

CONTINUOUS SCHOOL IMPROVEMENT PLAN

**CRAWFORD COUNTY R-2
SCHOOL DISTRICT**

**2023-2028
CSIP**



CRAWFORD COUNTY R-II SCHOOL DISTRICT

Mission Statement

The mission of the Crawford County R-II School District is to empower and inspire every student to reach their full potential through relevant content and student-centered instruction in a safe & supportive environment.

Vision Statement

The vision of the Crawford County R-II School District is to prepare every student to be a leader who is life ready & globally minded.

Core Values

The Crawford County R-II School District believes that the following core values are essential to success. They represent who we are, what we believe, and what we do. ***EVERYONE...EVERY DAY***

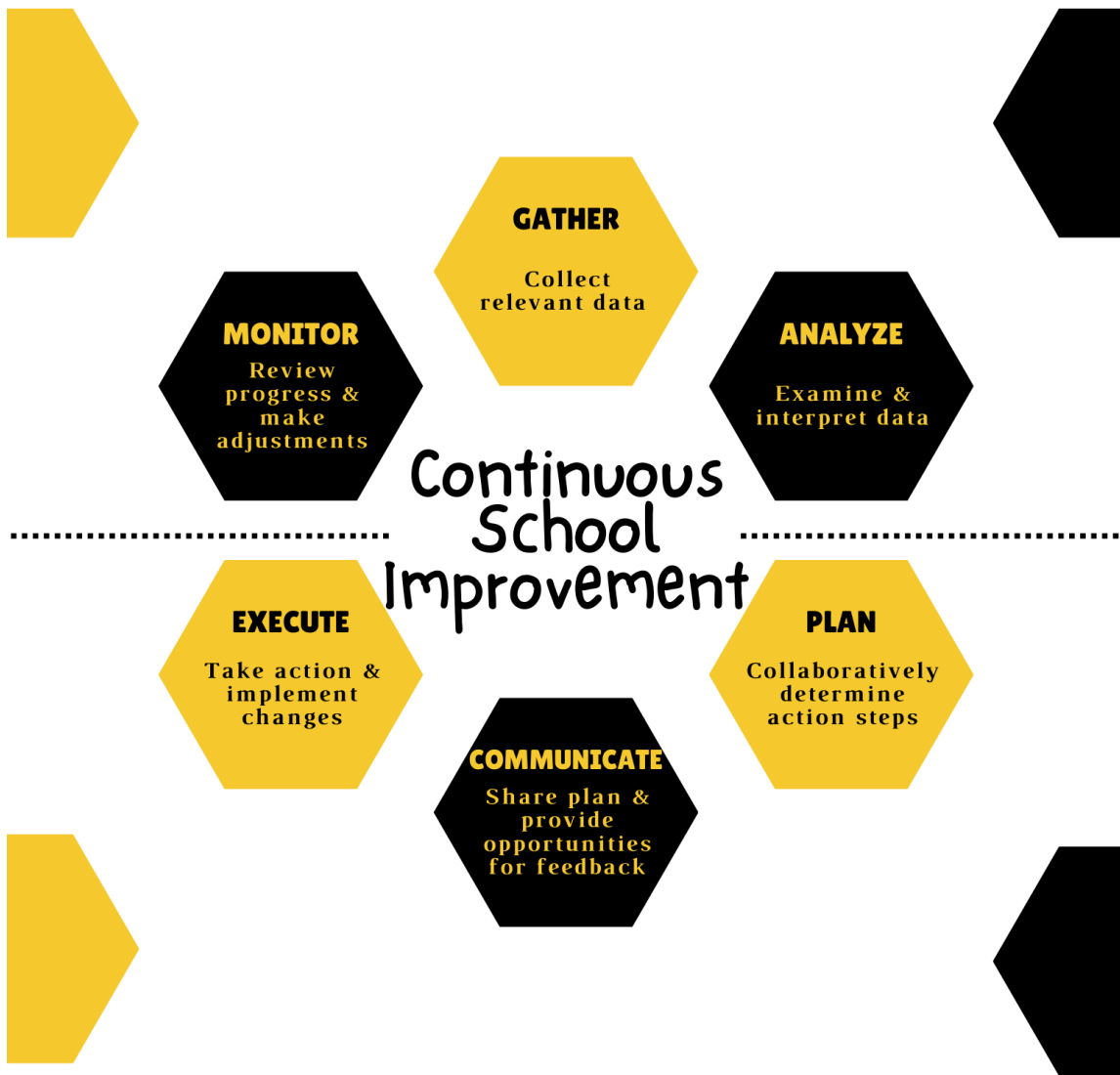
Civility & Respect... Accountability & Ownership... Character & Integrity...
Strong Work Ethic... Empathy & Compassion

