



Eminence School District

Continuous School Improvement Plan
2023-2028



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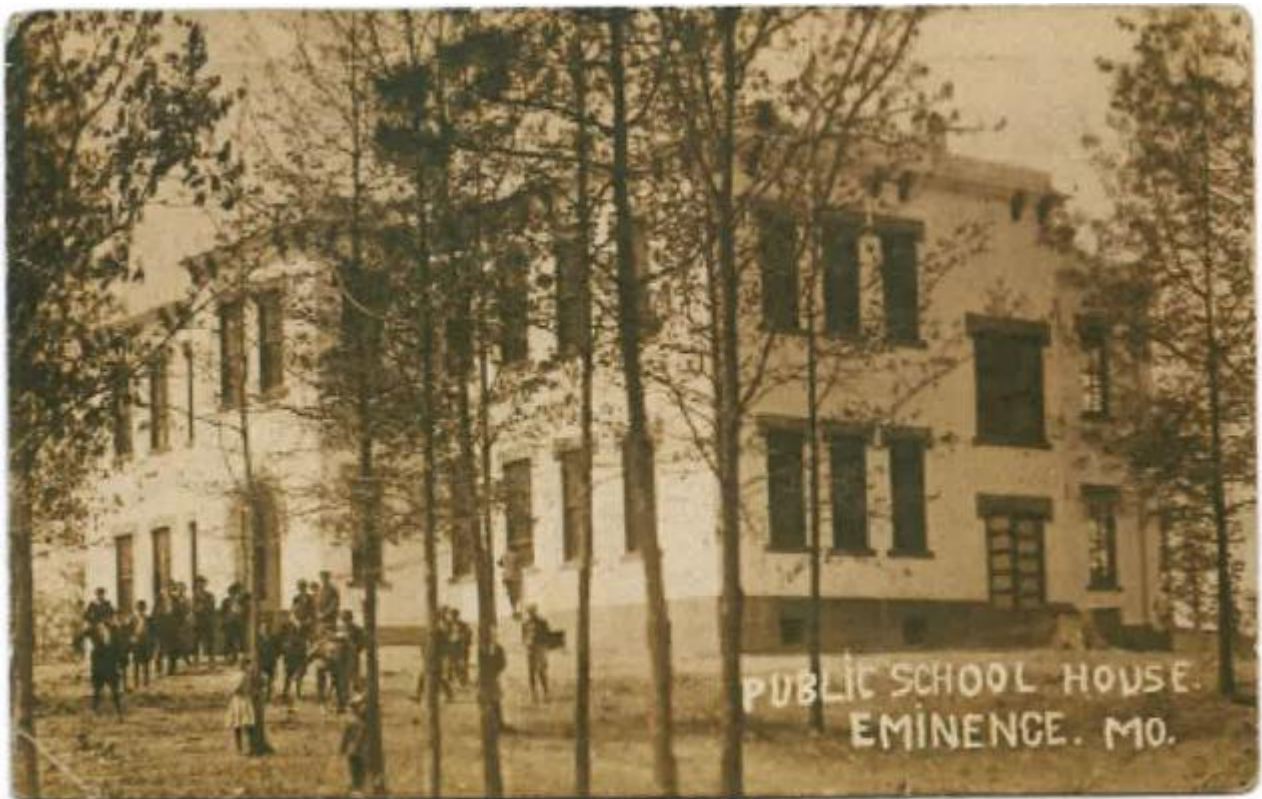
Section 1: Introduction to Eminence R-1 School District

About Eminence R-1 School District

In 1876 the first public school in Eminence was organized. It was located just north of the present post office. In 1891 a one-room school was built in the north end of town near where the Methodist Church now sits. Initially it had a three-month term and eventually the term was extended to nine months.

In 1910 a new school was built at the present location. West Eminence was a thriving lumber town by that time, so the school was built between Eminence and West Eminence to accommodate students from both. The initial building was what later became the high school and the addition to the north became the elementary classrooms. The gymnasium which was added later completed the facility. The gym burned in the early 1940s and what is now the “old gym” was completed in 1947. The school has received several modernizations, including a major one following a fire. The larger and modern Leroy Lewis Gymnasium was added west of the classrooms. The school is probably among the oldest still in use in the state.

