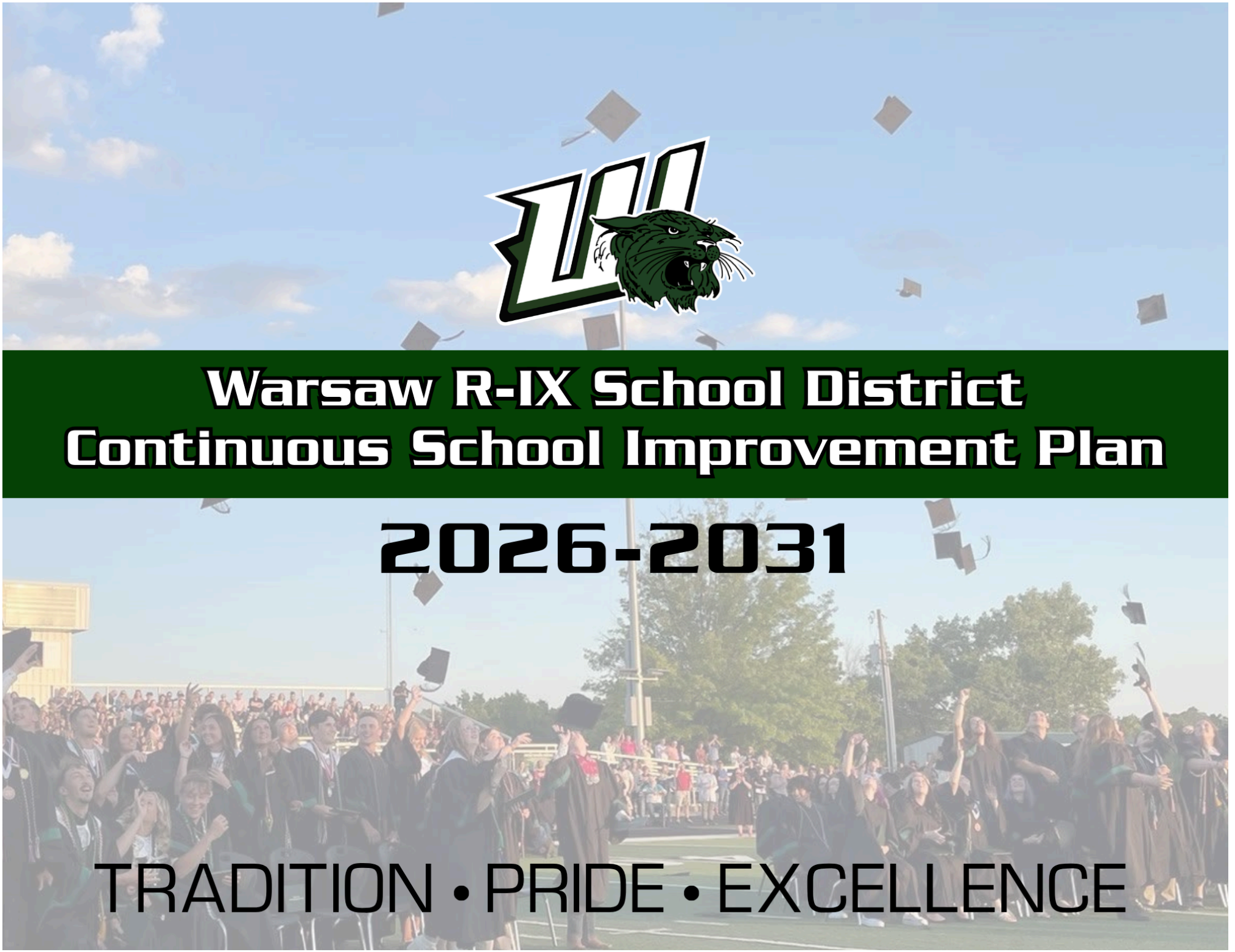


Warsaw R-IX School District
Continuous School Improvement Plan

2026-2031

TRADITION • PRIDE • EXCELLENCE

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Our District

The Warsaw R-IX School District is proud to serve the wonderful community of Warsaw, Missouri—a town known for its rich traditions, strong hometown support, and beautiful nature. Nestled among beautiful lakes, trails, and outdoor recreation opportunities, our district provides a supportive environment for learning and growth.

Serving approximately 1,200 students, Warsaw R-IX has more than 200 dedicated staff members who are committed to helping every student succeed. Through strong academic programs, competitive athletics, and diverse extracurricular activities, we prepare students for success in school and in life. With average classroom sizes ranging from 17 to 22 students, our schools foster meaningful relationships and personalized learning experiences that help each student reach their full potential.







Our Mission

We Engage, Empower, and Collaborate To Ensure Every Student Has Success Every Day.

Our Vision

(Updated on March 4, 2026)

The Warsaw R-IX School District will inspire individuals to lead with pride, pursue success, and continue a tradition of excellence.

