

# **Golden City R-3 Schools**

## **Continuous School Improvement Plan**



**2025-2028**

Board Approved December 2022  
Revised September 2023  
Revised June 2024  
Revised November 2025

## **Golden City Mission:**

Golden City Schools are dedicated to educating students in an atmosphere where they can develop and use their abilities to the fullest extent possible. The district enters into a partnership with parents and the community to help the students it serves become productive individuals in society.

## **Golden City Vision:**

The vision of Golden City Schools is to provide high quality education in a safe, respectful and inclusive environment that builds a foundation for life-long learning.



## **CSIP Process**

The Golden City school board and superintendent directed a process that involved extensive stakeholder input. The board engaged the Education Governance and Leadership Association to conduct stakeholder input.

All employees of the district were granted the opportunity to respond to a survey. The results were synthesized by members of the EGL team. Questions were asked of employees regarding the direction of the district and items employees wanted to see addressed in the future of the district.

In addition, an electronic survey was made available to external stakeholders of the district. The survey results have been maintained as documentation for the district. An electronic survey was sent to all sophomores, juniors, and seniors in the school district. The students were asked questions regarding how the district could better serve the students that follow them.

In addition, the board members were provided an opportunity for an interview. Members of the EGL team took the results of the interviews and surveys and synthesized this information into priorities that were coupled with the information gathered from the Data Dive. The Data Dive was conducted by members of the EGL team and consisted of all documents, plans and resources that are considered required and/or Best Practice.

The priorities were shared with the leadership team of the district. Subsequently, members of the EGL team developed objectives and SMART goals. The priorities, objectives and SMART goals were shared with the leadership team of the district and subsequently with the school board.

The financial impact of the Continuous School Improvement Plan (CSIP) adopted by the school board will only occur as plans that are created are implemented. In other words, other than current expenditures of the district, this is not an immediate financial impact on the district. The SMART goals contained in this document consist of the Continuous School Improvement Plan adopted by the school board on December 19, 2022.

# Timeline

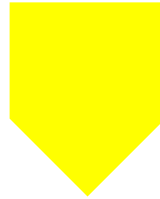
## August 2022

Review started and discussion of current CSIP and renewal needs



## September 2022

Administrator and board discussions, CSIP development process was approved



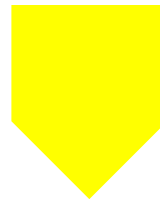
## October 2022

CSIP surveys were sent out and stakeholder interviews were conducted



## November 2022

Created CSIP SMART goals and priorities  
Action steps were created  
For each SMART goal and priority



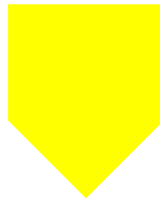
## December 2022

Presented to the Board of Education for approval



## Fall 2023

Review CSIP and district Needs



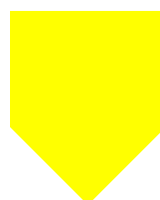
## June 2024

Review CSIP and district Needs



## November 2025

CSIP Committee Revised  
Updated CSIP



# Golden City R-3 Schools

## Priority Areas

### Leadership

- Promote parent involvement and communication
- Create and sustain positive culture to retain highly qualified personnel
- Prepare for the long-range facility needs of the district
- Create a professional development plan for the school board

### Teaching & Learning

- Update curriculum offerings to engage students in career exploration
- Implement Early Childhood Education opportunities
- Improve student performance on state and local assessments
- Develop a Portrait of a Graduate
- Update and refine curriculum, assessment, instructional practices and resources
- Improve student performance on approved reading assessment

### Community Collaboration

- Gather culture and climate data from all stakeholder groups

**Priority Area: Leadership**

**SMART Goal:** At least 90% of families will indicate school communication is effective or highly effective as measured by the annual climate/culture survey.

| Action Steps:                                                                                                                                                                                                                                                                                                                                                        | Person Responsible                                                                    | Funding Source                            | Start/Completion Dates |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|-------------------------------------------|------------------------|
| Action Steps: <ul style="list-style-type: none"><li>• Share information via multiple formats through social media, email, messaging system, and newsletters</li><li>• Frequent communication with families through phone calls, notes home, postcards, communication logs, and more</li><li>• Provide access to and encourage regular use of parent portal</li></ul> | K-12 Principal<br><br>Superintendent<br><br>Title 1 Teacher<br><br>Teachers & Coaches | District/Local Funds<br><br>Title I Funds | August – May yearly    |
| Summary of Completed Action Steps: All three actions steps are completed on a yearly basis. These action steps will stay in place as we feel it is a priority to have effective communication with our parent/guardians and community members.                                                                                                                       |                                                                                       |                                           |                        |