Written by – Alan Banks



Message from the Superintendent

The objectives of our Continuous School Improvement Plan (CSIP) remain multi-layered and deeply important. At its foundation, this plan ensures Eminence R-1 meets and exceeds state requirements for accreditation and remains in strong standing with the Missouri Department of Elementary and Secondary Education. Equally essential, it reflects a thorough and honest evaluation of our programs and practices, celebrating the areas in which we excel while clearly identifying opportunities for continued growth.

Yet, this CSIP represents far more than compliance or evaluation. It is the result of thoughtful collaboration, meaningful dialogue and a shared vision. The diverse participation of staff, students, families, and community members has created a plan rooted in the strengths, values, and aspirations of the Eminence community. Through this work, we have strengthened existing partnerships and built new relationships that will positively impact our schools well into the future.

As the new superintendent, I am proud to carry forward the goals and commitments established in this plan. At the same time, I am excited to lead us into the next chapter of innovation, opportunity, and growth. Our CSIP will be a living, active plan. We will monitor our progress, hold ourselves accountable, and adapt as our needs evolve. You have my commitment that this CSIP will not sit on a shelf, it will drive our work, inspire our actions, and ensure every student in Eminence R-1 is supported to reach their highest potential.

Together, we will build upon this foundation and continue moving our district forward with purpose and pride.

Stephanie Barbagiovanni

- Stephanie Barbagiovanni, Superintendent

Board of Education

Ms. Carolyn Dyer – Board President
Mr. Ryan Liggett – Vice President
Dr. Judene Blackburn
Mr. Austin Brewer
Mrs. Amber Ferguson
Mr. Jason Rowden
Mr. Tyler Triplett

Mrs. Nancy Burrus – Board Secretary



Section 2: Strategic Planning Process

CSIP Planning Process

Eminence R-1 developed the original CSIP over the course of the 2022-23 school year. To begin this process, a community forum was held on December 12th to gauge how the community felt about the district's performance. The participants broke into six groups to discuss what Eminence is doing well and what their priorities should be moving forward. The groups came back to share the priorities they discussed and created a comprehensive list of 19 indicators. Each person was given three votes to help the district prioritize the indicators moving forward. The indicators with the most votes were student achievement/reading/foundational skills, staff retention, and student success after graduation.



After the community forum, we formed the Stakeholder Committee. This is a group of 30 made up of board members, administrators, teachers, support staff, students, parents/guardians, local business partners, and non-profit organizations in the area. This group spent two days in February doing a district data dive and really zeroing in on what Eminence's SMART Goals should focus on. After looking through and discussing the results of the community forum, climate and culture survey results, quantitative and qualitative data, and internal and external data, they landed on three priority areas. From there, came the rough draft SMART Goals.



Continuing into March, it was time for the Strategy Committee to get together. This group of nine met for two days. They refined and defined the three priority areas of Eminence and finalized the SMART Goals the district would be working on for the next 5 years. Their work continued into identifying strategies and action steps for each goal. Their work and effort over those two days are what helped create the CSIP you are reading now.

Stakeholder Committee Members

Board Members	Administrators	Support Staff	Students
Judene Blackburn*	Stephanie Barbagiovanni	Sandy Bay	NEW MEMBERS
Carolyn Dyer	Glenda Ennis	Nancy Burrus*	3 Juniors
	David Russell	Candice Spoonmore*	
Local Business Representatives	Teachers	Non-Profit Organization Representatives	Strategic Committee
Emily Dailey*	Ashlin Brewer*	Tom Akers	Stephanie Barbagiovanni
Beth Long*	Haley Danding*	Joan Dix	Ashlin Brewer
Brittany Rowden*	Paris Foster*	Karen Hamilton*	Nancy Burrus
Kelly Younger*	Darrell Jones	Darrell Jones	Haley Danding
Cole Younger*	Kim Spurgin*		Glenda Ennis
	NEW MEMBER		Candice Spoonmore
	Julie Voyles*		Kim Spurgin
	Tricha Williams		Julie Voyles
			Tricha Williams

*These 14 participants are also parents.