ONE SCHOOL – ONE COMMUNITY – ONE FAMILY



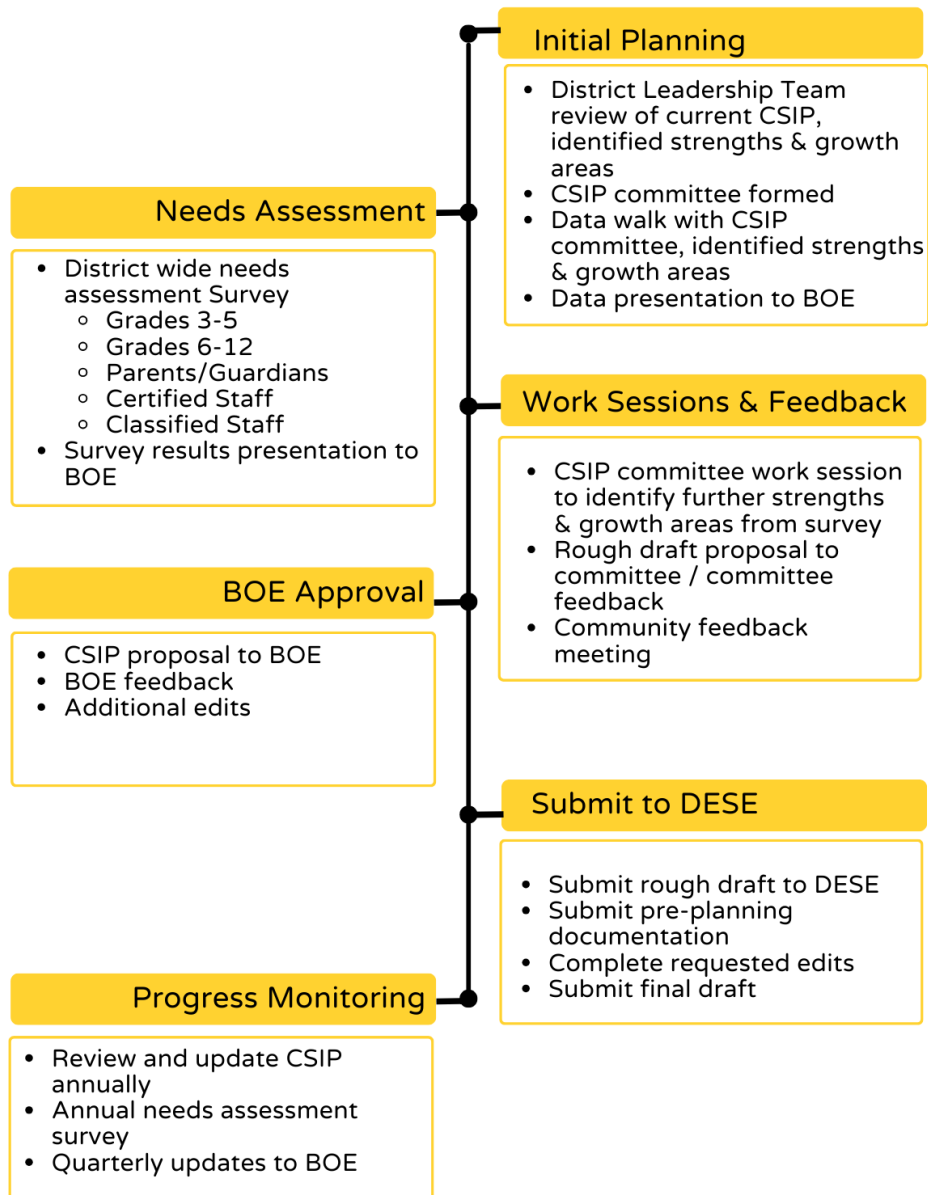
Continuous School Improvement Plan Overview

The Crawford County R-II School District's continuous school improvement plan (CSIP) is designed to direct the implementation and improvement of educational programs, instructional practices, and services to support student achievement. The plan is written in compliance with guidelines from the Missouri Department of Elementary and Secondary Education (DESE) and the Missouri School Improvement Program (MSIP 6).