Improvement Plan Summary

The Continuous School Improvement Plan (CSIP) is a 3 to 5 year strategic plan which provides a framework for the Warsaw R-IX School District to ensure the success of all students. This is the guiding document that links our mission, vision, yearly themes, five priority areas, and SMART goals to the improvement plans established by each district building. This plan was developed with the careful consideration of input from teachers, staff, students, administrators, board members, parents, and community members. While the CSIP is written as a 3 to 5 year plan, it is an ever-changing document, with components reviewed continually at Administrative meetings and regularly scheduled Board meetings. Progress toward goal achievement will be reviewed each semester and adjustments will be made as necessary based on the review of the relevant data and resources.

History of Previous CSIP

The previous CSIP for the Warsaw R-IX School District was developed in the fall of 2022 with the guidance of Kevin Daniel of FiredUp Consulting and the support of a CSIP committee composed of parents, community members, staff, and Board of Education members. The plan was approved by the Board of Education on December 15, 2022.

The priorities from the CSIP developed in 2022 were:

1. Safety and Security (Physical/Emotional)
2. Student Success, Teaching and Learning
3. Staffing: Recruiting, Hiring, Compensating, Developing, Retaining
4. Culture and Climate: Partnerships, Relationships, District Unity
5. District Operations: Budget, Communication, Facilities, Technology

Some of the goals from the previous CSIP have been completed or are no longer relevant. The CSIP is reviewed with the school board quarterly each year. The previous CSIP was scheduled to be revised during the 2025-2026 school year with a new plan created for adoption prior to August 2026. A DESE review of the previous plan was completed in the spring of 2026 with excellent results. This version of the Warsaw Continuous School Improvement Plan was initiated in August 2025. It was presented to the school board for adoption in July 2026.

2026-2031 CSIP Committee Team Members

- **Jordan Dove** — Student
- **Lincoln Vaughn** — Student
- **Austyn Wright** — Student
- **Lesly Conaway** — Elementary Paraprofessional
- **Shannon Alcantara** — Elementary Teacher
- **Bradly Wright** — School Board Member/Parent
- **Suttel Griffin** — WHS English Teacher
- **Eric Reinertsen** — Community Member
- **Daniel Yoder** — Community Member, Pastor
- **Cathy Case** — School Cook
- **Haleigh Burnham** — JBMS Teacher
- **Megan Daleske** — JBMS Assistant Principal
- **Emily Brownsberger** — Elementary Teacher
- **Kari Winters** — JBMS Science Teacher
- **Matt Dove** — HS Business Teacher
- **Amie Breshears** — School Board President / SFCC Board Member
- **Nicole Wisdom** — District Communications Director / HS Secretary
- **Bill Wood** — Director of Special Education
- **Stephanie Ledbetter** — South School Elementary Principal
- **Raini Ward** — North School Elementary Principal
- **Cody Wright** — John Boise Middle School Principal
- **Danny Morrison** — High School Principal
- **Jodi Karr** — District and Board Secretary
- **Shannon Deckard** — Assistant Superintendent
- **Scott Gemes** — Superintendent

CSIP Improvement Plan Process

Gather Feedback → Review Progress → Draft Plan

Following the release of the final Missouri School Improvement Program (MSIP 6) guidance, the process of revising the district's new CSIP began. The table below outlines the development process that was followed. This process included **gathering feedback** from three required surveys (student, parent/community, and staff), **reviewing progress** through CSIP Committee Team Meetings & **drafting the final plan.**

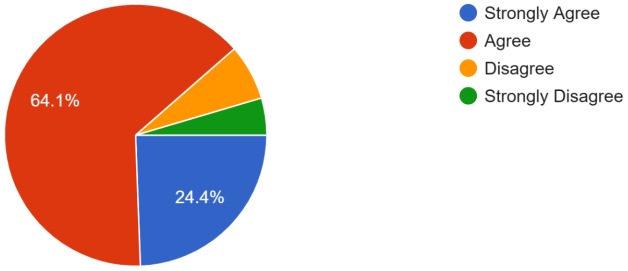
Date	Description	People Involved
August 8, 2025	Pre-planning Meeting	Scott Gemes, Shannon Deckard, and Kevin Daniel
December 9, 2025	Building Admin Meeting/CSIP Planning	Scott Gemes, Shannon Deckard, Danny Morrison, Nathan Parker, Cody Wright, Raini Ward, Bill Wood, Tony Warstadt
January 7, 2026	CSIP Committee Meeting - CSIP Preliminary Discussion	CSIP Committee *(previously listed)*
February 10, 2026	Building Admin Meeting/CSIP Planning	Scott Gemes, Shannon Deckard, Danny Morrison, Nathan Parker, Cody Wright, Raini Ward, Bill Wood, Tony Warstadt
March 3, 2026	CSIP Committee Meeting - Work Session #1: CSIP Development	CSIP Committee (previously listed), Kevin Daniel
March 4, 2026	CSIP Committee Meeting - Work Session #2: Priorities & SMART Goals	CSIP Committee (previously listed), Kevin Daniel
March 11, 2026	CSIP Committee Meeting - Work Session #3: Action Steps & Timelines	CSIP Committee (previously listed), Kevin Daniel
March 26, 2026	CSIP Admin Work Session - Organization & Continued CSIP Discussions	Scott Gemes, Shannon Deckard, Danny Morrison, Nathan Parker, Cody Wright, Raini Ward, Bill Wood, Tony Warstadt, Stephanie Ledbetter, Megan Daleske
May 28, 2026	Building Admin CSIP Planning- Priorities, SMART Goals, Action Steps, Organization of CSIP	Scott Gemes, Shannon Deckard, Danny Morrison, Nathan Parker, Cody Wright, Raini Ward, Bill Wood, Stephanie Ledbetter, Megan Daleske
Summer 2026	Finalize and Review Plan	Building Admin, Communication Director, Kevin Daniel, CSIP Committee (previously listed), and Central Office Staff
July 15th, 2026	Board Approved	Board Members, Shannon Deckard, Scott Gemes, Jodi Karr