Section 3: Continuous School Improvement Plan

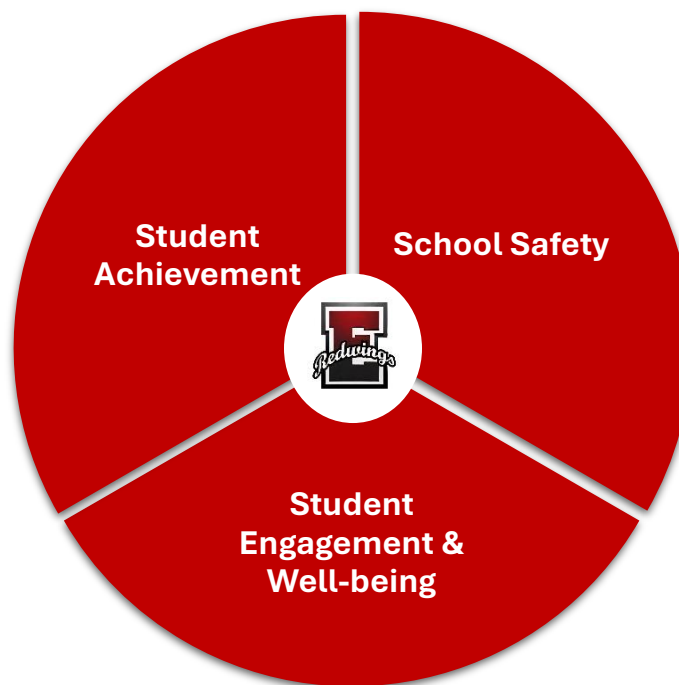
Mission

The Eminence R-1 School District is a cooperative partnership of parents, staff, students, and the community working together to create an environment where all students can learn and succeed.

Vision

The Eminence R-1 School District believes that education should give youth the opportunity to become capable and skilled adults.

Priority Areas



Student Achievement

- Create an environment in which each student is expected to learn at high levels.
- Each student is supported so he or she can learn at high levels.
- Each student demonstrates learning to create life-ready graduates who are all-around productive citizens.



Student Engagement & Well-being

- New parent involvement and participation strategies.
- Safe, comfortable, and welcoming school experiences.



School Safety

- A comprehensive emergency operations plan protects and prepares our school community.
- Ongoing monitoring and improvement ensure safe, secure, and responsive environments.
- Training empowers students and staff with proactive safety and prevention skills.

GOALS AT A GLANCE



Student Achievement

SMART Goal 1: By 2028, opportunities for college and career exploration will increase at all levels across the district.

SMART Goal 2: Each year, students will increase ELA and math growth and achievement as measured by local assessments.

SMART Goal 3: Assess all students bi-annually in grades K-5 to identify and create individualized reading plans for students with a significant reading deficiency, with the goal of having all students at or above grade level or demonstrating on-track progress.



Student Engagement & Well-being

SMART Goal 4: By May 2027, the district will increase two-way communication and collaboration with parents and community partners, achieving a 25% increase in participation in surveys, meetings, and school events.

SMART Goal 5: By May 2028, the district will strengthen school culture and climate through targeted staff training and building wide relationship practices, leading to a 15% increase in students reporting a positive sense of belonging and a 10% decrease in behavior incidents.



School Safety

SMART Goal 6: By the end of the 2027-2028 academic year, the district will enhance school safety by upgrading key facility security features and developing a comprehensive Emergency Operations Plan (EOP) that will be monitored and assessed through internal and external district safety assessments.

SMART Goal 7: By May 2028, the district will implement a comprehensive safety and prevention skills program for all students and staff, with at least 90% participation by both groups.

**Priority Area 1: Student Achievement**

- Create an environment in which each student is expected to learn at high levels.
- Each student is supported so he or she can learn at high levels.
- Each student demonstrates learning to create life-ready graduates who are all-around productive citizens.

SMART Goal(s), Strategies, Action Steps

SMART Goal 1: By 2028, opportunities for college and career exploration will increase at all levels across the district.

Strategy 1A: Increase elementary career exploration.

Action Steps:

1. Take inventory of what we are currently doing in grades K-6.
2. Research additional options to fit existing personnel and resources.
3. Recruit community partners.
4. Develop and implement an elementary career exploration plan.

Strategy 1B: Increase middle and high school course offerings.

Action Steps:

1. Evaluate current middle and high school course offerings.
2. Survey students about career interests and possible future course options.
3. Survey graduates about what they wish they had access to.
4. Evaluate all data to prioritize future course offerings.