CSIP Process



Goal 1: Proactively plan for student success.

Strategy 1.1: Prepare students with the skills needed for post-school outcomes

Action Items

- Expand college and career opportunities
 - Work with local colleges/universities to expand dual credit course offerings (*Beginning spring 2023, ongoing thereafter, Administrative & Guidance Team*)
 - Collaborate with RTI/RTC to offer career certifications and coursework (*ongoing partnership, Administrative & Guidance Team*)
 - Diversify elective course offerings at the High School to meet the needs of students by utilizing student interest surveys (*Spring 2025, ongoing thereafter, HS Principal & Guidance Team*)
 - Annual career fair at the high school that includes area manufacturers and businesses (*Annually, Spring, Guidance Team*)
- Expand early childhood and kindergarten readiness opportunities
 - Collaborate with local preschools and childcare providers to strengthen kindergarten readiness for CCR2 students through partnerships, shared resources, and alignment of early learning practices (*Fall 2025, ELM Principal, Early Childhood Teachers*).
 - Leverage the Parents as Teachers (PAT) program to expand early childhood and kindergarten readiness opportunities by increasing outreach, enhancing family engagement, and providing targeted support to families with young children. (*Ongoing, ELM Principal and PAT Instructor*)
 - Maintain a full-day preschool classroom to ensure long-term sustainability and high-quality early learning opportunities. (*Ongoing, ELM Principal & Preschool Committee*)
- Develop and implement the CCR2 Life Success Skills program
 - Form committee (*Fall 2025, HS Assistant Principal & committee*)
 - Research & Develop program (*2025-2026, HS Assistant Principal & committee*)
 - Implement (*2026-2027, HS Assistant Principal & committee*)

Strategy 1.2: Utilize a multi-tiered system of support

Action Items

- Implement academic response to intervention (*Ongoing, Administrative Team & Faculty*)
- Maintain and monitor the district-wide student conduct and accountability handbook to ensure consistent implementation and continuous improvement (*Ongoing, Administrative Team*).
- Develop a district-wide character education matrix (*2024-2025, District Counseling Team*)
 - Implement (*2025-2026, Administrative Team*)

Funding Source: Federal Programs through Title I and Title IV, Local Funds, State Funds

MSIP Indicators: L5, TL1, TL2, TL3, TL4, TL7, TL10, CC1, CC2, CC3, DB2, EA4

Rationale: During the CSIP planning process, a review of data (accountability, APR, District-Wide Needs Assessment) brought to light the need for a focused approach to proactively planning for student success. Annual assessment scores account for one success measure, while a holistic student approach is more aligned with the district's mission, vision, and core values.

Goal 2: Cultivate and nurture a culture of continuous improvement.

Strategy 2.1: Engage in collaborative planning at all levels

Action Items

- Create opportunities for vertical/horizontal curricular alignment (*annual review, Assistant Superintendent & Building Principals*)
- Provide opportunities for shared leadership & planning
 - Building Leadership Teams (*ongoing, Building Principals*)
 - Committee work (*ongoing, Administrative Team*)
 - Calendar, CSIP, Initiative Development & Planning Committees, Professional Development, Safety, Salary
 - District Leadership Team (*ongoing, Assistant Superintendent*)
 - Establish a Student Advisory Team
 - Research (*2025-2026, 5-12 Building Principals*)
 - Implement (*2026-2027, 5-12 Building Principals*)

Strategy 2.2: Collect, organize, and analyze data for problem-solving and decision-making.

Action Items

- Streamline the Data-Based Decision Making (DBDM) process in each building (*2025-2026, Building Principals*)
- Review performance regularly and make adjustments as needed (*ongoing, Administrative Team, Leadership Teams, Classroom Teachers, and BOE*)
- Research and implement instructional strategies that prioritize impact for stronger student outcomes (*ongoing, Administrative Team, Instructional Coach, Classroom Teachers*)

Strategy 2.3: Support personal and academic growth through transformational processes.

