

**MONITEAU
COUNTY R-1
SCHOOL
DISTRICT**

**COMPREHENSIVE
SCHOOL
IMPROVEMENT
PLAN**

2023-2028





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Planning Process

The Moniteau County R-1 School District began the process of revising its five year Comprehensive School Improvement Plan (CSIP) during the 2022-2023 school year. In July 2023, invitations to solicit participation from all district stakeholders, and a concerted effort was made to include all segments of the community. A CSIP Revision Committee of over 40 participants, consisting of parents, students, teachers, school administrators, and community members, was established.

During the period of July-August, 2023, the Planning Committee met, formed subgroups, reviewed information, and determined the areas to be included in the Moniteau County R-1 Comprehensive School Improvement Plan. During this process, the committee conducted an analysis of district strengths, weaknesses, opportunities, and threats. A district and community wide survey was created and distributed broadly among all district and community stakeholders to solicit feedback as to perceptions of various stakeholders on a variety of topics.

The Moniteau County R-1 School District Comprehensive School Improvement Plan was submitted to the Board of Education for approval in September 2023. It shall serve as a guide for the development of annual and long-range building and program improvement plans. The goals identified in the plan will be reviewed monthly and revised annually to reflect the progress and changing needs of the district.



Planning Committee Members

Brandon Dunham	Board President	Sean Farmer	Parent	Ayden Howard	Student
Allison Kruger	Board Vice President			Brayden Hallford	Student
Derek VanLoo	Board Treasurer	Derrick Hill	Parent	Preston McMillian	Student
Ryan Porter	Board Member	Andrea Hill	Teacher/Parent	Alexis Anguiano	Student
Jan Trachsel	Board Member	Paul Bloch	Business Owner	Isabelle Rohrbach	Student
David Cook	Board Member	Lanny Ash	Mayor	Maggie Luebbert	Teacher
Tony Haile	Board Member	Ellen Ash	Parent	Phillip Burger	Business Owner
Daniel Williams	Superintendent	Alex McGill	Parent/business owner	Angela Butts Althoff	Teacher/Parent
Matt Abernathy	Assistant Superintendent	Chealsea McGill	Parent/business owner		
Jeff West	High School Principal	Heather Fletcher	Parent		
Tim Beydler	Assistant High School Principal	Cole Fletcher	Parent		
Derek Scroggins	Middle School Principal	Jackie Howard	Teacher/Parent		
Kenny Goans	Assistant Middle School Principal	Amy Higgins	Teacher/Parent		
Jennifer Juergensmeyer	Elementary Principal	Tyler Clenin	Business Owner		
David Austin	Assistant Elementary Principal	Russell Cobb	Pastor		
Ashley Frazier	Special Programs Director	Kayla Barnard	Teacher/Parent		
Brandy Brockes	Parent/business owner	Ella Bailey	Student		

Moniteau County R-1 Mission Statement

Collaborating to equip our students within a safe, enjoyable, and supportive environment:

- To become productive citizens
- To maximize their potential,
- To become capable of being skillful and creative problem-solvers
- To be prepared for career pathways

Moniteau County R-1 Vision Statement

Equipping today's children for tomorrow's challenges

Goal Area 1: Student Learning

The Moniteau County R-1 School District will prepare our students to be successful in a competitive environment after they graduate from high school.

IMPROVEMENT OBJECTIVES:

1. Maximize learning for every student.
2. Students attend school and fully participate in their own educations.
3. Teachers provide rigorous and meaningful curriculum and instruction.
4. All students graduate ready for life, post-secondary learning, and careers.
5. Student data demonstrates growth toward proficiency in academic learning.
6. Readiness data demonstrates students are prepared for the path they choose after high school.

Action Steps	Artifacts	Person/Team Responsible	Goal Date and Progress Monitoring	Funding Source
Provide academic tiered interventions.	Evaluate, SRI, IXL, WIDA, Disaggregated MAP, EOC results	Director of Student Services, Building Principals, TST Team, PK-12 Teachers	Progress monitoring on 6 weeks cycles, annual comprehensive review.	District, State, Federal Funds
Provide effective direct intervention time.	Evaluate, Rigor perceptual data, IXL, Formative Assessments, Social Emotional Learning data.	Director of Student Services, Building Principals, TST Team, PK-12 Teachers	Progress monitoring on 6 weeks cycles, annual comprehensive review.	District, State, Federal Funds
Improve the use of data and data teams.	Evaluate, SRI, IXL, WIDA, and Disaggregated MAP, EOC results, Graduation and Post-	Director of Student Services, Building Principals, TST Team, PK-12 Teachers	Progress monitoring every other month with annual comprehensive review.	PD Funds