SMART Goal 2: Each year, students will increase ELA and Math growth and achievement as measured by local assessments.

Strategy 2A: Develop and implement a district assessment plan.

Action Steps:

1. Document all current benchmark assessments and how the results are used.
2. Evaluate gaps in benchmark assessment plan.
3. Provide staff PD on administration of benchmark assessments and results.
4. Evaluate gaps in student learning.
 - Provide PD for teachers.
 - Remediation for students

SMART Goal 3: Assess all students bi-annually in grades K-5 to identify and create individualized reading plans for students with a significant reading deficiency, with the goal of having all students at or above grade level or demonstrating on-track progress.

Strategy 3A: Develop and implement a district literacy plan.

Action Steps:

1. Maintain and provide resources for all elementary teachers to administer the district approved literacy assessment to determine a student's reading level three times a year.
2. Develop and implement a board approved District Literacy Plan.
3. Develop Reading Success Plans for all students who meet the DESE definition of "Significant Reading Deficiency"
4. Provide Professional Development and strategies to all elementary teachers in the Science of Reading.
5. Continued progress monitoring for all K-6 students on Reading Success Plans.

**Priority Area 2: Student Engagement and Well-being**

- A sense of student belonging leads to better student attendance, which leads to better academic achievement.
- New parent involvement and participation strategies.
- Safe, comfortable, and welcoming school experiences.

SMART Goal(s), Strategies, Action Steps

SMART Goal 4: By May 2027, the district will increase two-way communication and collaboration with parents and community partners, achieving a 25% increase in participation in surveys, meetings, and school events.

Strategy 4A: Increase parent and community involvement.

Action Steps:

1. Determine current parent involvement.
2. Administer parent surveys.
3. Research event and incentive options.
4. Prioritize and pair information with parent involvement events.

SMART Goal 5: By May 2028, the district will strengthen school culture and climate through targeted staff training and building wide relationship practices, leading to a 15% increase in students reporting a positive sense of belonging and a 10% decrease in behavior incidents.

Strategy 5A: Provide ongoing professional development and coaching focused on positive behavior supports, relationships-centered teaching, and trauma-informed practices, while establishing consistent building-wide routines and relationship initiatives that promote a welcoming school culture and climate.

1. Define student well-being for Eminence.
2. Administer student climate and culture survey.
3. Establish a district Community, Culture, and Climate (CCC) Committee to oversee planning, coordination, and implementation of culture and climate strategies.
4. Research training opportunities and evidence-based resources to provide professional development around behavior supports, trauma-informed practices, and relationship building.
5. Develop and implement a districtwide plan to promote student well-being and positive school culture, informed by survey data, CCC Committee recommendations, and best practices.

**Priority Area 3: School Safety**

- A comprehensive emergency operations plan protects and prepares our school community.
- Ongoing monitoring and improvement ensure safe, secure, and responsive environments.
- Training empowers students and staff with proactive safety and prevention skills.

SMART Goal(s), Strategies, Action Steps

SMART Goal 6: By the end of the 2027-2028 academic year, the district will enhance school safety by upgrading key facility security features and developing a comprehensive Emergency Operations Plan (EOP) that will be monitored and assessed through internal and external district safety assessments.

Strategy 6A: Implement a districtwide safety improvement system that integrates facility security upgrades with the development, training, and ongoing assessment of a comprehensive Emergency Operations Plan (EOP), ensuring all buildings maintain safe, secure, and well-prepared learning environments.

Action Steps:

1. Conduct a comprehensive internal and external safety assessment.
2. Develop and adopt a districtwide Emergency Operations Plan (EOP).
3. Implement prioritized facility security upgrades.
4. Provide annual staff training and building level drills.

SMART Goal 7: By May 2028, the district will implement a comprehensive safety and prevention skills program for all students and staff, with at least 90% participation rate by both groups.

Strategy 7A: Develop and implement a coordinated, districtwide safety and prevention program that provides students and staff with consistent training, resources, and practices to build proactive safety skills and support a culture of preparedness.