Gather Feedback: October 2025 CSIP Survey Results

Surveys Completed: 131 Student Surveys | 58 Staff | 154 Parent/Community

All required MSIP6 survey questions were included. Links to the results of all three surveys are included below:
Warsaw R-IX Student Survey Results | Warsaw R-IX Staff Survey Results | Warsaw R-IX Parent/Community Survey Results

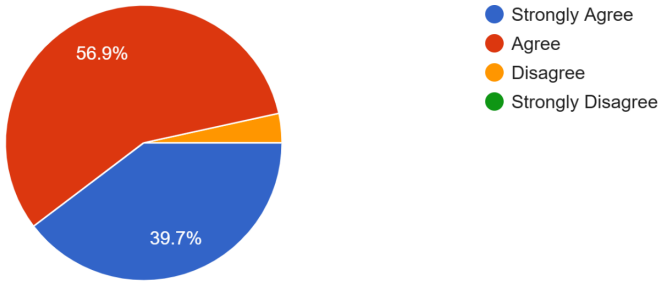
Student Responses



I feel physically safe at school.

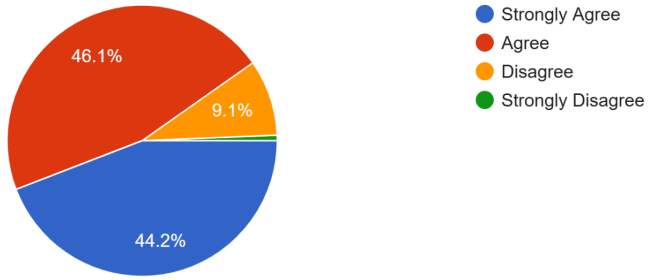
88.5% Strongly Agreed/Agreed

Staff Responses



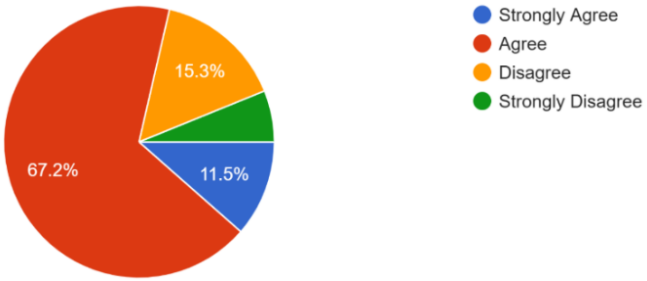
Students & staff members are physically safe in the school district.
96.6% Strongly Agreed/Agreed

Parents/Community Responses



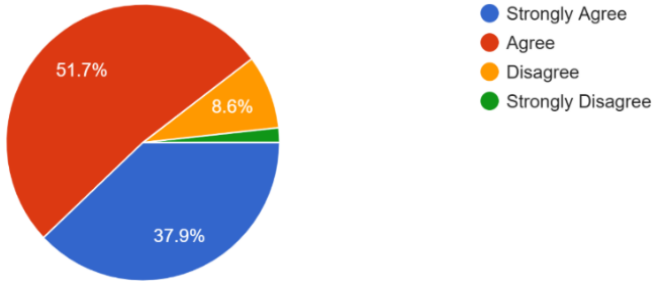
Students & staff members are physically safe in the school district.
90.3% Strongly Agreed/Agreed

Student Responses



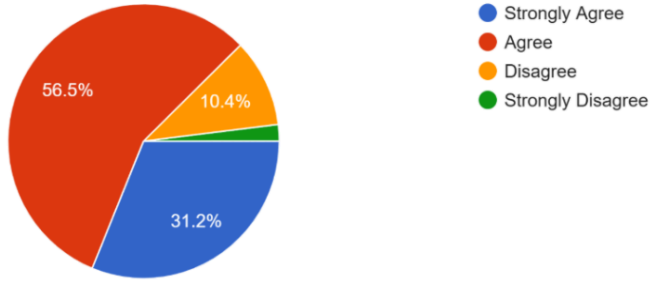
I feel socially & emotionally safe at school.
78.7% Strongly Agreed/Agreed

Staff Responses



Students & staff members are emotionally safe in the school district.
89.6% Strongly Agreed/Agreed

