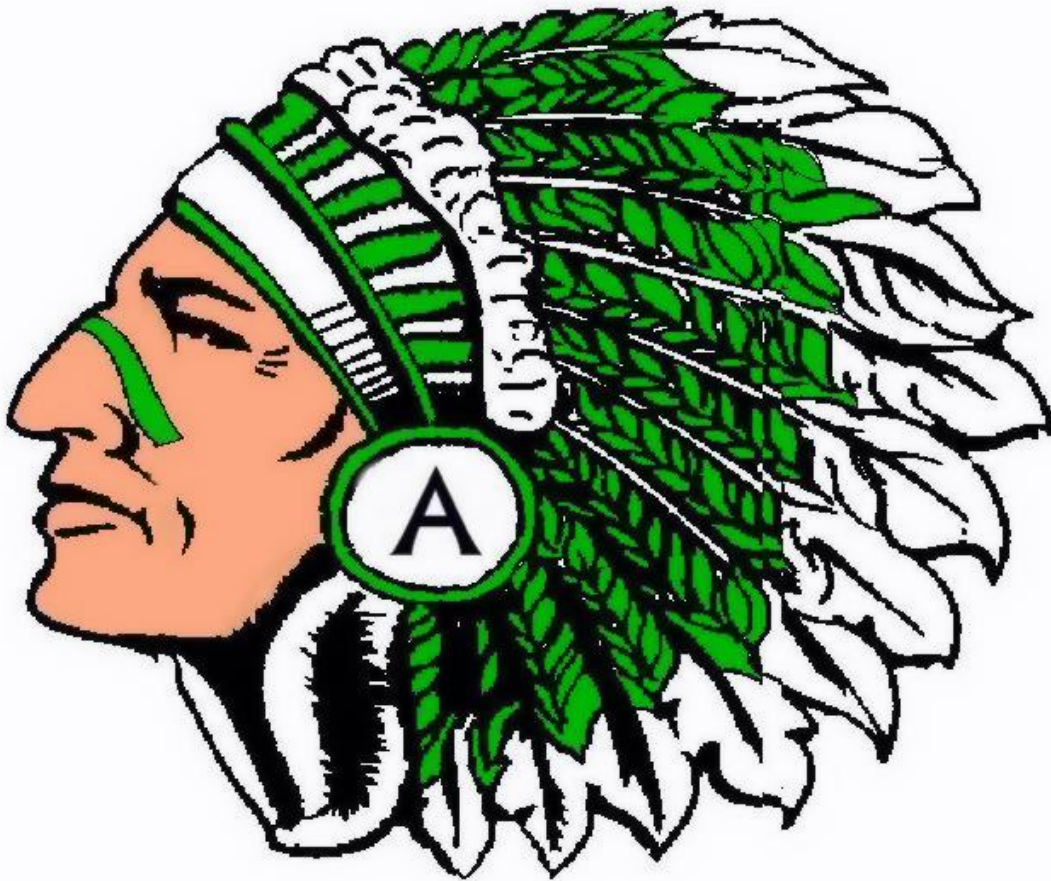


ALBANY R-III SCHOOL DISTRICT  
Comprehensive School Improvement Plan  
2018-2023



Our District Mission:  
To develop independent and successful learners.