Action Steps:

1. Identify and adopt a districtwide safety and prevention curriculum that provides developmentally appropriate training for students and staff.
2. Provide initial and ongoing professional development for staff to ensure consistent delivery of safety and prevention training and to build capacity for modeling and reinforcing proactive safety practices.
3. Implement scheduled training sessions for all students and staff throughout the school year, integrating age-appropriate lessons, drills, and practice opportunities into regular school routines.
4. Monitor participation attendance records and feedback to ensure 90% participation rate and continuous improvement of the program.

Priority Area 1: Student Achievement

- Create an environment in which each student is expected to learn at high levels.
- Each student is supported so he or she can learn at high levels.
- Each student demonstrates learning to create life-ready graduates who are all-around productive citizens.

SMART Goal 1: By 2028, opportunities for college and career exploration will increase at all levels across the district.

Strategy 1A: Increase elementary career exploration.

Strategy 1A Action Steps	Person(s) Responsible	Funding Source	MSIP 6 Standard	Start Date	End Date	Data to Monitor or Evidence of Completion
1. Take inventory of what we are currently doing in grades K-6.	Elementary Counselor	Local and State Funding	TL1, TL3, CC3	Aug. 2023	Dec. 2023	☐ Inventory list to administration.
2. Research additional options to fit existing personnel and resources.	Elementary Principal Elementary Counselor		TL3, CC3	Jan. 2024	June 2024	☐ Share list of new options with administration.
3. Recruit community partners.	Elementary Principal and Counselor CCC Committee		L8, CC3, EA4	July 2023	Ongoing	☐ Create a list of community partners and what grade or class they are paired with.
4. Develop and implement career exploration plan.	Elementary Principal and Counselor		L3, TL1, TL3, CC3, DB2, EA4	Aug. 2024	Monitor until new CSIP	Documentation of career lessons, community partner events, and student participation. ☐ 2024 ☐ 2025 ☐ 2026 ☐ 2027 ☐ 2028

Priority Area 1: Student Achievement

- Create an environment in which each student is expected to learn at high levels.
- Each student is supported so he or she can learn at high levels.
- Each student demonstrates learning to create life-ready graduates who are all-around productive citizens.

SMART Goal 1: By 2028, opportunities for college and career exploration will increase at all levels across the district.

Strategy 1B: Increase middle and high school course offerings.

Strategy 1B Action Steps	Person(s) Responsible	Funding Source	MSIP 6 Standard	Start Date	End Date	Data to Monitor or Evidence of Completion
1. Evaluate current middle and high school course offerings	High School Principal High School Counselor	Local and State Funding	TL3, TL10, CC3	Aug. 2023	Ongoing	☐ List current courses and pathways to administration. ☐ Evaluate courses based on student career interest. ☐ Provide options for implementing new courses.
2. Survey students about career interests and possible future course options			TL3, TL10, CC3	Aug. 2023	Ongoing	☐ Share data with administration.
3. Survey graduates about what they with they had access to			TL10, EA3	Aug. 2023	Ongoing	☐ Gather graduate feedback annually to present to administration. ☐ Utilize graduate feedback to evaluate current course options.
4. Evaluate all data to prioritize future course offerings.			TL3, TL10, CC3	January 2026	Ongoing	List any changes to course offerings (implementation or deletion) based on data ☐ 2027 ☐ 2028

Priority Area 1: Student Achievement



- Create an environment in which each student is expected to learn at high levels.
- Each student is supported so he or she can learn at high levels.
- Each student demonstrates learning to create life-ready graduates who are all-around productive citizens.

SMART Goal 2: Each year, students will increase ELA and Math growth and achievement as measured by local assessments.

Strategy 2A: Develop and implement a district assessment plan.

Strategy 2A Action Steps	Person(s) Responsible	Funding Source	MSIP 6 Standard	Start Date	End Date	Data to Monitor or Evidence of Completion
1. Document all current benchmark assessments are how the results are used.	Principals, Counselors, Curriculum Director and Title I Coordinator	Local, State, and Federal Funding	TL1, TL6, AS2	Aug. 2023	June 2024	☐ List of benchmark assessments ☐ Benchmark results
2. Evaluate gaps in benchmark assessments.			TL1, TL6, AS2	Aug. 2023	June 2024	☐ List of benchmark assessments ☐ Benchmark Results
3. Design and implement benchmark assessment plan.			TL1, TL6, AS2	Jan. 2024	Aug. 2024	☐ Benchmark Assessment Plan ☐ Fall 2024 Benchmark Results
4. Provide staff PD on administration of benchmark assessments and results.			L3, TL1, TL6, DB2, DB4, AS1, AS2	Jan. 2024	Ongoing	☐ Professional Development Plan ☐ Agenda ☐ Sign in Sheets
5. Evaluate gaps in student learning. • Provide PD for teachers • Student Remediation • Update Curriculum	Curriculum Director, Teachers, Principals, Title I Coordinator		L3, TL1, TL6, DB2, DB4, AS1, AS2	May 2024	Ongoing	☐ 24-25 Benchmark Results ☐ 25-26 Benchmark Results ☐ 26-27 Benchmark Results ☐ 27-28 Benchmark Results

