, career, and/or enlistment exploration to increase confidence in student post-secondary choices.

SMART GOAL:

By 2026-2027 school year, students taking the ACT will increase the overall average ACT score to at or above the state average.

ACTION STEPS:

1. Develop district wide curriculum in the areas of ELA, Math, Sci, SS aligned to the Missouri Priority Standards to include teaching & assessing to proficiency of standards. (Principals, Classroom Teachers)
2. Offer ACT Prep sessions to students during study hall and after school. (Principals, Teachers)
3. Provide opportunity for students to participate in a planned Job Shadow day related to their career interests that potentially result in summer internships. (Principals, RootEd Advisor, Guidance Counselor, Teachers)

SMART GOAL:

By 2026-2027 school year, students taking the Accuplacer will increase the average placement score to above average historical local scores.

ACTION STEPS

1. Develop district wide curriculum in the areas of ELA, Math, Sci, SS aligned to the Missouri Priority Standards to include teaching & assessing to proficiency of standards. (Principals, Classroom Teachers)
2. The RootEd advisor will learn more about the ASVAB & Accuplacer tests to share with students, staff and community on the importance of the assessments and opportunities brought to students. (RootEd Advisor, Guidance Counselor)
3. RootEd advisor will conduct individual meetings with juniors and seniors to review individual Accuplacer scores. If necessary, advisor will provide tutoring within areas needing growth for direct placement pertaining to their college/career path. (RootEd Advisor)

*These initiatives are supported by State & Local funds as well as the Postsecondary Advising Grant.

*All students in the CCR-IV School District will produce writing that is equivalent to their grade level

SMART GOALS, ACTION STEPS (Responsible Party)
PRIORITY #2 – WRITING AND ACADEMICS

SMART GOAL:

By the 2026-2027 school year, 70% of students in each grade level will produce a proficient (3) writing piece as measured by district generated rubric.

ACTION STEPS:

1. Develop district wide curriculum in ELA aligned to the Missouri Priority Standards to include teaching & assessing to proficiency of standards. (Principals, Classroom Teachers)
2. Create a writing leadership team comprised of teachers across all grade levels. (Principals, Teachers)
3. District will provide specified writing professional development through work with the Heart of Missouri Regional Professional Development Center. (Principals)
4. The writing leadership team will collaborate to create a district approved writing rubric for each grade level and writing style (I.e., persuasive, narrative, and expository) (Principals, Teachers)
5. Teachers will submit two student writing pieces per year for collaboration and calibration within the writing leadership team. (Principals, Teachers)

SMART GOAL:

By 2026-2027 school year, the Pilot Grove School District will increase the number of students who score at or above the state average for proficient or advanced on ELA MAP/EOC assessments by 3%.

ACTION STEPS

1. Develop district wide curriculum in ELA aligned to the Missouri Priority Standards to include teaching & assessing to proficiency of standards. (Principals, Classroom Teachers)
2. Analyze iReady, MAP, and EOC ELA data annually and adjust instruction according to data results. (Principals, Teachers)
3. Teachers will administer growth monitoring assessments monthly within iReady in grades K-6. (Principals, Teachers)
4. Continuation of literacy coaching through Heart of Missouri RPDC for all ELA teachers. (Principals, Teachers)

*These initiatives are supported by the Evidence Based Reading Grant as well as State & Local funds.

SMART GOALS, ACTION STEPS (Responsible Party)

PRIORITY #3-SOCIAL EMOTIONAL/BEHAVIORAL HEALTH AND LEARNING

School District will develop a system to address the social and emotional needs of students.

SMART GOAL:

By the 2026-2027 school year, students will increase overall K-12 attendance to 95.5%.

ACTION STEPS:

1. Organize an attendance committee comprised of teachers and administrators to establish safety nets for students with at-risk attendance. (Principals, Guidance Counselor, Teachers)
2. Communicate the importance of attendance academically to students, staff and district patrons at the beginning of each school year. (Administration)
3. Positively recognize students quarterly for attendance that meet our target criteria of 95.5%. (Principals)
4. Identify at-risk students quarterly through attendance reports and apply intervention strategies. (Administration, Teachers)
5. The attendance committee will meet at the end of each semester to gather the attendance data and share with the Board of Education, community, students and staff reinforcing the importance of student attendance. (Administrators, Guidance Counselor, Teachers)
6. Through the use of attendance data, students identified with an attendance rate below 90% will be targeted with interventions to promote increased attendance. (Administrators)
7. After each semester update the district patrons through the newsletter on student attendance progress toward the district goal of 95.5%. (Administrators)

SMART GOAL:

Annually, the percentage of students who respond "Strongly Agree" or "Agree" to survey statement: "Students are respectful to each other and staff members" will increase by 5%.

ACTION STEPS

1. Teachers and students will be presented with the perceptual data pie charts that were gathered through student and staff climate surveys. This will take place at the beginning of each school year. (Administrators)
2. After analyzing the perceptual data, a committee comprised of staff members & students will be established to identify ways to improve and recognize individuals who positively display respect. (Administrators, Teachers & Students on Committee)
3. The staff & student committee will investigate opportunities to boost a respectful and positive school environment. (Administrators, Teachers & Students on Committee)

* These initiatives will be supported by State & Local funds.

PRIORITY # 4-TEACHER/STAFF RECRUITMENT & RETENTION

The CCR-IV School District will offer a competitive salary and benefits package to all district staff.

SMART GOALS, ACTION STEPS (Responsible Party)

Teacher and staff turnover matters because of the direct impact it has on students, the additional financial costs for hiring and training, and undermining quality especially when there is an inadequate supply.

SMART GOAL:

The district will maintain a district fully funded benefit package for all benefit eligible employees through the 2026/2027 school year.

ACTION STEPS:

1. Gather data about benefit packages from all Cooper County Schools as well as other districts in the area of similar size. (Superintendent)
2. Present comparative data on benefits packages of other districts annually to the Board of Education. (Superintendent)
3. After reviewing comparative data and current financial status of the district the Board of Education will annually adopt a benefits package (Superintendent, Board of Education)
4. Present information to all employees annually about the district's benefits package prior to open enrollment. (Superintendent)

SMART GOAL:

The district will sustain the teacher state minimum base salary of \$38,000 with or without state grant funding through the 2026-2027 school year.

ACTION STEPS

1. Gather teacher salary data from all Cooper County Schools as well as other districts in the area of similar size. (Superintendent)
2. Present comparative teacher salary data from other districts annually to the Board of Education. (Superintendent)
3. Develop a salary schedule recommendation based on district smart goals and current district finances and present to Board of Education for adoption. (Superintendent)

SMART GOAL:

By the 2026-2027 school year, will increase salary and benefit packages for support staff by 3% annually.

ACTION STEPS

1. Gather support staff salary data from all Cooper County Schools as well as other districts in the area of similar size. (Superintendent)
2. Present comparative support staff salary data from other districts annually to the Board of Education. (Superintendent)
3. Develop a support staff wage schedule recommendation based on district smart goals & current district finances then present to the Board of Education for adoption. (Superintendent)

* These initiatives will be supported by the Missouri Teacher Baseline Salary Grant as well as State & Local funds.