**Albany R-III School District**  
**Comprehensive School Improvement Committee**

Mrs. Ann Hogue, Retired Teacher  
Mrs. Nancy Stevens, Parent  
Mr. Matt Hogue, Parent  
Mr. Jesse Goodman, Community Business Leader  
Mrs. Staci Hansel, Warrior Tribe Unite/Parent  
Mr. Craig Gibson, Community Member  
Ms. Christina Coil, Parent  
Mrs. Jeni Doolittle, Parent  
Mrs. Mary McConkey, Retired Teacher  
Mr. Kent Wilson, Board President/Parent  
Mrs. Shelly Brown, Board Member/Parent  
Mrs. Jamie Worrell, Board Member/Parent  
Mr. Mike Adkins, Board Member/Retired Principal  
Ms. Jessica Gillespie, Teacher  
Mrs. Donna Humphrey, Teacher  
Mrs. Donna Maudlin, Title I Support  
Mrs. C.J. Holthaus, Teacher/Parent  
Mrs. Emily Bix, Teacher  
Mr. Kevin Oligschlaeger, Teacher/Parent  
Mr. James Shoush, Teacher/Parent  
Ms. Spenser Naylor, Teacher  
Mrs. Brooke Crawford, Teacher/Parent  
Mr. Dan Bush, Technology Director/Teacher  
Mrs. Cindy Wilson, Teacher/Parent  
Mrs. Mary Holcomb, Teacher/Parent  
Mrs. Jamie Duddy, Teacher  
Ms. Susan Ruckman, District Secretary  
Mrs. Beth Findley, Virginia E. George Principal/Parent  
Mrs. Sarah Barmann-Smith, Middle/High School Principal/Parent  
Dr. Erin Oligschlaeger, Superintendent/Parent

# **Albany R-III School District**

## **Comprehensive School Improvement Plan**

### **2018-2023**

Albany R-III School District has two primary challenges: to grow and cultivate 21<sup>st</sup> century learners and improve and maintain district facilities. This Comprehensive School Improvement Plan (C-SIP) is written with those two conditions in mind. Albany R-III must continue to grow in terms of student achievement and solve the existing challenges presented by our facilities. This District will prosper when substantive student growth is realized, and when proper improvements and maintenance of the district facilities and technology is consistently executed.

The District has undertaken several efforts to accomplish our two central challenges. This document will detail those ongoing efforts and chart how we will accomplish our primary goals.

Data for the construction of the C-SIP was taken from a variety of sources including: reviewing and revising the current C-SIP, student achievement data, identified facility needs, staff and stakeholder feedback, and the C-SIP Committee.

#### **Objectives were written to describe planned growth in five goal areas:**

**Student Performance:** Develop and enhance quality education/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.

**Highly Qualified Faculty and Staff:** Recruit, attract, develop, and retain highly qualified staff to carry out the District's mission, goals, and objectives.

**Facilities, Support, and Instructional Resources:** Provide and maintain appropriate resources, support services, and safe facilities.

**Parent and Community Support:** Promote, facilitate, and enhance parent, student, and community involvement in district educational programs.

**Governance:** Govern the District in an efficient and effective manner, providing leadership and representation to benefit the students, staff, and patrons of the District.

**Albany R-III School District**  
**Comprehensive School Improvement Plan**  
**Mission, Vision, and Values**

**Mission**

The mission of the Albany R-III School District is to develop independent and successful learners.

**Vision**

The vision of the Albany R-III School District includes:

- Teachers engage in student-centered collaboration on the district level, working together to create a unified team.
- Students and staff collaborate to set goals to improve learning and increase school pride and positive culture by focusing on each child's talents.
- Students take ownership of their future and become motivated actively engaged citizens.
- Students, staff, and the Albany community ensure a safe, secure and inclusive/accessible environment for all students.

**Values**

The faculty of the Albany R-III School District values:

- Knowing and positively connecting with all students.
- Supporting our students through transitional growth.
- Opportunities for meaningful collaboration.

# **Comprehensive School Improvement Plan**

## **Objectives List**

### **Goal 1: Student Performance**

Student Performance: Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.

#### **Objectives:**

##### **1.1 Early Childhood**

All students participating in the Albany R-III preschool program will have experiences to promote growth in the social-moral, cognitive, representational, and physical development domains through the Project Construct Model.

##### **1.2 Attendance**

Each school in the Albany R-III School District will strive to achieve a 95% average attendance rate.

##### **1.3 Reading**

The District will strive to progress all students towards established benchmarks for reading proficiency at every grade level as measured by assessments aligned with the Missouri Learning Standards.

##### **1.4 Mathematics**

The District will strive to progress all students towards established benchmarks for mathematical proficiency as measured by assessments aligned with the Missouri Learning Standards.