	Secondary Placement data, Social Emotional Learning data			
Provide effective TST teams.	TST minutes, Evaluate, SRI, IXL, WIDA, and Disaggregated MAP, EOC results, Graduation and Post-Secondary Placement data, Social Emotional Learning data	Director of Student Services, Building Principals, Counselors, TST Team, PK-12 Teachers	Monthly, Quarterly	PD Funds District, State, Federal Funds
Increase communication with families about progress and interventions	Social Emotional Learning data, stakeholder survey data, communication survey data, stakeholder participation and attendance data at events.	Superintendent, Director of Student Services, Building Principals, TST Team, PK-12 Teachers	Quarterly review with annual survey.	PD Funds, ESSR III
Evaluation of at-risk and intervention programs	TST minutes, Evaluate, SRI, IXL, WIDA, and Disaggregated MAP, EOC results, Graduation and Post-Secondary Placement data, Social Emotional Learning data	Director of Student Services, Building Principals, Counselors, TST Team, PK-12 Teachers	Quarterly review with annual survey.	PD Funds, District, State, Federal Funds
Enhance guidance on career options	Graduation and post-secondary placement data, IRC data	Director of Student Services, Building Principals, Counselors.	Quarterly review with annual survey. Post graduate survey.	ESSR III District, State, Federal Funds
Personalized learning/goal setting for students	NEE evaluation data, student survey data, ICAP	Director of Student Services, Building Principals, Counselors,	Monthly, Quarterly, Annually	District, State, Federal Funds

		TST Team, PK-12 Teachers		
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Goal Area 2: Excellent Schools

The Moniteau County R-1 School District will provide a student-focused climate and excellent staff as means to student success.

IMPROVEMENT OBJECTIVES:

1. Foster a positive environment focused on students and their learning
2. Schools establish a climate of positive and productive relationships between students and adults
3. Schools provide a safe environment where students are able to focus on academic learning
4. Attract, develop, and retain great teachers, leaders, and support staff
5. All instructional staff participate in quality, embedded professional development focused on student learning (curriculum, instruction, and assessment)
6. Schools establish a climate that supports professionalism and staff satisfaction

Action Steps	Artifacts	Person/Team Responsible	Goal Date and Progress Monitoring	Funding Source
Aligned Professional Development	PD Committee needs assessment, Administrator anecdotal data, and teacher survey.	Director of Student Services, Building Principals, PD Committee, building leadership teams, PK-12 Teachers	Monthly with bi-annual comprehensive review.	District, State, Federal Funds
Teacher and leader feedback/coaching	NEE observation data, teacher survey, culture and climate survey of students and staff, exit interviews of all staff members leaving the district.	Director of Student Services, Building Principals, PK-12 Teachers	Monthly, annually.	District, State, Federal Funds

Quality Teacher Professional Development Plans for all instructional staff	NEE observation data, teacher survey	Director of Student Services, Building Principals, PK-12 Teachers	Quarterly with annual comprehensive review	PD Funds
Revise mentoring/induction program	PD Committee anecdotal data, administrator anecdotal data, mentee survey data	Director of Student Services, Building Principals, mentors	Quarterly with annual revision	PD Funds District, State, Federal Funds
Prioritize facility improvements	Short and long range facility improvement plan, maintenance work order report,	Superintendent, Assistant Superintendent, building administrators, board of education, steering committee	Monthly with annual revision	PD Funds, District, State, Federal Funds
Conduct district safety audit	Audit report	Assistant Superintendent, building administrators, SRO	Annual	ESSR III District, State, Federal Funds
Form District Salary and Benefits Committee	Collaborate with District Salary and Benefits Committee to identify areas of strength and weakness in regard to teacher retention.	Superintendent	Annual	PD Funds, District, State, Federal Funds.
Review salary and benefits with conference and neighboring districts.	Annual review and comparison of salary and benefits of conference and neighboring districts.	Superintendent	Annual	District, State, Federal Funds.

Goal Area 3: Quality Governance

The Moniteau County R-1 School District supports students and their learning through proactive, responsible and transparent operations.

IMPROVEMENT OBJECTIVES:

1. The district will demonstrate fiscal responsibility while improving resources
2. The district maintains an unrestricted operating fund balance of 25% or greater
3. The district will update and maintain the facilities plan for use in decision-making and action to support students and their learning
4. The Board of Education and district leadership model a cycle of self-evaluation, reflection, and development

Action Steps	Artifacts	Person/Team Responsible	Goal Date and Progress Monitoring	Funding Source
Create a district capital improvement committee and update prioritized long-range plan within annual budgetary allocations.	Long-range capital improvement plan, technology plan	Superintendent, Assistant Superintendent, building administrators, board of education,	Monthly with annual comprehensive committee review including internal and external stakeholders by June 30, 2024.	District, State, Federal funds
Implement annual Board of Education Legal Retreat	Minutes from retreat	Superintendent, Board of Education	Annually, began Fall 2022.	District, State, PD funds
Annual Board of Education training focused on priorities of highly effective Board Members	Minutes from training, certificates of completion for each board member	Superintendent, Board of Education	Annual comprehensive training	PD Funds
Bi-annual budget workshop correlating the district budget to CSIP	Approved and revised budget posted on website	Superintendent, Board of Education	Monthly, Bi-annually	PD Funds District, Funds