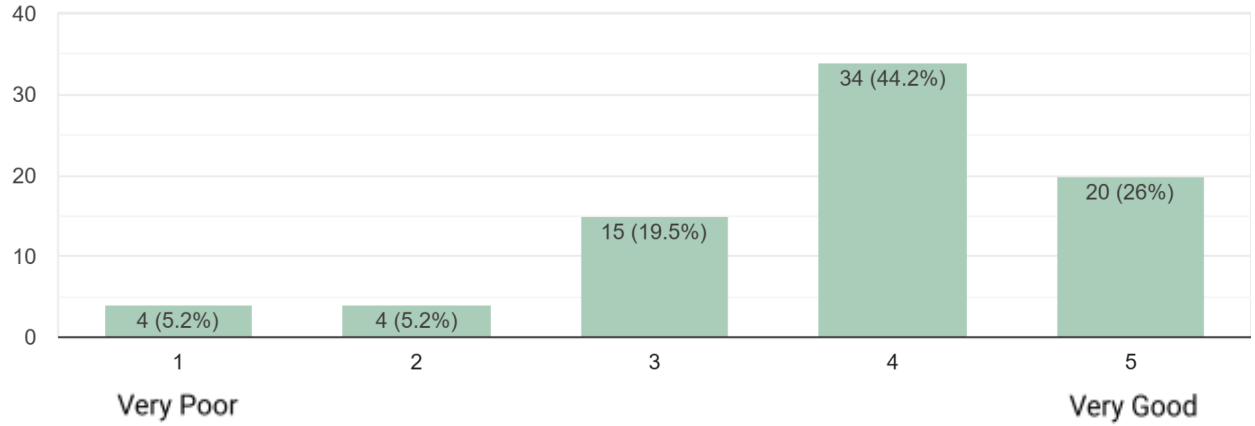
Parents/Community Responses



Students & staff members are emotionally safe in the school district.
87.7% Strongly Agreed/Agreed

Staff Climate & Culture Surveys Completed: 77

Staff Responses



Please rate how you believe your 25-26 school year has started.
70.2% responded Very Good/Good

Review Progress/Draft Plan: (CSIP Committee Team Meeting Outcomes)

Mission of Warsaw R-IX School District *(Reviewed)*:
We Engage, Empower, and Collaborate To Ensure Every Student Has Success Every Day.

Vision of Warsaw R-IX School District *(Updated on March 4, 2026)*:
The Warsaw R-IX School District will inspire individuals to lead with pride, pursue success, and continue a tradition of excellence.

Warsaw R-IX School District Theme *(Themes will be created by CSIP Committee in Spring meetings)*:

2026-27: Pride in Our Past, Excellence in Our Future
2027-28:
2028-29:
2029-30:
2030-31:

Warsaw R-IX School District Belief Statements *(Updated on March 4, 2026)*:

1. We believe **students are our top priority.**
2. We believe **in presenting every student with the opportunity to learn.**
3. We believe **that everyone should feel safe in our buildings.**
4. We believe **healthy relationships build a positive culture.**
5. We believe **in hiring and retaining high-quality, invested staff.**
6. We believe **in clear communication.**
7. We believe **in collaborating with our community to promote excellence.**

Warsaw R-IX School District Top Five (5) Priorities *(Updated by CSIP Committee Spring 2026)*:

1. Student Learning and Success
2. Safety and Security
3. Culture, Climate & Communication
4. Operations (Facilities, Finances, Technology)
5. Staffing (Recruiting, Supporting, Developing, Retaining)

Mental health, equity, and access are woven into all five areas. The five priorities from the CSIP Team Meeting align with the 5 Commitments and MSIP 6 Domains.

CSIP Improvement Plan: Communication & Annual Review

Increased Frequency of Communication with CSIP Committee:

To promote ongoing engagement and collaboration, the district superintendent will provide quarterly updates to members of the CSIP Committee. Increasing the frequency of communication will help keep stakeholders informed of district progress, encourage continued involvement in the CSIP process, and support ongoing monitoring of priority areas and SMART Goals.

CSIP Annual Review:

The adopted CSIP will be reviewed annually each spring by the CSIP Committee, the District Administrative Team, and the Warsaw R-IX Board of Education, as appropriate. During the annual review, the CSIP Team will evaluate progress toward each SMART Goal and examine the data collected to measure goal attainment. If revisions are needed based on the analysis of data or changing district needs, the CSIP Committee will develop recommendations for consideration. Any proposed modifications will be reviewed and approved by the Warsaw R-IX Board of Education, as appropriate.

Informing District Staff and Stakeholders About the Accountability Plan:

The Warsaw R-IX CSIP Committee will meet each spring to evaluate district progress and determine whether modifications to the CSIP are necessary for the upcoming year. Any recommended revisions will be presented to the Board of Education for review and approval. To ensure transparency and accessibility, the current CSIP will be available on the district's website for staff, families, and community stakeholders.

As a result of the collaborative work of the CSIP Team, District Administrative Team, and the Warsaw R-IX Board of Education, the following priority areas and corresponding SMART Goals have been identified to guide the district's continuous improvement efforts.

Warsaw R-IX School District
Continuous School Improvement Plan

Priority Area: Student Learning and Success

SMART Goal #1: By May 2031, the percentage of students reading at or above grade level will increase by 15%, as measured by district reading assessments and Lexile data.

