

Lesterville R-IV Public Schools CSIP Plan



August 2026



Mission

The mission of the Lesterville R-IV Schools is to help all students realize their worth and potential as individuals and to guide them toward becoming productive members of society.

Vision

Learn to Love, Love to Learn



Lesterville R-4 School District Continuous School Improvement Plan Summary

- The Lesterville R-4 school board and superintendent directed a process that involved extensive stakeholder input.
- All employees of the district met in person and were also granted an opportunity to respond to a survey. The results were synthesized by members of the administration 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 question results have been maintained as documentation for the district.
- An electronic survey was sent to all students in grades 7– 12 in the school district. The students were asked questions regarding how the district could better serve the students that follow them.
- Results of the interviews and surveys were categorized into priorities that were coupled with the information gathered from the Data Dive. The Data Dive was conducted by members of the administration team and consisted of all documents, plans and resources that are considered required and/or Best Practice.



Lesterville R-4 School District Continuous School Improvement Plan Summary

- The members of the administration team developed objectives and S.M.A.R.T. goals. The priorities, objectives and S.M.A.R.T. goals were shared with the staff of the district and subsequently with the school board.
- The financial impact of the Continuous School Improvement Plan adopted by the school board will only occur as plans that are created are implemented. The CSIP guides the district budget and is referenced in the budget message approved by the Board of Education. Other than current expenditures of the district, this is not an immediate financial impact on the district.
- The S.M.A.R.T. Goals contained in this document are the framework of the Continuous School Improvement Plan adopted by the Lesterville R-IV school board.



Lesterville R-4

Climate & Culture

Observed/Shared Strengths

- **Teacher Collaboration and Positive Morale**
- **Community Support**
- **Teacher Retention**
- **Low Student to Teacher Ratio**



Governing Priorities

- **Leadership**
- **Effective Teaching and Learning**
- **Collaborative Culture and Climate**
- **Data Based Decision Making**
- **Equity and Access**
- **Alignment of Standards, Curriculum and Assessment**



Governing Priority: Effective Teaching and Learning

Goal 1: Student academic achievement in writing as measured on state, local & national assessments will continue to improve.

Relevance: Student achievement remains an area of focus for the school district. This is a goal of the district and is contained within MSIP6, TL6A.

Our Literacy Planning has shown success in increasing student achievement in all grades and content areas. We would like to use the same process to address weaknesses in writing.

Action Steps: (Responsible Party)

- *Form a writing team. (Administration)
- *Develop a Writing Plan to provide training in approved evidence-based methods for teachers throughout all grades. (Administration/Faculty)
- *Provide intervention services (Faculty)
- *Celebrate Student Successes (Administration/Faculty)

Time Frame:

- *Fall 2026: APR reported to school board.
- *Fall 2027–2029: APR with continuous growth

Funding:

- *Regular Budget
- *DESE Provided Resources



Governing Priority: Effective Teaching and Learning

Goal 2: The District will attract, develop, and retain highly qualified classroom teachers.

Relevance: Well-prepared and supported teachers matter more than anything else inside a school when it comes to student achievement and success.

Student achievement will always be an area of focus for the school district. This is a goal of the district and is contained within MSIP6, TL6.

Action Steps: (Responsible Party)

- *Recruit highly qualified applicants. (Administration)
- *Ensure competitive salary and pay scales.
(Superintendent/School Board)
- *Provide a positive and supportive work environment.
(Administration)
- *Staff Climate/Culture surveys (Administration)
- *Staff Recognition and Success Acknowledgement
(Administration/School Board)
- *Grow Your Own Scholarships (Superintendent)

Time Frame:

- *Spring 2026: Staff job openings reported and recruiting for 2027–2028 school year.

Funding:

- *Regular Budget
- *Career Ladder
- *Teacher Salary Grant



Governing Priority: Alignment of Standards, Curriculum, and Assessments

Goal 1: The District will align Science and Social Studies curriculum and assessment to the priority standards within the Missouri Learning Standards.

(Math and ELA were the focus of the previous CSIP.)

