

# **SOUTH HARRISON R-II CO. SCHOOL DISTRICT**

## *Comprehensive School Improvement Plan*



Date Approved:	6/14/2021
Date Revised:	2/10/2025
Date Revised:	9/10/2025

# **South Harrison Co. R-II School District**

## **Comprehensive School Improvement Plan**

### **Introduction**

The Comprehensive School Improvement Plan (CSIP) is a long-range plan which focuses on the continual improvement of the district. Comprehensive planning involves creating a vision of what the South Harrison R-11 School District hopes to achieve in the future and identifies a set of goals and strategies to bring about that vision.

The CSIP describes the commitment of the South Harrison R-II School District to achieve high levels of performance. The CSIP details the district's plan to reallocate resources, redefine, maintain, and/or eliminate less effective programs and services, and/or incorporate any new programs and services identified to produce higher student performance as measured by the MSIP pillars and performance indicators.

### **Process**

The initial study of data and pertinent information was conducted by committees based upon the six pillars in MSIP 6. An administrator chose the pillar in which they wished to work, and the other participants also chose the committee on which they wanted to work. Each committee met, looked at data pertaining to the performance standards of their specific pillar, and identified strengths and areas of concern. These areas of concern were then returned to the leadership group to begin identifying possible goals for improvement. The draft goals were shared with staff through discussion and district memos in order to gather input. Once the goals were finalized, the leadership group developed strategies to achieve those goals. Again, time was allowed for reflection and input from stakeholders. The participants worked from a set of core beliefs identified by the group after reviewing strengths and weaknesses of the district. The CSIP was completed in May 2021 to be presented to the board of education in June 2021.

### **Evaluation**

The CSIP will be evaluated monthly by each building and bi-annually by the district formally although the plan will be discussed at board meetings informally throughout the year. A written report will be presented to the board of education each December and each June containing data as to goal achievement. Any revisions or additions to the plan will also be addressed throughout the year at the appropriate board of education meeting.

## School Improvement Participants

Name	Position
Dr. Michael Estes	Superintendent
Jason Slaughter	High School Principal
Peggy Gamble	Middle School Principal
Vanessa Taggart	Elementary Principal
Erik Coffey	Career Center Director
Brooke Loving	Special Services Director
Nick Fitzgerald	Board of Education
Mike Spurling	Board of Education
Jonne Slemons	Mayor of Bethany
Kelly Kalonda	Children's Division
Steve Miles	GRM Networks
Ann Graner	Community Member
BG Coffey	Community Member
Trish Spurling	Community Member
C.F. Rainey	Community Member
Abbey Owens	Student
Lauren Boswell	Middle School Teacher
Debbie Osborne	Elementary Teacher
Jamie Carter	Title Teacher
Chandelar Hagan	High School Counselor
Hayley Slagle	High School Teacher
Heather Rimmer	High School Teacher
Dennis Eastin	High School Teacher
Tanya Norris	Elementary Teacher
Erica Templeton	Elementary Teacher
Sara Fish	Elementary Teacher
Jenny Bowman	PDC Chair
Zeb Cook	Career Center Teacher

## **CSIP SUBCOMMITTIES**

### **Leadership**

Lead: Michael Estes  
Dennis Eastin  
Jenny Bowman  
Zeb Cook  
Nick Fitzgerald  
Jonne Slemons

### **Alignment of Standards, Curriculum, and Assessments**

Lead: Jason Slaughter  
Heather Rimmer  
Mike Spurling  
Tanya Norris  
Erica Templeton

### **Effective Teaching and Learning Practices**

Lead: Erik Coffey  
Chandelar Hagan  
Jamie Carter  
BG Coffey  
Ann Graner  
Steve Miles

### **Collaborative Climate and Culture**

Lead: Peggy Gamble  
Debbie Osborne  
Lauren Boswell  
Brooklyn Ellis  
Trish Spurling

### **Data-Based Decision Making**

Lead: Brooke Loving  
Sara Fish  
C.F. Rainey

### **Equity and Access**

Lead: Vanessa Taggart  
Hayley Slagle  
Kelly Kalonda  
Steve Miles

## **MOTTO**

Bulldogs: Productive. Prepared. Problem Solvers

## **South Harrison's Core Beliefs**

We believe...

- that students are the main focus in every decision.
- that students' emotional and academic needs are equally important.
- in high quality engaging instruction to inspire life-long learning.
- that students will have equitable access to opportunities.
- in attracting and retaining high caliber faculty and staff.