Action Step	Person(s) Responsible	Funding Source	Start Date	Progress Monitor	Completion Date
Establish district-wide baseline reading data using IXL Diagnostic.	Superintendent, Asst. Superintendent, Building Level Admin, Teachers	Local	September 2026	n/a	September 2026
Utilize intervention teams and RTI processes to support struggling learners.	Building Level Admin, Teachers, Title Teachers, Paraprofessional	Local, State, Federal	September 2026	Quarterly during Team Meetings	Ongoing
Expand enrichment opportunities for advanced learners and gifted students.	Superintendent, Asst. Superintendent, Building Level Admin, Gifted Teacher, Teachers	Local, State	August 2026	Quarterly	Ongoing

Provide quarterly professional development focused on evidence-based reading instruction.	Superintendent, Asst. Superintendent, Building Level Admin, Professional Development Team	Local, State, Federal	September 2026	Building Admin Meetings - Monthly, PD Days	Ongoing
Continue implementation of reading success plans required by DESE.	Building Level Admin, Teachers, Title Teachers, Paraprofessional	Local, State	Continued	Team Meetings	Ongoing
Utilize A+ students and peer tutoring opportunities at the elementary level.	Superintendent, Asst. Superintendent, Building Level Admin, A+ Coordinator, Teachers	Local, State	August 2027	Quarterly	Ongoing
Regularly review curriculum resources for alignment and effectiveness.	Superintendent, Asst. Superintendent, Building Level Admin, Teachers	Local, State	Continued	Team Meetings and Admin Meetings (Monthly)	Ongoing
Develop district benchmark assessments	Asst. Superintendent, Building Level Admin, Teachers	Local, State	August 2026	Quarterly	May 2027
Monitor student growth quarterly using district benchmark assessments.	Superintendent, Asst. Superintendent, Building Level Admin, Teachers	Local, State	August 2027	Quarterly	Ongoing

Priority Area: Student Learning and Success

SMART Goal #2: By May 2031, district MAP and EOC proficiency rates will increase by 10% overall.

Action Step	Person(s) Responsible	Funding Source	Start Date	Progress Monitor	Completion Date
Implement quarterly data team meetings at all buildings.	Building Level Admin, Teachers, Title Teachers	Local, State, Federal	September 2026	Quarterly	Ongoing
Create formative assessment across the school district.	Superintendent, Asst. Superintendent, Building Admin, Teachers	Local, State, Federal	October 2026	Quarterly	May 2027
Use formative assessment data to adjust instruction regularly.	Building Admin, Teachers	Local, State, Federal	August 2027	Quarterly	Ongoing
Continue vertical curriculum alignment work across grade levels.	Superintendent, Asst. Superintendent, Building Admin, Teachers	Local, State, Federal	August 2026	Semesterly	Ongoing
Provide collaboration time for teachers to review district benchmark data.	Superintendent, Asst. Superintendent, Building Admin, Teachers	Local, State, Federal	August 2027	Quarterly	Ongoing

Continue use of Missouri Learning Standards and pacing guides.	Superintendent, Asst. Superintendent, Building Admin, Teachers	Local, State, Federal	August 2026	Semesterly	Ongoing
Expand after-school tutoring opportunities at all grade levels.	Superintendent, Asst. Superintendent, Building Admin, Teachers	Local, State, Federal	August 2027	Quarterly	Ongoing
Evaluate assessment practices to reduce unnecessary testing fatigue.	Superintendent, Asst. Superintendent, Building Admin, Teachers	Local, State, Federal	October 2027	Semesterly	Ongoing
Continue recognition programs for students scoring proficient or advanced.	Building Admin, Teachers	Local, State	Fall 2026 and Spring 2027	Yearly	Ongoing

Priority Area: Student Learning and Success

SMART Goal #3: By June 2031, the district will maintain at least a 95% attendance rate (ADA) district-wide.

Action Step	Person(s) Responsible	Funding Source	Start Date	Progress Monitor	Completion Date
Implement attendance incentive programs quarterly.	Building Admin, Secretaries, Teachers	Local, State	August 2026	Quarterly	Ongoing
Continue automatic daily attendance notifications to parents.	Building Admin, Secretaries, Teachers	Local, State	August 2026	Quarterly	Ongoing
Explore alternative education opportunities at all levels.	Superintendent, Asst. Superintendent, SPED Director, Building Admin, Teachers	Local, State, Federal	October 2026	Semesterly	Ongoing
Update ICAP plans annually for students grades 7-12.	Building Admin, Counselors, RootEd teacher	Local, State	September 2026	Semesterly	Ongoing
Develop internship and apprenticeship opportunities with community partners.	Superintendent, Asst. Superintendent, Building Admin, Counselors, RootEd teacher	Local, State	August 2027	Semesterly	Ongoing

Implement gift program for our students	Superintendent, Asst. Superintendent, Counselors, Gift Teacher, Teachers	Local, State	August 2026	Quarterly	Ongoing
Collaborate with local agencies to address barriers impacting attendance.	Building Level Admin, Social Service Coordinator, Counselors	Local, State	August 2026	Quarterly	Ongoing
Conduct attendance reviews at the building level.	Building Level Admin, Social Service Coordinator, Counselors	Local, State	August 2026	Monthly	Ongoing
Provide family communication regarding attendance expectations and support.	Building Level Admin, Social Service Coordinator, Counselors	Local, State	August 2026	Quarterly	Ongoing

Priority Area: Safety and Security

SMART Goal #1: Annually, District SRO will complete a comprehensive safety checklist and implement identified improvements with 100% completion.