Action Items

- Maintain instructional coach positions at the high school, middle school and elementary to support teacher growth and student achievement (*Ongoing, Assistant Superintendent & Building Principals*).
- Provide up-to-date and relevant curriculum resources and materials for all subject areas (*Ongoing, Assistant Superintendent & Building Principals*)
- Provide high-quality, relevant professional development (*annual, District Leadership Team, PD Committee*)
 - Professional development survey & session feedback
 - Professional development calendar
- Continue to streamline the special education referral process to include additional differentiated and individual support prior to referral (*2025-2026, Special Education Department and ELM Principal*)
- Maintain a district-wide focus on improving special education outcomes by promoting co-teaching/class-within-a-class models and ensuring students are educated in the least restrictive environment (*Ongoing, Special Education Director & Building Principals*).
- Improve literacy outcomes for all students, ensuring they achieve proficiency and demonstrate growth in reading and writing skills through Reading Success Plans and a Comprehensive Literacy Plan.
 - Reading Success Plans grades 1-5 (*Current/ongoing, Teachers & Building*)

Principals)

- Implement a Comprehensive Literacy Plan (2025-2026, Assistant Superintendent, Building Principals, & Teachers)
- Improve student attendance by implementing proactive strategies, fostering family partnerships, and addressing barriers to regular attendance to support student success. (2025-2026, Building Principals)
- Improve APR growth scores by providing targeted interventions and tailored instruction to support students performing at the basic and below basic levels, increasing their academic achievement and overall performance. (2025-2026, Building Principals, Instructional Coaches, Teachers)

Funding Source: Local, State, and Federal Funds

MSIP Indicators: L1, L2, TL1, TL6, TL8, CC1, CC2, DB1, DB2, DB3, DB4, AS1, AS2

Rationale: An effective culture of continuous improvement leads to exceptional outcomes for students by inviting stakeholders to:

- Share ideas & concerns
- Participate in productive dialogue
- Provide opportunities for feedback
- Effectively monitor progress
- Take ownership in the educational process
- Utilize high-impact practices
- Engage in improvement efforts
- Use data to generate actionable knowledge and inform decision-making
- Be an active participant in instructional and achievement outcomes

By cultivating a culture of continuous improvement, the CCR-2 School District can promote unity, collaboration, strong instructional practices, and a growth mindset while establishing positive relationships exemplified through our mission, vision, and core values.

Goal 3: Reduce barriers to success.

Strategy 3.1: Recruit, support, and retain dynamic CCR2 team members.

Action Items

- Maintain the Future Teacher Program to provide high school students with opportunities to explore education as a career pathway, continuing the program with local funds (*Ongoing, HS Building Principal & Guidance Team*).
- Research & develop a Paraprofessional to Educator Program (2025-2026, *Special Education Director & Committee*)
- Improve marketing/communications (*Ongoing, Administrative Team*)
- Refine New Teacher/Mentor process
 - Digital Mentor Handbook (*Updated annually, Assistant Superintendent, PDC*)
 - Digital New Teacher Handbook (*Update annually, Assist. Superintendent, PDC*)
 - Create Substitute Teacher Handbook & training video (*Update annually, Assistant Superintendent*)
- Streamline HR process and improve customer service (*ongoing, Central Office Team*)
 - Include HR topics in professional development offerings (*ongoing*)
 - Create a digital HR handbook (*Updated annually*)
- Utilize the Wellness Committee to enhance staff well-being and foster a positive work environment through targeted wellness initiatives, supporting the retention of current CCR2 team members. (*Ongoing, Nursing Team, Assistant Elementary Principal*)
- Review and revise salary schedules (*annual, Superintendent*)

Strategy 3.2: Improve operational efficiencies and strategically plan for the future.

Action Items

- Develop a 5-year strategic plan (*ongoing, BOE & Superintendent*)
- Develop a facilities and maintenance plan (*Ongoing, Superintendent & Directors*)
- Investigate future no tax increase bond increase (2025-2026, *BOE & Superintendent*)

Strategy 3.3: Engage and inform all stakeholders to generate support, understanding, and trust.