## **South Harrison's Vision**

South Harrison will be a high-achieving, student-centered school district with energetic and highly-qualified staff who actively engage students and encourage innovation and problem-solving.

South Harrison graduates will be lifelong learners that can adapt to an ever-changing world and are well-prepared for collegiate/technical schools or the workforce through internship programs.

Our school will be a part of a greater team, including students, staff, administration, parents, and community members, that not only fosters academic excellence but also supports students' emotional needs and provides a culture of inclusion and positivity.

## **GOALS and STRATEGIES**

**GOAL 1: Raise and maintain district percentage of students proficient or advanced on each MAP and EOC assessment by 3% each year to a level of 70%.**

\*Continue progress monitoring and other benchmark assessments to drive instruction

\*Develop and implement systematic supports at all levels

\*Curricular alignment with learning targets and assessments

\*Develop incentives

**\*\*\*\*Goal 1.1 was added based upon committee input and approved by BOE on 2/10/25 \*\*\*\***

**GOAL 2: Data-based collaborative teams throughout the district will meet twice monthly to drive instruction.**

\*Professional development focused on instructional strategies

\*Building principals develop a schedule for collaboration

\*Develop and implement an agenda with protocols to discuss student data

**GOAL 3: Ten percent of vocational/technical students will participate in an apprentice program by 2025.**

\*Implement a pilot program spring 2022

\*Develop an apprentice program fall 2022

\*Businesses will be identified with written agreements to participate in the program spring 2023

\*Students will be placed in apprentice programs fall 2023

**\*\*\*\*Goal was removed and changed to Goal 3.1\*\*\*\***

**GOAL 4: Reduce the turnover rate of staff to a maximum of 10% annually.**

- \*Develop and implement new teacher induction program
- \*Offer competitive salary/benefits
- \*Exit interviews will be completed by departing staff
- \*Provide specific professional development to faculty and staff

**GOAL 5: Promote, facilitate, and enhance community involvement.**

- \*Increase utilization of texting to communicate
- \*Improving and updating website
- \*Training for parents on Lumen, Google Classroom, and other platforms
- \*Survey parents, students, and teachers on safe, positive learning environment.

## STRATEGIES BY BUILDING

**NOTE – Orange Highlighted Sections were either modified or created based on feedback and data review from our 2024-25 yearly CSIP Meeting and feedback from leadership teams, staff and stakeholders.**

<b>Goal 1: Raise and maintain district percentage of students proficient or advanced on the MAP and EOC Assessment by 3% each year to a level of 70%.</b>			
<b>BUILDING</b>	<b>STRATEGY</b>	<b>DATE(S)</b>	<b>INDIVIDUAL(S) RESPONSIBLE</b>
<b>Elementary</b>	Continue implementation of Multi-Tier System of Support to identify and support struggling learners	Throughout the year.	Building Principal Classroom Teachers Title Teachers
<b>Elementary</b>	Implement Brilliant Bulldog Tutoring Students identified through multi-tier system of support	Fall 2021-14 sessions Spring 2022-14 sessions	Building Principal Tutors
<b>Elementary</b>	Implement one-on-one tutoring for all appropriate students	Throughout the year as needed, beginning September 2021	Classroom Teachers
<b>Elementary</b>	Implement Diagnostic Testing	Beginning August 2021	Building Principal Counselor Title Teachers
<b>Middle School</b>	Give IXL Diagnostic Testing for Math and ELA	Given monthly beginning in September 2021	Building Principal Counselor Leader in Me Coaches Classroom Teachers
<b>Middle School</b>	Align each questions of formal assessments in the classroom to specific Missouri Learning Standards.	Each time an assessment is developed, each question of that assessment must be aligned to MLS' in Atlas, our curriculum tool.	Classroom Teachers
<b>Middle School</b>	Offer tutoring to all students	Beginning August 2021, tutoring will be offered Monday through Thursday in the library or with individual teachers	Classroom Teachers
<b>Middle School</b>	Implement group instruction by Title Reading and Title Math	Implementation begins December 202 and will continue daily for the remainder of the school	Title Teachers



		year	
<b>High School</b>	Offer tutoring to all students	Beginning August 2021, tutoring will be offered Monday through Thursday in the library or with individual teachers	Classroom Teachers
<b>High School</b>	Implement mandatory tutoring for students on the F list	October 2021 to May 2022	Building Principal Counselor Classroom Teachers
<b>High School</b>	Implement Study Island and Delta Math as enrichment and review	August 2021-continues for remainder of year	Math Teachers ELA Teachers

