

Comprehensive School Improvement Plan

**Dent-Phelps R3 Elementary School
Developed November, 2015**

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Mission

- DPR3 is committed to providing a safe learning environment where staff, students, parents, and community accept the responsibility for preparing students for academic success, and to prepare them to take a role in society as productive citizens and help the development to their personal commitment to lifelong learning.

Vision

- We believe all students
 - o Can achieve
 - o Will be prepared academically for high school/college, and beyond, will know their choices and be able to achieve their dreams
 - o Will focus on problem-solving, creative and critical thinking skills, collaboration, and problem based learning
 - o Will be encouraged to express their individual talents in an environment where risk taking is encouraged
- Learning Environment
 - o Will provide a place for students to learn in a healthy, safe, and nurturing atmosphere
 - o Technology driven curriculum that will be aligned with 21st Century skills and NET's standards
 - o All teachers will use challenging, creative, and innovative teaching techniques
 - o Will provide opportunities to develop an appreciation for different cultures of the world
 - o Will provide support services to accommodate all student needs
- District
 - o Will create an environment where all staff, and students will appreciate the success of all individuals
 - o Create an environment where all staff and students will demonstrate respect for each other, good citizenship, and building good character within themselves
 - o Will use data analysis to assess various aspects of the districts mission, vision and to identify areas for improvement
 - o Will cultivate an environment where all students, staff, parents, and community members will be proud to say "This is my school!"

Goal 1 - Develop and enhance quality education and instruction programs to improve performance and enable students to achieve in high school, college, vocation, and beyond.

- Objective 1 - Align at least 80% of all classroom activities to the Missouri learning standards
 - o Strategy - Inclusion of Student Learning Objectives on a school wide level
 - Action Step – all teachers will use SLOs to drive instructional decisions
 - Action Step – teachers will complete 2 SLOs a year, with no two years SLOs repeating
 - Action Step – the school data team will collect and review SLOs each year to monitor progress towards learning goals
 - o Strategy - Full incorporation of MO learning standards and NGSS standards
 - Action Step – Teachers will keep record of the standards taught and the scores on summative assessments that align to that standard in their classroom
 - Action Step – the school data team will collect and review assessment data ensure no gaps exist in current curriculum
 - Action Step – Administration will review records to ensure all standards are being taught in all classrooms
 - o Strategy – The school will show measured improvement on standardized testing scores each year
 - Action Step – SLOs will be written based off of data from the previous years standardized testing to address identified low areas
 - Action Step – The district will target a 5% increase in standardized testing scores each year
 - Action Step – The school Achievement cadre will perform a yearly analysis of available testing data (STAR, MAP, Grade Test, Constitution) to determine if there are any areas of concern
 - Action Step – Teachers will track and use student data to make instructional decisions
 - Action Step – A yearly survey of parents/guardians will be conducted to find out if there are any areas of concern in instruction

- Objective 2 - Educators will provide instruction to promote learning for all students
 - o Strategy - Teachers will include lessons that address all four Depth Of Knowledge (DOK) levels and provide students with an opportunity to grow
 - Action Step – teacher will differentiate instruction to enhance learning for all students in the classroom
 - Action Step – Teachers will promote hands on creativity in the classroom, with at least one lesson per unit
 - Action Step - Teachers will include lesson elements which involve critical thinking, cooperative learning, and collaboration between students
 - o Strategy - Teachers will provide examples of differentiation given for specific lessons to further understanding for all students in the classroom

- Action Step - Teachers will conduct a learning style inventory of all students at the start of the year to help guide and direct teaching and learning in the classroom
- Action Step – Teachers will track and administration will keep record of accommodations provided for each student with an Individualized Education Plan (IEP) or 504 to enhance learning
- Strategy – Teachers will implement cross curricular lessons in the educational setting to ensure concepts are not being taught in isolation
 - Action Step - Increased communication between all teachers to enhance the student learning experience
 - Action Step – Project Based Learning will be implemented that crosses all four core subjects
- Objective 3 - Teachers will promote a learning environment that provides all students the opportunity to succeed in the classroom
 - Strategy – teachers will use a broad range of technology to differentiate instruction to address a variety of learning styles
 - Action Step - All classrooms will have equitable access to technology, including but not limited to the following items: at least 1 computer, smart board, and document camera per classroom.
 - Action Step - All certified staff will receive training relevant to the operation and proper use of technology available in the classroom
 - Action Step - All certified staff will be provided opportunities to attend training on how use technology to differentiate instruction to meet multiple learning styles
 - Strategy - Teachers implement behavior management strategies in their classrooms on a daily basis
 - Action Step - All certified staff will receive training pertaining to the implementation of Positive Behavior Support (PBS) to be used in their classroom
 - Action Step – The school district will analyze data from the PBS Team to identify problem behaviors and develop different strategies to better address the needs of our students
 - Strategy – Gifted and talented students are systematically identified and served in the B.R.I.T.E. (Bobcats Reaching Into Excellence) gifted program.
 - Action Step – A gifted curriculum that is aligned to the competencies and higher order thinking skills required at the advanced level is developed and implemented.
 - Action Step - Identified gifted students scores on MAP, Terra Nova, and Star Tests will be analyzed, and instruction will be adjusted to better meet needs of students
 - Action Step – Curriculum coordinator and gifted teacher will work together to develop lesson plans and projects for B.R.I.T.E., addressing “advanced” areas of MAP and other higher order thinking skills

- Strategy – The district will ensure grade level readiness of students entering kindergarten by providing preschool.
 - Action Step – The district will fund preschool using local effort to ensure students are ready for kindergarten.