Action Items

- Complete and analyze the annual Needs Assessment Survey (*annual, Assistant Superintendent & Technology Team*)
- Website update to streamline communication (2023-2024 implementation, *ongoing thereafter, Superintendent & Administrative Team*)
 - Social media pages, Announcements, Handbooks, Curriculum
- Continue BOE transparency: meeting recordings and board packets available through the website (*ongoing, BOE, Superintendent, and Technology Team*)
- Community Engagement
 - Foster meaningful partnerships with stakeholders by increasing opportunities for two-way communication, committee opportunities, and collaborating with local organizations to support student success. (*Ongoing, All Stakeholders*)

Funding: Local, State, and Federal Funding

MSIP Indicators: L1, L2, L4, L7, L8, L9, TL5, TL8, CC3, CC4

Rationale: During the CSIP planning process, a review of data (accountability, APR, District-Wide Needs Assessment) highlighted the need for; a strategic approach to decrease faculty and staff turnover, improvement of operational efficiencies, and a stakeholder desire to be informed and included in decision making. Recruiting and retaining staff members, transparency in planning for the future, and intentional communication and engagement will develop trust and respect amongst stakeholders, allowing for the cultivation of a shared vision and positive school culture.

Strategies Accomplished	Date
Refine New Teacher /Mentor Process • Create a digital mentor handbook • Create a digital new teacher handbook • Create a substitute teacher handbook and training video	2022-2023
Annual career fair at the high school that includes area manufacturers and businesses (Annually, Spring, Guidance Team)	2022-continued annually
Improvements to the certified staff salary schedule	2022-2023
Create a digital HR resource page/handbook (2024, Central Office)	2023-2024
Website and mass communication updates (2023, IT Department & Superintendent)	2023-2024
Restructure the PAT position to make it more appealing for applicants and ensure early childhood resources are offered in the community to support kindergarten readiness (Spring 2024, Assistant Superintendent & ELM Principal)	2023-2024
Implement a secondary instructional coaching position to streamline and improve instructional practices and support new/emerging teachers (2023-2024, Assistant Superintendent & Instructional Coach)	2023-2024
Develop and Implement Wellness Committee (2023-2024, Nursing Team, Assistant Superintendent)	2023-2024
Update and improve classified staff, certified staff, and bus driver salary schedules. (2023-2024, Superintendent & BOE)	2023-2024
Research, implement, and utilize the Citizens Advisory Committee (2023-2024, Superintendent)	2023-2024
Consolidate district, building, activity, and facility calendars (2023-2024 Administrative Team & Technology Team)	2023-2024
Continue improving the high school special education assessment data through the Special Education TSI plan. (No longer on a targeted plan.)	2023-2024
Create a Comprehensive Literacy Plan (2024-2025, Assistant	2024-2025

Superintendent, Building Principals, & Teachers)	
Implement Career Ladder for qualified staff (2024-2025, Assistant Superintendent & BOE)	2024-2025
Expand the Agriculture department by one half-time instructor to allow for more diverse course offerings (Fall 2024, HS Principal & Superintendent)	2024-2025
Research & develop Future Teacher Program(2024-2025, HS Building Principal, Guidance Team), utilized Grow Your Own Grant	2024-2025
Update administrator, director, & supervisor salary schedule	2024-2025
Create a capital improvements task force to strategically plan for facility improvements	2024-2025
Expand the Agriculture department by increasing a half-time instructor to a full-time instructor to allow for more diverse course offerings	2025-2026
Implement full-day preschool classroom (<i>Fall of 2025, ELM Principal & Preschool Committee</i>)	2025-2026
Develop a district-wide behavior/discipline matrix ○ Implement ■ <i>Student Conduct and Accountability Handbook</i>	2025-2026
Develop an instructional coach position for the middle school and elementary. (Part-time in each building.)	2025-2026
Future Teacher Program ● Research & develop ● Implement	2025-2026
Review and Realign Evaluation Process, utilize Frontline	2025-2026
Establish a Student Advisory Team, High School	2025-2026

CSIP Committee Acknowledgments

Alicia Weber

Alumni, Chamber of Commerce, Industry Representative, Parent

Caitlin Mace

Alumni, BOE Representative, Parent

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Alumni, County Sheriff, Parent

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Virginia Pope

High School Teacher/Instructional Coach

Open

BOE Representative

Marie Shoemaker

Middle School Principal

Myra Siebert

Assistant Superintendent

Rachel Smith

Alumni, Classified Staff Representative

Jeri Ann Herwig

Alumni, CTO Representative, Elementary School Teacher

Sandra Roberts

Middle School Teacher

Scott Davidson

Superintendent

Stephanie Rowden

High School Teacher, MSTA Representative

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Alumni, Business Representative, Chamber of Commerce

Tess Green

Elementary Principal

Vickie Gorsuch

Special Education Director