**Goal 1.1 Classroom Reading Instruction and Student Intervention will align with the Science of Reading**

**August 28, 2025 CSIP Committee Review – Added Pre-K strategy of Really Great Reading Phonics Instruction.**

<b>BUILDING</b>	<b>STRATEGY</b>	<b>DATE(S)</b>	<b>INDIVIDUAL(S) RESPONSIBLE</b>
<b>District Wide</b>	District Wide Literacy Plan will be developed and implemented that include Tier I instruction and dyslexia. Literacy/Reading Plan will be reviewed yearly.	Completed by May 2025	Building Principals Classroom Teachers Title Teachers SPED Teachers
<b>Elementary and Middle School</b>	Students will be assessed to indicate their level of reading on state approved assessments on the following schedule: K- December and EOY 1-3 Beginning and EOY 1-5 Newly enrolled students at enrollment and EOY.	Throughout school year as defined by strategy	Building Principals Classroom Teachers Title Teachers
<b>District Wide</b>	ELA Curriculums will be evaluated and aligned to the Missouri Learning Standards.	Completed by May 2025	Building Principals Data Teams Classroom Teachers
<b>District Wide</b>	Literacy data will be reviewed to determine areas of strength and weakness. Information will be used to drive curricular and literacy plan changes	Throughout School Year during monthly data based collaborative teams.	Building Principals Classroom Teachers Title Teachers
<b>Elementary and Middle School</b>	PK-5 Teachers and Title Reading Teachers will complete or participate in LETRS training.	Completed by May 2026	Classroom Teachers Title Teachers

<b>District Wide</b>	Reading Intervention time will be incorporated in schedules daily to provide additional instruction to students who are not meeting assessment guidelines in area of ELA.	Completed by May 2025 for 25-26 School Year.	Building Principals Title Reading Teachers SPED Teachers Classroom Teachers
<b>Elementary and Middle School</b>	Individual Student Reading Success Plans will be developed for students who exhibit a substantial deficiency in reading or are at risk of dyslexia.	Throughout School Year following data review of assessment data.	Building Principals Classroom Teacher Title Reading Teacher
<b>Elementary and Middle School</b>	Renaissance STAR Assessment Data will be used as a benchmark assessment for all students in grades K-8.	Once quarterly throughout school year.	Building Principals Title Reading Teachers SPED Teachers Classroom Teachers
<b>Elementary</b>	Review data of early elementary absenteeism and determine if the student's attendance has impacted on literacy development.	May 2025 and May 2026	Building Principal, Title Teacher, Data Team
<b>High School</b>	An emphasis on cross curricular vocabulary and usage for all contents.	Throughout school year.	Classroom Teacher
<b>Pre-K (4 yr-old)</b>	Implement Really Great Reading Phonics Program.	Implementation the start of 2025-26 School Year.	Classroom Teacher

**Goal 2: Data-based Collaborative Teams throughout the District will meet Twice Monthly to Drive Instruction**

<b>BUILDING</b>	<b>STRATEGY</b>	<b>DATE(S)</b>	<b>INDIVIDUAL(S) RESPONSIBLE</b>
<b>Elementary</b>	Meet two times for 30/45 minute during plan time as grade level teams.	August 2021 to May 2025	Building Principal All Teachers
<b>Elementary</b>	Review STAR Data, Word Reading Fluency, Oral Reading Fluency, Nonsense Word Fluency,	August 2021 to May 2025	ELA Teachers
<b>Elementary</b>	Review STAR Math Number identification, Number Fluency,	August 2021 to May 2025	Math Teachers

	Comparing values, Missing number Fluency, Computation, Applications and Concepts		
<b>Elementary</b>	Review IXL Reading and Math Scores	August 2021 to May 2025	ELA and Math Teachers
<b>Middle School</b>	Meet twice a month to discuss and analyze student data	August 2021 to May 2025	Building Principal Curriculum Coach Instructional Coach Classroom Teachers
<b>Middle School</b>	Review IXL Diagnostic Testing for Math and ELA	August 2021 to May 2025	Building Principal Counselor Classroom Teachers
<b>High School</b>	Meet twice monthly to discuss student progress and success data	August 2021 to May 2025	Building Principal All Teachers
<b>High School</b>	The counselor will compile grade check data that will be broken down by Principal's advisory to identify any area of concern	August 2021 to May 2025	Counselor Classroom Teachers
<b>High School</b>	Staff will review formative assessments to alter instruction	August 2021 to May 2025	Building Principal Classroom Teachers