Priority Area 2: Student Engagement and Well-being

- A sense of student belonging leads to better student attendance which leads to better academic achievement.
- New/different parent involvement and participation strategies.
- Safe, comfortable, and welcoming school experience.

SMART Goal 3: Assess all students bi-annually in grades K-5 to identify and create individualized reading plans for students with a significant reading deficiency, with the goal of having all students at or above grade level or demonstrating on-track progress.

Strategy 3A: Develop and implement a district literacy plan.

Strategy 3A Action Steps	Person(s) Responsible	Funding Source	MSIP 6 Standard	Start Date	End Date	Data to Monitor or Evidence of Completion
1. Maintain and provide resources for all elementary teachers to administer the district approved literacy assessment three times a year	Principals, Teachers, Curriculum Director	Federal, State, and Local	TL6, TL8, EA1	Aug. 2023	May 2024	☐ iReady Diagnostic Reports
2. Provide Professional Development and strategies to all elementary teachers regarding Reading Success Plans and tools to utilize during instruction to increase reading levels.	Principals		TL6, TL8	Aug. 2023	Ongoing	☐ Professional Development Agenda ☐ Sign in sheets
3. Develop Reading Success Plans for all students who meet the DESE definition of “Significant Reading Deficiency”	Principals and Teachers		TL6, TL8, DB4	Aug. 2024	Ongoing	☐ Reading Success Plans
4. Provide Professional Development and strategies to all elementary teachers in the Science of Reading	Principals		TL6, TL8	Aug. 2024	Ongoing	☐ LETRS Vol. 1 Completion Rosters ☐ LETRS Vol. 2 Completion Rosters
5. Continued progress monitoring for all students on Reading Success Plans	Principals Teachers		TL6, TL8, DB4	Aug. 2024	Ongoing	☐ Reading Success Plan documentation ☐ iReady Diagnostic Reports

Priority Area 2: Student Engagement and Well-being

- A sense of student belonging leads to better student attendance which leads to better academic achievement.
- New/different parent involvement and participation strategies.
- Safe, comfortable, and welcoming school experience.

SMART Goal 4: By May 2027, the district will increase two-way communication and collaboration with parents and community partners, achieving a 25% increase in participation in surveys, meetings, and school events.

Strategy 4A: Increase parent and community involvement.

Strategy 4A Action Steps	Person(s) Responsible	Funding Source	MSIP 6 Standard	Start Date	End Date	Data to Monitor or Evidence of Completion
1. Determine current parent involvement	Administrators CCC Committee	Local and State Funding	L8, CC3, CC4	Jan. 2026	June 2024	☐ Presentation to the school board about current attendance policies, incentives, and other district approaches.
2. Administer parent surveys.	Superintendent		L8, CC3, CC4	Aug. 2025	Ongoing	☐ Survey Participation Rates ☐ 2026 ☐ 2027 ☐ 2028
3. Research event and incentive options	Administrators CCC Committee		L8, CC3, CC4	Jan. 2026	Ongoing	☐ List of options based on survey responses and committee research
4. Prioritize and pair information with parent involvement events	Administrators CCC Committee		L8, CC3, CC4, DB3	Jan. 2026	Ongoing	☐ Data collection of attendance rates at annual events

Priority Area 2: Student Engagement and Well-being



- A sense of student belonging leads to better student attendance which leads to better academic achievement.
- New parent involvement and participation strategies.
- Safe, comfortable, and welcoming school experience.

SMART Goal 5: By May 2028, the district will strengthen school culture and climate through targeted staff training and building wide relationship practices, leading to a 15% increase in students reporting a sense of belonging and a 10% decrease in behavior incidents.