- Objective 4 – The district will identify students who are eligible for series under the McKinney-Vento Act as homeless.
 - Strategy – The district will develop and implement an identification process for homeless students.
 - Action Step – the homeless coordinator will be appointed by the Board of Education annually.
 - Action Step – at the beginning of each school year, the homeless coordinator will inform all staff of the duties and responsibilities of the district concerning homeless student.
 - Action Step – The enrollment form will request information about students living arrangements.
 - Action Step – The homeless coordinator will work with the parents, district, and local agencies to meet the needs of the homeless student.

- Objective 5 – The district will coordinate with nonpublic schools to improve the academic achievement of private school students who have an academic need
 - Strategy – The district will meet with nonpublic schools in a timely meaningful manner throughout the school year to discuss resident students attending the nonpublic school.
 - Action Step – The Federal Program Coordinator will meet with or contact nonpublic schools several times during the school year. (Action Step – meetings will center on identifying students who are economically deprived and determining an academic need for resident students
 - Action Step – Resident students who are identified as having an academic need and Title 1 funds have been generated by economic deprivation then the district will provide services based on the students’ academic need..
 - Strategy – The district will coordinate with nonpublic school teachers to provide professional development activities to assist with improving achievement.
 - Action Step – Title I funds will be used for professional development when funds are generated for being economically deprived and the district is servicing an academic need
 - Action Step – Nonpublic teachers will be provided information on all professional development activities that occur at the district so that they could attend if they choose.

Goal 2 - The Local Education Agency/District will recruit, develop, and retain highly qualified staff and effective and efficient leadership, to carry out the districts mission, goals, and objectives.

- Objective 1 – The LEA/District will recruit and retain high qualified teachers
 - o Strategy – The district will maintain a competitive pay scale in the area
 - Action Step – collect data from the surrounding areas on pay scales in order to re-evaluate the districts existing pay scale
 - o Strategy – The Administration will make an effort to advertise for positions at local colleges and institutions should a job opening become available
 - Action Step – Administration will contact department chairs of local education programs when jobs become available
 - Action Step – Administration will make an effort to attend local job fairs as the need arises

- Objective 2 – The LEA/District will develop staff new to the district
 - o Strategy – The district will provide mentors for all teachers in their first and second year of teaching
 - Action Step – A designated staff member will coordinate all mentor efforts for the district
 - o Strategy – The district will provide new teachers with specific training to help aid in the successful completion of the first and second year of teaching
 - Action Step – A specific workday will be developed and provided for first and second year teachers
 - Action Step – Resources will be made available to new teachers to provide them with ideas of classroom management styles and instructional techniques prior to the start of the school year
 - o Strategy – All new staff will receive training relevant to district procedures and policies
 - Action Step – All staff will receive training on the proper use and implementation of PBS strategies in the school
 - Action Step – All staff will receive training every 2 years on the Heart Saver CPR First Aid AED course
 - Action Step – All staff will receive training on proper usage of Crisis Prevention Intervention (CPI)

- Objective 3 – The LEA/District will maintain a highly qualified staff
 - o Strategy – All certified staff will participate in a professional development activity relevant to their field of instruction, outside of those normally required by the school at least once every 3 years
 - Action Step – All staff will follow the established guidelines for requesting additional professional development
 - o Strategy – The district will evaluate the salary schedule regularly to ensure it remains competitive in the area
 - Action Step – collect data from the surrounding areas on pay scales in order to re-evaluate the districts existing pay scale
 - o Strategy – The district will provide research based resources to staff in order to improve the overall quality of instruction
 - Action Step – Administration will review current resources and seek out new resources to meet the evolving needs of its teachers

Goal 3 - Promote, facilitate, and enhance parent, student, and community involvement in the Local Education Agency/District educational programs

- **Objective 1** – The Parent Involvement Committee will diligently work to develop positive relationships to promote parent involvement
 - o **Strategy** – The Parent Involvement Committee will review and update the Parent Involvement Plan and Policy annually
 - **Action Step** – The Parent Involvement Committee will work with parents and staff throughout this process to ensure input from all aspects of the community
 - o **Strategy** – The Parent Involvement Committee will evaluate the existing parent centered activities to ensure that they are meeting the needs of the district and the Parent Involvement Plan
 - **Action Step** – The Parent Involvement Committee will gain input on the concerns of parents in the district through the use of the annual parent survey.
 - **Action Step** – The Parent Involvement Committee will gain input through the use of individual surveys at the conclusion of each parent event to receive feedback for improvement
- **Objective 2** – The district will diligently work to develop positive relationships with its students
 - o **Strategy** - A survey will be conducted of students to determine what current activities they are interested in and what additional activities could be added in the future
 - **Action Step** – A survey will be conducted annually by the Parent Involvement Committee to determine student interests
 - **Action Step** – Data collected from the student survey will be used to advise on the activities planned for the upcoming year
 - **Action Step** – Current school activities will be evaluated annually to determine if they are meeting the needs of the whole student population
- **Objective 3** – The district will diligently work to develop positive relationships within the community it serves
 - o **Strategy** – The district will actively seek out members in the community in order to meet the other objectives of this CSIP
 - **Action Step** – An inventory will be conducted on community resources to determine what is available to assist the district in meeting its goals
 - **Action Step** – The district will work to develop positive relationships with community members to facilitate interaction with the district