Action Step	Person(s) Responsible	Funding Source	Start Date	Progress Monitor	Completion Date
Administration and SROs will develop a checklist	Superintendent, Asst. Superintendent, Building Admin, SROs, Maintenance Director	Local, State	October 2026	Quarterly	December 2026
Conduct safety and security audits at every building.	Superintendent, Asst. Superintendent, Building Admin, SROs, Maintenance Director	Local, State	December 2026	Semesterly	Ongoing
Review and improve camera placement following construction projects.	Superintendent, Asst. Superintendent, Building Admin, SROs, Maintenance Director, Tech Director	Local, State	October 2026	Annually	Ongoing

Add updated signage for parking lots, entrances, and procedures.	Superintendent, Asst. Superintendent, Building Admin, SROs, Maintenance	Local, State	October 2026	Monthly	June 2027
Inspect doors, locks, and security systems.	All Staff	Local, State	August 2026	Monthly	Ongoing
Develop building-level safety inspection schedules.	Superintendent, Asst. Superintendent, Building Admin, SROs, Maintenance	Local, State	August 2026	Monthly	May 2027
Continue collaboration with SROs and local emergency personnel.	Superintendent, Asst. Superintendent, Building Admin, SROs	Local, State	August 2026	Quarterly	Ongoing
Conduct crisis response drills and reviews.	All Staff	Local, State	August 2026	Annually	Ongoing

Priority Area: Safety and Security

SMART Goal #2: By August 2026, 100% of administrators and identified personnel will complete required Missouri school safety coordinator training.

Action Step	Person(s) Responsible	Funding Source	Start Date	Progress Monitor	Completion Date
Register administrators for MSBA Safety Coordinator training.	Superintendent, Asst. Superintendent, Building Admin, SROs	Local, State	June 2026	Annually	Ongoing
Designate primary and secondary safety coordinators.	Superintendent, Asst. Superintendent, Building Admin, SROs	Local, State	August 2026	Annually	Ongoing
Provide staff safety training during professional development days.	Superintendent, Asst. Superintendent, Building Admin, SROs	Local, State	August 2026	Annually, PD Days	Ongoing
Maintain required certification renewals and ongoing training.	All Staff	Local, State	August 2026	Annually	Ongoing
Conduct de-escalation and trauma-informed practices training.	All Staff	Local, State, Federal	August 2026	Annually	Ongoing

Priority Area: Safety and Security

SMART Goal #3: By June 2031, parent and community survey responses related to physical and emotional safety will maintain a rating of 90% or higher in the “Strongly Agree or Agree” categories.

Action Step	Person(s) Responsible	Funding Source	Start Date	Progress Monitor	Completion Date
Implement social-emotional learning supports district-wide.	All Staff, Community Partnerships	Local, State, Federal	August 2026	Annually	Ongoing
Continue counseling and mental health referral systems.	All Staff, Community Partnerships & Contracts	Local, State	August 2006	Continually, Annually for effectiveness	Ongoing
Communicate available student support programs to families.	All Staff- especially Counseling Team	Local, State	August 2026	Annually	Ongoing
Continue partnerships with community health and counseling organizations.	All Staff- especially Counseling Team	Local, State	August 2026	Annually	Ongoing
Review discipline and behavior data quarterly.	All Staff- especially Building Admin	Local, State, Federal	October 2026	Quarterly	Ongoing
Continue a district-wide K-12 de-escalation framework. - Work to be done	All Staff	Local, State, Federal	August 2026	Annually	Ongoing
Conduct de-escalation and trauma-informed practices training annually.	All Staff	Local, State, Federal	August 2026	Annually	Ongoing

Priority Area: Culture, Climate, and Communication

SMART Goal #1: By June 2031, staff climate and culture end of year survey ratings of good or very good rating will be at 75% or above.