Strategy 5A: Promote Student Well-being.

Strategy 5A Action Steps	Person(s) Responsible	Funding Source	MSIP 6 Standard	Start Date	End Date	Data to Monitor or Evidence of Completion
1. Define student well-being for Eminence.	Teachers Counselors	Local and State Funding	TL4, TL7	Jan. 2024	June 2024	☐ Well-being defined for Eminence.
2. Administer student and teacher climate and culture survey.	Principals Counselors		L8, CC1, DB3	Jan. 2024	Ongoing	☐ Annual student survey results provided to BOE ☐ Annual teacher survey results provided to BOE
3. Establish a district CCC Committee to assist with salary, calendar, community partnerships)	Superintendent Principals Teachers Staff		L8, CC3, DB3	Dec. 2025	Jan. 2026	☐ District Committee Listing 2025-2026 ☐ Meeting Agendas ☐ Board Approval of District Calendar ☐ 2027 ☐ 2028 ☐ Board Approval of District Salary Schedule ☐ 2027 ☐ 2028
4. Research training and resources to provide PD on behavior supports, trauma-informed practices & relationship building	PD Committee Counselors Principals		L8, L9, TL7, TL8, TL10, CC3	Aug. 2026	Ongoing	☐ List of district training opportunities presented to administration ☐ Publish and maintain list of training opportunities for teacher participation off-site ☐ Publish and maintain list of resources
5. Develop and implement a districtwide plan to promote student well-being and positive school culture, informed by survey data, CCC Committee, and best practices.	CCC Committee		CC1, CC3, DB2, DB3	Aug. 2026	Ongoing	☐ Develop district CCC Plan ☐ Update and revise annually ☐ 2027 ☐ 2028

Priority Area 3: School Safety

- A comprehensive emergency operations plan protects and prepares our school community.
- Ongoing monitoring and implementation ensure safe, secure, and responsive environments.
- Training empowers students and staff with proactive safety and prevention skills.

SMART Goal 6: By the end of the 2027-2028 academic year, the district will enhance school safety by upgrading key facility security features and developing a comprehensive Emergency Operations Plan (EOP) that will be monitored and assessed through annual internal and external district safety assessments.

Strategy 6A: Implement a districtwide safety improvement system that integrates facility security upgrades with the development, training, and ongoing assessment of a comprehensive Emergency Operations Plan, ensuring all buildings maintain safe, secure and well-prepared learning environment.

Strategy 6A Action Steps	Person(s) Responsible	Funding Source	MSIP 6 Standard	Start Date	End Date	Data to Monitor or Evidence of Completion
1. Conduct a comprehensive internal and external safety assessment	Superintendent Law Enforcement Agencies	Local and State Funding	L4, L10, CC3	Jan. 2026	Ongoing	☐ Internal Safety Assessment Report ☐ 2026 ☐ 2027 ☐ 2028 ☐ External Safety Assessment Report ☐ 2026 ☐ 2027 ☐ 2028
2. Develop and adopt a districtwide EOP	Superintendent District Safety Team		L10	Jan. 2026	Ongoing	☐ District Emergency Operation Plan implementation
3. Implement prioritized facility security upgrades	Superintendent District Safety Team District Facility Team	Federal, State and Local Funding	L4, L10, CC3	Jan. 2026	May 2028	☐ District Facility Plan – Short Term ☐ District Facility Plan – Long Term ☐ Invoices of purchases for facility upgrades
4. Provide annual staff training and building level drills.	Superintendent District Safety Team PD Committee		L10, TL8	Jan. 2026	Ongoing	☐ Agendas ☐ Sign in Sheets ☐ Drill Calendar ☐ 2026 ☐ 2027 ☐ 2028

Priority Area 3: School Safety

- A comprehensive emergency operations plan protects and prepares our school community.
- Ongoing monitoring and implementation ensure safe, secure, and responsive environments.
- Training empowers students and staff with proactive safety and prevention skills.

SMART Goal 7: By May 2028, the district will implement a comprehensive safety and preventions skills program for all students and staff, with at least 90% participation rate by both groups.

Strategy 7A: Develop and implement a coordinated, districtwide safety and prevention program that provides students and staff with consistent training, resources, and practices to build proactive safety skills and support a culture of preparedness.