<b>Goal has been modified due to review of data and change in focus of apprentice programs for students. New Goal is 3.1 and approved on 2/10/25</b>			
<b>Goal 3: Ten Percent of Vocational/Technical Students will Participate in an Apprentice Program by 2025</b>			
<b>BUILDING</b>	<b>STRATEGY</b>	<b>DATE(S)</b>	<b>INDIVIDUAL(S) RESPONSIBLE</b>
<b>Career Center</b>	Work with liaison with Department of Labor and DESE concerning apprentice programs	September of 2021	Career Center Director
<b>Career Center</b>	Attend the Missouri Apprentice Program Meeting	February of 2022	Career Center Director
<b>Career Center</b>	Host first meeting with area business to gain input and inform them of program development	Spring of 2022	Career Center Director Area business leaders

**Goal 3.1: Raise and maintain district percentage of Success-Ready Students on the CCR Assessments and Advanced Credit.**

<b>BUILDING</b>	<b>STRATEGY</b>	<b>DATE(S)</b>	<b>INDIVIDUAL(S) RESPONSIBLE</b>
<b>District</b>	Attendance data will be reviewed monthly to identify trends and students with unexcused absences. A meeting will be conducted with parent and student to identify barriers causing absences. Interventions and supports will be put into place based upon information gathered.	Monthly throughout the school year	Building Administration Guidance Counselors Student Advocate Classroom Teachers
<b>District</b>	Career information and discussion will occur between students and staff. Teachers will provide real world examples of careers that are related to topics during courses. Study Hall times will be utilized to discuss career opportunities.	Monthly throughout the school year	Guidance Counselors Classroom Teachers
<b>High School Career Center</b>	Develop an assessment schedule and tracking system in which students have multiple assessment scores (ACT,SAT, ASVAB, Accuplacer) and Advanced Credits (AP, Dual Credit, Dual Enrollment, IRC) and attempts to reach qualifying score prior to student graduation.	Completed by May 2025	High School Administration Career Center Director High School Guidance Counselor

**Goal 4: Reduce the Turnover Rate of Staff to a Maximum of 10% Annually.**

<b>BUILDING</b>	<b>STRATEGY</b>	<b>DATE(S)</b>	<b>INDIVIDUAL(S) RESPONSIBLE</b>
<b>District Wide</b>	Develop and implement one day new teacher induction meeting prior to beginning of school	August of 2021	Superintendent Building Principals New Teachers

<b>District Wide</b>	Meet with new teachers	Monthly	Building Principal
<b>District Wide</b>	Conduct new teacher needs assessment	January	Superintendent
<b>District Wide</b>	Develop and Implement Exit Survey for leaving teachers	March of 2022	Superintendent
<b>District Wide</b>	Meet with new teachers to discuss progress and concerns	Monthly beginning September of 2021	Building Administrators

### Goal 5: Promote, Facilitate, and Enhance Community Involvement

<b>BUILDING</b>	<b>STRATEGY</b>	<b>DATE(S)</b>	<b>INDIVIDUAL(S) RESPONSIBLE</b>
<b>Elementary</b>	Meet with PTO monthly to discuss issues and/or concerns	Monthly	Building Principal Staff Members
<b>Elementary</b>	Send weekly newsletter to parents	Weekly	Classroom Teachers
<b>Elementary</b>	Send weekly building newsletter to parents	Weekly	Building Principal
<b>Middle School</b>	Meet with PTO monthly to discuss issues and/or concerns	Monthly	Building Principal
<b>Middle School</b>	Invite community speakers to attend and present in Leader in Me classes	Monthly-Begins in October	Leader in Me Coaches
<b>Middle School</b>	Use social media to highlight activities	Daily	Building Principal Staff
<b>High School</b>	Use social media to highlight activities	Daily	Building Principal Staff
<b>High School</b>	Live stream activities	When appropriate	Building Principal Athletic Director Technology Director
<b>High School</b>	Develop training for parents/guardians on access to our various platforms	January of 2022	Building Principal Technology Directors