Action Step	Person(s) Responsible	Funding Source	Start Date	Progress Monitor	Completion Date
Conduct bi-annual climate and culture surveys.	Superintendent, Asst. Superintendent	Local	Fall 2026	Fall & Spring Yearly	Spring 2031
Share survey data transparently with staff and stakeholders.	Superintendent, Asst. Superintendent, Communications	Local	Fall 2026	Fall & Spring Yearly	Spring 2031
Continue staff recognition opportunities.	Superintendent, Asst. Superintendent, School Board, Building Admin	Local	August 2026	Monthly	Ongoing
Increase opportunities for staff collaboration and input.	All Staff	Local, State, Federal	August 2026	Monthly Admin Meetings, Team Meetings	Ongoing
Continue celebrating student and staff accomplishments publicly.	Superintendent, Asst. Superintendent, Building Admin	Local	August 2026	Monthly Admin Meetings, Team Meetings, School Board Meetings	Ongoing

Priority Area: Culture, Climate, and Communication

SMART Goal #2: By June 2031, parent/community satisfaction regarding district communication will increase by 10%

Action Step	Person(s) Responsible	Funding Source	Start Date	Progress Monitor	Completion Date
Establish baseline from CSIP survey	Superintendent, Asst. Superintendent, Building Admin	Local, State	Fall 2026	Fall & Spring Yearly	Spring 2031
Streamline communication platforms district-wide.	Superintendent, Asst. Superintendent, Building Admin, ADs, Communications	Local, State, Federal	August 2026 (or before)	Quarterly	Ongoing
Increase use of newsletters, podcasts, and social media updates.	All Staff	Local, State, Federal	August 2026	Monthly Admin Meetings, Team Meetings	Ongoing
Develop monthly “State of the District” communication updates.	Superintendent, Asst. Superintendent, Communications	Local, State, Federal	Fall 2026	Monthly	Ongoing
Continue board and community informational presentations.	All Staff	Local, State, Federal	Fall 2026	Monthly Board Meetings, Title Nights	Ongoing

Increase opportunities for stakeholder feedback and engagement.	Superintendent, Asst. Superintendent, Building Admin, Communications	Local, State, Federal	Fall 2026	Ongoing	Ongoing
Improve communication regarding district initiatives and finances.	Superintendent, Asst. Superintendent, Building Admin, Communications	Local, State, Federal	Fall 2026	Ongoing	Ongoing

Priority Area: Culture, Climate, and Communication

SMART Goal #3: By June 2031, parent and community engagement through district communication platforms will increase by 10%.

Action Step	Person(s) Responsible	Funding Source	Start Date	Progress Monitor	Completion Date
Increase partnerships with local businesses and organizations.	All Staff	Local, State	August 2026	Monthly Admin Meetings	Ongoing
Continue Wildcat Pride recognitions and student spotlights.	Superintendent, Asst. Superintendent, Building Admin	Local	August 2026	Monthly Admin Meetings, Team Meetings, School Board Meetings	Ongoing
Increase communication regarding extracurricular and academic opportunities.	Superintendent, Asst. Superintendent, Building Admin, ADs, Club Sponsors, Communications	Local, State	August 2026	Monthly	Ongoing
Expand unified district event calendars and communication tools.	Superintendent, Asst. Superintendent, Building Admin, Teachers, Communications	Local, State	August 2026	Monthly	Ongoing

Priority Area: Operations (Facilities, Finances, Technology)

SMART Goal #1: The district will maintain a minimum 25% operating reserve balance annually through 2031.

Action Step	Person(s) Responsible	Funding Source	Start Date	Progress Monitor	Completion Date
Continue long-range budget planning annually.	Superintendent, School Board	Local, State, Federal	July 2026	Quarterly and Annually for next budget year	Ongoing
Review staffing and enrollment trends annually.	School Board, Superintendent, Asst. Superintendent, Building Admin, Secretaries, MOSIS Coordinator	Local, State, Federal	August 2026	Semesterly	Ongoing
Provide annual purchasing procedure training for staff.	Central Office Staff, Building Admin	Local, State	August 2026	Annually	Ongoing
Continue strategic use of Fund 4 transfers for capital projects.	School Board, Superintendent, School Board, Bookkeeper	Local, State, Federal	August 2026	Quarterly and as needed for improvements	Ongoing
Review transportation and technology replacement cycles annually.	School Board, Superintendent, Asst. Superintendent, Tech Director, Transportation Director	Local, State, Federal	August 2026	Annually	Ongoing

Present quarterly financial updates to the Board of Education.	School Board, Superintendent, Asst. Superintendent	Local, State, Federal	August 2026 and with Board Meeting schedule	Quarterly	Ongoing

Priority Area: Operations (Facilities, Finances, Technology)

SMART Goal #2: On an annual basis, the district will review and update the long-term building maintenance plan to ensure required maintenance remains below 25% of total facility needs upon completion of PROP KIDS.

Action Step	Person(s) Responsible	Funding Source	Start Date	Progress Monitor	Completion Date
Complete annual facility audits.	School Board, Superintendent, Asst. Superintendent, Building Admin, SROs, Maintenance Director	Local, State	Fall 2026	Annually	Ongoing
Maintain and annually update the long-range facility maintenance plan.	School Board, Superintendent, Asst. Superintendent, Building Admin, SROs, Maintenance Director	Local, State	Fall 2026	Annually	Ongoing
Develop annual maintenance project schedules.	Superintendent, Building Admin, Maintenance Director	Local, State	Fall 2026	As needed-Monthly, Quarterly & Annually	Ongoing