Strategy 7A Action Steps	Person(s) Responsible	Funding Source	MSIP 6 Standard	Start Date	End Date	Data to Monitor or Evidence of Completion
1. Identify and adopt a districtwide safety and prevention curriculum that provides developmentally appropriate training for students and staff.	Curriculum Director PD Committee District Safety Team	Federal, State, and Local Funding	L4, L10, TL7, TL8, CC3	Aug. 2026	Ongoing	☐ List possible programs to build a district curriculum and pacing guide.
2. Provide initial and ongoing professional development for staff to ensure consistent delivery of safety and prevention training and to build capacity for modeling and reinforcing proactive safety practices.	Curriculum Director PD Committee District Safety Team		L10, TL8, CC3	Aug. 2026	Ongoing	☐ Training Plan ☐ Agendas ☐ Sign in Sheets
3. Implement scheduled training sessions for all students and staff throughout the school year, integrating age-appropriate lessons, drills, and practice opportunities into regular school routines.	Principals PD Committee District Safety Team		L10, TL7, TL8, CC3	Aug. 2027	Ongoing	☐ Training Plan ☐ Agendas ☐ Sign in Sheets ☐ Drill Calendar
4. Monitor participation through attendance records and feedback to ensure 90% participation rate and continuous improvement of the program.	Principals PD Committee District Safety Team		L10, DB3	Aug. 2027	Ongoing	☐ Sign in Sheets ☐ Attendance Records

Archived Goals

PRIORITY AREA	GOAL	YEAR ACCOMPLISHED
Student Engagement & Well-being	By 2028, student attendance will annually improve with the goal of meeting the state standard.	2025
Employee Recruitment and Retention	Annually, the district will attract, develop, and retain quality employees.	2025

Supporting Plans

AREA	LINK	LAST UPDATED	BOE EVALUATION
Artificial Intelligence (AI) Plan	AI Plan		
Assessment	Assessment Plan	November 2025	December 2025 (TBD)
Building Plans	Elementary BSIP Junior High/High School BSIP	TBD	
Career Ladder	Career Ladder Plan	April 2025	May 2025
Community Engagement	(Under Construction)		
Facility Plan	(Under Construction)		
Health Services	(Under Construction)		
District Literacy	(Under Construction)		
Professional Development	Professional Development Plan		

Appendix 1

Acronym Definitions

AP	Advanced Placement
BOE	Board of Education
CSIP	Continuous School Improvement Plan
CTE	Career Technical Education
DESE	Department of Elementary and Secondary Education
EOP	Emergency Operations Plan
MSIP	Missouri School Improvement Plan
NEE	Network for Educator Effectiveness
PD	Professional Development
PDC	Professional Development Committee
SEL	Social Emotional Learning
SPO	School Protection Officer

Appendix 2

CSIP Timeline // Record of Work

- **CSIP Stakeholder Meeting** (Internal and External Members of Eminence R-1 School District)
- **CSIP Strategic Committee meets quarterly** (Internal Eminence R-1 School District staff and faculty)

Date	Description
3/9/2022	Strategic Meeting
4/6/2022	District staff with Superintendent McBride
8/29/2022	CSIP Reboot with new Superintendent Dr. Allen
10/17/2022	Presentation to BOE to hire Missouri School Board Association (MSBA)
11/21/22	MSBA Present timeline and plan to BOE for development of CSIP plan
12/21/22	Host a community CSIP meeting
1/23/2023	Administrative Meeting with MSBA
2/16/2023	Stakeholder meeting to discuss results and work on SMART goals
2/17/2023	Strategic Committee to review results from 2/16/2023
3/16/2023	Strategic Committee work on SMART goals and strategies
3/17/2023	Strategic Committee work on SMART goals and strategies
3/29/2023	MSBA presents rough draft CSIP plan to Superintendent for review
4/4/2023	Release final SSIP to Administrative Team for review an to identify corrections
4/17/2023	Present CSIP plan to BOE for official adoption
4/24/2023	Release CSIP plan to staff and begin planning to meet goals
5/1/2023	Admin meeting to plan implementation for 2023-2024 school year
3/18/2024	CSIP PD Meeting
8/14/2025	CSIP Stakeholder Meeting
11/3/2025	CSIP Strategic Committee Meeting