**Priority Area: Leadership**

**SMART Goal:** Create and sustain a positive culture to retain 90% of highly qualified staff yearly.

| Action Steps:                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Person Responsible                   | Funding Source                                              | Start/Completion Dates |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|-------------------------------------------------------------|------------------------|
| Action Steps: <ul style="list-style-type: none"><li>• Baseline Metric for 2025-2026<ul style="list-style-type: none"><li>○ 24 certified staff</li><li>○ 15 non-certified staff</li></ul></li><li>• Continue to increase certified staff pay as the budget allows</li><li>• Adding Career Ladder</li><li>• Continue to increase non certified staff pay as the budget allows</li><li>• Establish “Grow Your Own” program for Golden City students entering the Teaching profession</li></ul> | K-12 Principal<br><br>Superintendent | District/Local Funds<br><br>State Funding for Career Ladder | August – May yearly    |
| Summary of Completed Action Steps: We have added Career Ladder for the 2025-2026 School Year. Certified and Non-Certified staff pay has grown every year since the inception of the CSIP                                                                                                                                                                                                                                                                                                    |                                      |                                                             |                        |



**Priority Area: Leadership**

**SMART Goal:** District will evaluate district facilities yearly and adjust plans quarterly based on current needs

| Action Steps:                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Person Responsible                   | Funding Source       | Start/Completion Dates |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|----------------------|------------------------|
| Action Steps: <ul style="list-style-type: none"><li>• Kitchen equipment</li><li>• Paint hallways, cafeterias, and gym lobby</li><li>• Remove VCT Tile in High School</li><li>• Continue to evaluate facilities and adjust plan as needed</li><li>• School Farm Addition</li><li>• Additional/Updated Playground Equipment</li></ul>                                                                                                                                                     | K-12 Principal<br><br>Superintendent | District/Local Funds | August – May yearly    |
| Summary of Completed Action Steps: <ul style="list-style-type: none"><li>• Bathroom Remodel</li><li>• New Carpet in Library and Offices</li><li>• Replaced windows in the High School</li><li>• Install new Camaras and Exterior Doors with Access Control</li><li>• Paint the Exterior of the Building</li><li>• Purchase a new Mini Bus</li><li>• Put new surface on the track</li><li>• LED Lighting throughout the building</li><li>• Resealing/Stripping the parking lot</li></ul> |                                      |                      |                        |

**Priority Area: Leadership**

**SMART Goal:** The board of education will participate in professional development quarterly.

| Action Steps:                                                                                                                                                                                                                                                          | Person Responsible                   | Funding Source       | Start/Completion Dates |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|----------------------|------------------------|
| Action Steps: <ul style="list-style-type: none"><li>• Share relevant information on topics affecting public education</li><li>• Educate board on test scores</li><li>• Review legislative initiative as needed</li><li>• Monthly CSIP Updates at BOE meeting</li></ul> | K-12 Principal<br><br>Superintendent | District/Local Funds | July – June yearly     |
| Summary of Completed Action Steps: All action steps have been completed during on a yearly basis either at the regular scheduled Board of Education Meetings or through weekly Board Updates.                                                                          |                                      |                      |                        |

**Priority Area: Teaching & Learning****SMART Goal:** Update curriculum offerings yearly to engage students in career exploration.

| Action Steps:                                                                                                                                                                                                                                                                                           | Person Responsible                                              | Funding Source                           | Start/Completion Dates |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|------------------------------------------|------------------------|
| Action Steps: <ul style="list-style-type: none"><li>• Provide job shadowing opportunities for students</li><li>• Promote students attending Lamar Career and Technical Center beginning in 8<sup>th</sup> grade.</li><li>• Take Juniors and Seniors on Career Exploration Trips and Job Fairs</li></ul> | K-12 Principal<br>Superintendent<br>Counselor<br>RootEd Advisor | District/Local Funds<br><br>RootEd Funds | August – May yearly    |

Summary of Completed Action Steps: All action steps have been completed on a yearly basis. The Principal and RootEd advisor review curriculum offerings yearly and make adjustments as needed to provide the best opportunity for our students.

**Priority Area: Teaching & Learning****SMART Goal:** Effectively implement Early Childhood Education and students who attend Golden City preschool will score at or above 60% overall on the Kindergarten Observation Form (KOF).

| Action Steps:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Person Responsible                                                  | Funding Source                      | Start/Completion Dates |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|-------------------------------------|------------------------|
| Action Steps: <ul style="list-style-type: none"><li>• Preschool screenings</li><li>• Utilize recognized preschool curriculum</li><li>• Evaluate Kindergarten and Pre-School Curriculum Yearly</li><li>• Work collaboratively with Conference Pre-School and Kindergarten Teachers</li><li>• Attend Professional Development opportunities at local Regional Professional Development Centers</li><li>• Work collaboratively with Parents as Teachers to identify students in our community to attend preschool</li></ul> | K-12 Principal<br><br>Preschool Teacher<br><br>Kindergarten Teacher | District/Local Funds<br><br>Tuition | August – May yearly    |

Summary of Completed Action Steps: We have updated both the Kindergarten and Pre-School curriculum since 2022. Additionally, we have partnered with Parents as Teachers to identify students within our community to attend preschool and participate in preschool screenings.