Continue implementation of PROP KIDS facility improvements.	Superintendent, Asst. Superintendent, Building Admin, SROs, Maintenance Director	Local, State, Federal	August 2026	As needed- Monthly, Quarterly & Annually	Ongoing
Review HVAC, roofing, parking lots, and infrastructure annually.	Superintendent, Building Admin, Maintenance Director	Local, State, Federal	August 2026	Annually	Ongoing
Monitor Fund 4 expenditures and project progress quarterly.	School Board, Superintendent, Asst. Superintendent Bookkeeper	Local, State, Federal	August 2026	Quarterly	Ongoing

Priority Area: Staff (Recruiting, Supporting, Developing, Retaining)

SMART Goal #1: On an annual basis the district will retain 90% of certified staff and 80% of classified staff (excluding retirements and promotions) it intends to issue a contract

Action Step	Person(s) Responsible	Funding Source	Start Date	Progress Monitor	Completion Date
Continue increasing salaries and benefits when financially responsible.	School Board, Superintendent, Asst. Superintendent	Local, State, Federal	January 2026	Annually	Ongoing
Develop creative recruitment strategies and partnerships with universities.	Central Office Staff, Building Admin	Local, State	August 2026	Quarterly	Ongoing
Expand mentorship programs for new teachers.	Central Office Staff, Building Admin	Local, State, Federal	August 2027	Quarterly	Ongoing
Provide onboarding and support for new staff members.	Central Office Staff, Building Admin	Local, State	August 2026	Quarterly	Ongoing
Conduct staff retention surveys.	School Board, Central Office Staff, Building Admin, Teachers	Local, State	October 2026	Semesterly	Ongoing
Expand “grow your own” staff development pathways.	Central Office Staff, Building Admin	Local, State, Federal	August 2027	Semesterly	Ongoing

Priority Area: Staff (Recruiting, Supporting, Developing, Retaining)

SMART Goal #2: By June 2031, 100% of staff will be offered professional development aligned to district priorities annually.

Action Step	Person(s) Responsible	Funding Source	Start Date	Progress Monitor	Completion Date
Provide differentiated professional development opportunities.	Central Office, Building Admin, PD Committee	Local, State, Federal	August 2026	Monthly	Ongoing
Expand grade-level and content-specific PD opportunities.	Central Office, Building Admin, PD Committee, Teachers	Local, State, Federal	August 2027	Semesterly	Ongoing
Increase peer observation and collaboration opportunities.	Central Office, Building Admin, Teachers	Local, State	August 2027	Quarterly	Ongoing
Provide PD on instructional tools and curriculum resources.	Central Office, Building Admin, PD Committee	Local, State, Federal	August 2026	Monthly	Ongoing
Continue training on RTI, data analysis, and classroom management.	Central Office, Building Admin, PD Committee, Teachers	Local, State, Federal	August 2026	Monthly	Ongoing
Evaluate PD effectiveness using staff feedback.	Central Office, Building Admin, PD Committee, Teachers	Local, State, Federal	August 2026	Annual	Ongoing

Priority Area: Staff (Recruiting, Supporting, Developing, Retaining)

SMART Goal #3: By June 2031, the district staff satisfaction survey regarding communication will improve by 10%.

Action Step	Person(s) Responsible	Funding Source	Start Date	Progress Monitor	Completion Date
Conduct staff satisfaction surveys.	School Board, Central Office Staff, Building Admin, Teachers	Local, State	October 2026	Semesterly	Ongoing
Improve internal communication systems and expectations.	School Board, Central Office Staff, Building Admin, Communication Director, Teachers	Local, State	August 2026	Quarterly	Ongoing
Increase opportunities for staff voice in decision-making.	Central Office, Building Admin, Committees	Local, State	August 2026	Semesterly	Ongoing
Continue recognizing staff accomplishments publicly.	School Board, Central Office, Building Admin	Local, State	August 2026	Monthly	Ongoing
Provide consistent administrative feedback and support.	Central Office, Building Admin	Local, State	August 2026	Monthly	Ongoing
Expand wellness and morale initiatives for staff.	School Board, Central Office and Building Admin, Committees	Local, State	December 2026	Semesterly	Ongoing

Priority Area: Staff (Recruiting, Supporting, Developing, Retaining)

SMART Goal #4: Annually the district will attend at least two recruiting events to expand outreach to potential candidates.

Action Step	Person(s) Responsible	Funding Source	Start Date	Progress Monitor	Completion Date
Continue relationships with UCM, SFCC, MSU, MoValley, CMU.	Superintendent, Asst. Superintendent, Building Admin	Local, State	August 2026	Yearly	Ongoing
Expand relationships to other universities such as Mizzou, SBU, etc.	Superintendent, Asst. Superintendent, Building Admin	Local, State	August 2026	Yearly	Ongoing
Select, create, or update recruitment materials such as district brochures, job postings, benefit summaries, and informational handouts.	Superintendent, Asst. Superintendent, Building Admin, Communication Director	Local, State	October 2026	Twice a year	Ongoing
Select district representatives to attend the events and promote the district.	Superintendent, Asst. Superintendent, Building Admin	Local, State	December 2026	Yearly and as needed	Ongoing
Contact potential candidates after the event to share job openings and answer questions.	Superintendent, Asst. Superintendent, Building Admin	Local, State	February 2026	Ongoing	Ongoing