##### **1.5 State Assessment Program**

The District will strive to ensure the percentage of students scoring proficient or advanced as measured by grade-level appropriate state assessment will consistently meet or exceed the state standard.

##### **1.6 Graduation Rate**

The District will strive to increase/maintain the persistence to graduation rate at 95% as shown on the DESE Annual Performance Report.

### 1.7 ACT Scores

Albany High School will strive to consistently increase/maintain an average composite ACT at or above the state average.

### 1.8 College and Career Readiness

The District will strive to maintain current vocational offerings and expand those offerings when possible. i.e. Classes based in life skills- Family and Consumer Science and building trades.

### 1.9 College and Career Readiness

The District will continue to be aggressive to maintain and/or expand dual-credit and advanced placement offerings for high school students.

## **Goal 2: Highly Qualified Staff**

Recruit, attract, develop, and retain highly qualified staff to carry out the District mission, vision, values, goals, and objectives.

### **Objectives:**

#### 2.1 Highly Qualified

The District will be aggressive in recruitment of certified staff- Including identification and retention of staff who embrace the District's mission.

#### 2.2 Professional Development

The District will continue to put a premium on relevant professional development activities. Monday professional development days shall be preserved for collaboration and development.

#### 2.3 Professional Development

The District will encourage and promote continuing education through programs and incentives.

#### 2.4. Salary and Benefits

The District will be flexible in making necessary adjustments to the salary schedule and benefits package when deemed necessary. i.e. working towards the salary schedule being competitive to the end.

### **Goal 3: Facilities, Instructional Resources, and Support Services**

Provide and maintain appropriate instructional resources, support services, and functional and safe facilities.

#### **Objectives:**

##### 3.1 Facilities

The District will strive to improve and maintain safe, secure, inclusive/accessible, and comfortable facilities for students, staff, and patrons. The District will continue to work with the established list of facility needs identified by the facility advisory committee and will continue to identify long-range improvements needed in District facilities through an established maintenance timeline.

##### 3.2 Facilities

The District will set priorities that result in allocation of funds (when available) for maintenance of existing building and property.

##### 3.3 Instructional Resources

The District will work towards transitioning into using primarily digital instructional resources.

##### 3.4 Instructional Resources

The District will continually update the District Technology Plan.

##### 3.5 Instructional support

The District will strive to add a position to support teaching and learning in Science, Technology, Engineering, Arts, and Mathematics in the District-STEAM Lab Instructional Coach/Facilitator

##### 3.6 Instructional Resources

The District will strive to provide more inquiry and exploration for all students using Science, Technology, Engineering, Arts, and Mathematics (STEAM) Education.

## **Goal 4: Parent and Community Involvement**

Promote, facilitate, and enhance parent, student, and community involvement in District educational programs.

### **Objectives:**

#### 4.1 Parent Involvement

The District will make contact with all parents to invite them to Parent Teacher Conferences two times a year.

#### 4.2 Parent and Community Involvement

Various parent and community involvement activities and communication will continue to be utilized to enlist the attendance and support of parents and community members.

#### 4.3. Parent and Community Involvement

The District will continue to communicate with families and patrons through District approved social media outlets, Text Caster, Warrior grams, newspaper articles, educational communication applications, etc.

## **Goal 5: Governance**

Govern the District in an efficient manner, providing leadership and representation to benefit the students, staff, and patrons of the District.

### **Objectives:**

#### 5.1 Comprehensive School Improvement Plan (CSIP)

The Board of Education will approve and monitor the CSIP which serves as a vision and guide for the District.

#### 5.2 Operating Budget

The Board of Education will annually approve, authorize, and oversee the execution of the District budget- which will be consistent with the District Mission, Vision, Values, Goals, and Objectives.

#### 5.3 Fund Balances

The District will strive to maintain unrestricted fund balances of at least 20%.

#### 5.4 Board Policies

The Board will adopt, apply, review, and revise written District policies.

#### 5.5 Board Development

The District will encourage board members to seek advanced certifications through Missouri School Boards' Association (MSBA).