Relevance: MSIP6, AS1 & 2 and Board Policy require an assessment plan be developed and implemented as a result of broad-based involvement of staff. Curriculum and assessments will be vertically aligned.

Action Steps: (Responsible Party)

- *Review existing curriculum and assessments. (Faculty)
- *District leadership will support the work through the professional development plan. (Administration)
- *Updates of curriculum will be provided to the school board. (Faculty)
- *Annual review and update of the assessment plan. (Administration/Faculty)
- *Establish a comprehensive and ongoing curriculum and resource review process. (Administration/Faculty)

Time Frame:

- *2026–2028: Vertical alignment in Science and Social Studies

Funding:

- *Regular Budget



Governing Priority: Leadership

Goal 1: The District will enhance and improve district safety and security.

Relevance: The solutions that are produced are vital in helping protect the safety and security of all individuals on the campuses of the Lesterville R-IV School District and comports with Board Policy ECA-1-AP and MSIP6, L10, A and B.

Action Steps: (Responsible Party)

- *Phone and Intercom systems will be replaced district wide. (Superintendent/School Board)
- *Interior door barricade systems will be researched and appropriate solutions obtained. (Superintendent/School Board)
- *Mobile app will be developed for use by all staff in an emergency event. (Administration/Safety Coordinator)
- *Annual review and update of the crisis/safety plan. (Administration/Faculty)
- *SomethingCool will be utilized to review existing security camera system. (Superintendent)

Time Frame:

- *December 2026: The district will continue to update safety measures including the new requirements within SB68.
- *June 2027: Project completion including new phone and intercom system, mobile application, and door barricades.

Funding:

- *Regular Budget – embedded in district budget message.



Governing Priority: Leadership

Goal 2: The District Leadership Team will engage in professional development in order to improve leadership effectiveness.

Relevance: The Leadership Team of a district is crucial in the success of the district. A Leadership Team should possess extensive experience and a honed skill set. This goal aligns with MSIP6, L9 and TL8.

Action Steps: (Responsible Party)

- *Communication between Superintendent and Administrative team to determine needs. (Administration)
- *Develop a written Administrator Professional Development Plan. (Administration)

Time Frame:

- *January 2027 – June 2027: The administration will develop the plan.
- *June 2027: Present the plan to the school board for approval.
- *July 2027: Plan will be fully implemented.

Funding:

- *Regular Professional Development Budget



Governing Priority: Leadership

Goal 3: The District will budget plan for major capital expenditures and long range facility needs.

Relevance: This information will help the school district with fiscal and facilities planning. This plan will enable the Superintendent and the school board to create a long-range facilities plan. Stakeholder Input indicated a strong desire to understand the future facility plans of the school district. In addition, this goal addresses MSIP6, L3E L4 B.

Action Steps: (Responsible Party)

- *The district will create a written plan that will address the needs of the district from 2027–2037.
(Superintendent/Administration/School Board)
- *Present the plan to the school board for approval.
(Superintendent)

Time Frame:

- *July 2027: The Superintendent will present a Draft long-range facilities plan to the school board.
- *August 2027: The school board will approve the plan.
- *2027–2037: Plan will be fully implemented and communicated to stakeholders.

Funding:

- *Regular Budget
- *Possible Capital Projects Fund



Governing Priority: Collaborative Culture and Climate

Goal 1: The District will expand efforts to gather and analyze input from all stakeholder groups.

Relevance: Specific concerns did not emerge as a theme in Stakeholder Input. However, gathering more input from students and external stakeholders was an area of weakness. This goal aligns with the requirements of MSIP6, DB 3.

Action Steps: (Responsible Party)

- *Gather input from all stakeholders concerning Climate and Culture. Meetings and Surveys will be used.
(Administration)
- *Gather input from all stakeholders concerning Federal Programs. Meetings and Surveys will be used.
(Administration)
- *Gather input from all stakeholders concerning Curriculum and Assessments. Meetings and Surveys will be used.
(Administration)
- *Look for increased participation from external stakeholders.
(Administration)

Time Frame:

- *Spring 2027: The superintendent will share the results with the school board.
- *2027–Indefinitely: Process will continue indefinitely and the results will be shared annually.

Funding:

- *Regular Budget