**Priority Area: Teaching & Learning**

**SMART Goal:** Missouri Assessment Program (MAP) and End of Course (EOC) will be at or above the state average on an annual basis.

| Action Steps:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Person Responsible                                       | Funding Source                            | Start/Completion Dates |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-------------------------------------------|------------------------|
| Action Steps: <ul style="list-style-type: none"><li>• Rigorous instruction will occur daily in all subject areas</li><li>• Teachers will utilize previous MAP and EOC data to drive instruction and guide changes needed in the curriculum</li><li>• Targeted Interventions will be provided for struggling students</li><li>• Teachers will receive increased professional development and instructional training</li><li>• Utilize practice tests provided by DESE to prepare for MAP and EOC tests.</li><li>• Utilize benchmark assessment programs throughout the school year to track student progress</li></ul> | K-12 Principal<br><br>Superintendent<br><br>All Teachers | District/Local Funds<br><br>Title I Funds | August – May yearly    |
| Summary of Completed Action Steps: We have utilized a variety of benchmark assessments and practice tests to help better prepare for our MAP/EOC tests. Additionally, we provide MAP/EOC data to our teachers on a yearly basis to guide changes to curriculum. We have received professional development with FiredUp Consulting services to align our curriculum to standards and make data-based decisions.                                                                                                                                                                                                        |                                                          |                                           |                        |

**Priority Area: Teaching & Learning**

**SMART Goal:** Establish a Portrait of a Graduate for Barton County with Local Barton County School Districts.

| Action Steps:                                                                                                                                                                                                                                               | Person Responsible                                               | Funding Source       | Start/Completion Dates |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|----------------------|------------------------|
| Action Steps: <ul style="list-style-type: none"><li>• Superintendent Collaboration</li><li>• Community Input Session</li><li>• Staff Input Session</li><li>• Student Input Session</li><li>• Comprehensive List of Characteristics and Attributes</li></ul> | K-12 Principal<br><br>Superintendent<br><br>High School Teachers | District/Local Funds | August – May yearly    |
| Summary of Completed Action Steps: We have modified this to collaborate with the other Barton County Public School Districts.                                                                                                                               |                                                                  |                      |                        |

**Priority Area: Teaching & Learning**

**SMART Goal:** Update and refine curriculum, assessment, instructional strategies and resources yearly to strengthen student engagement and increase achievement by performance on state and local assessments.

| Action Steps:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Person Responsible                               | Funding Source                      | Start/Completion Dates |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|-------------------------------------|------------------------|
| Action Steps: <ul style="list-style-type: none"><li>• Focus on assessments aligning to priority standards</li><li>• Provide professional development training and time for teachers to work on developing and refining curriculum</li><li>• Teachers will utilize previous MAP and EOC data to drive instruction and guide changes needed in the curriculum</li><li>• Attend relevant trainings at the Southwest Center and other local RPDC's</li><li>• Establish a process to identify and engage gifted learners</li><li>• Provide professional development and training for Special education accommodations on a yearly basis</li><li>• Provide professional development and training for ELL strategies on a yearly basis.</li></ul> | K-12 Principal<br>Superintendent<br>All Teachers | District/Local Funds<br><br>Federal | August – May yearly    |
| Summary of Completed Action Steps: The district collaborated with FiredUp Consulting from 2023-2026 to align curriculum to state standards in all subject areas. Curriculum has been updated in all of the core subject areas. Teachers attend regular professional development both within the district and local RPDC's.                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                  |                                     |                        |

**Priority Area: Teaching & Learning**

**SMART Goal:** At least 75% of students will be reading on grade level in grades K-6 on the approved reading assessment on the end of the year assessment.

| Action Steps:                                                                                                                                                                                               | Person Responsible                               | Funding Source                                           | Start/Completion Dates |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|----------------------------------------------------------|------------------------|
| Action Steps: <ul style="list-style-type: none"><li>• Provide additional supports (RTI, after school program) for students</li><li>• Baseline EOY data:<br/>24-25-67%<br/>23-24-65%<br/>22-23-56%</li></ul> | K-12 Principal<br>Superintendent<br>All Teachers | District/Local Funds<br><br>Career Ladder<br><br>Title 1 | August – May yearly    |
| Summary of Completed Action Steps: Additional supports are offered on a weekly basis.                                                                                                                       |                                                  |                                                          |                        |

| <b>Priority Area: Collaborative</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                            |                       |                               |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|-----------------------|-------------------------------|
| <b>SMART Goal:</b> 90% of stakeholders will strongly agree and/or agree on culture/climate surveys on an annual basis.                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                            |                       |                               |
| <b>Action Steps:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <b>Person Responsible</b>                                                                                  | <b>Funding Source</b> | <b>Start/Completion Dates</b> |
| Action Steps: <ul style="list-style-type: none"> <li>• Frequent student, parent and/or community communication via multiple formats</li> <li>• Drills will be conducted</li> <li>• Facilities will be secured at all times</li> <li>• Student of the Month assemblies</li> <li>• School wide focus on Positive Behavior Interventions</li> <li>• School wide Culture/Climate activities for staff and students.</li> <li>• Create a student voice survey to be administered annually.</li> <li>• Meet with Student Council members each semester to collaborate on school Culture/Climate</li> </ul> | K-12 Principal<br><br>Superintendent<br><br>Teachers<br><br>Administrative Assistants<br><br>Support Staff | District/Local Funds  | August – May yearly           |
| Summary of Completed Action Steps                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                            |                       |                               |