



Butler R-V School District

Comprehensive School Improvement Plan

2016-2021



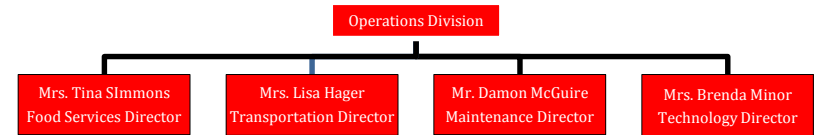
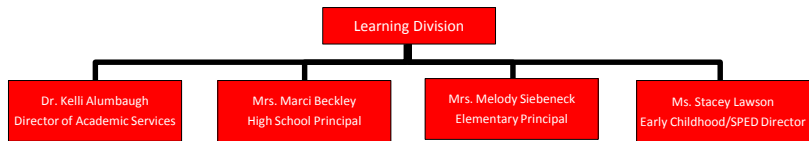
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DISTRICT GOALS

1. **Student Performance:** Develop and enhance quality educational and instructional programs to improve performance and enable students to meet their personal, academic, and career goals.
2. **Highly-Qualified Staff:** Recruit, attract, develop, and retain highly qualified staff to carry out the Local Educational Agency (LEA) and the District mission, goals, and objectives.
3. **Facilities, Support, and Instructional Resources:** Provide and maintain appropriate instructional resources, support services, and functional, safe facilities.
4. **Parent and Community Involvement:** Promote, facilitate, and enhance parent, student, and community involvement in District educational programs.
5. **Governance:** Govern the Butler R-V School District in an efficient and effective manner providing leadership and representation to benefit the students, staff, and patrons of the district.

SCHOOL IMPROVEMENT PLAN

GOAL 1: STUDENT PERFORMANCE

Develop and enhance quality educational and instructional programs to improve performance and enable students to meet their personal, academic, and career goals.

Objectives:

1. The number of students (each subgroup) scoring proficient/advanced will increase to be on the 2020 target.
2. Student attendance rates will increase to the MSIP 5 standard.
3. The graduation rate will meet or exceed the State graduation target of 92%.
4. The District will provide adequate post-secondary preparation for all students.
5. The District will maintain preschool programs designed to promote Kindergarten readiness.

EVALUATION: THE PROGRESS OF THE OBJECTIVES WILL BE DETERMINED BY:

- Analyzing data from MAP, APR, and ACT reports, AimsWeb, and common assessments
- Comparing state and national scores to the school district's scores
- Analyzing scores of subgroups to determine areas of strengths/concerns
- Responses from Parent and Senior Exit Surveys
- Analyze scores of Kindergarten entrance screening

Strategy	Action/Activity	Timeline	Person(s) Responsible	Cost/Resources
Programs and instructional models will serve the individual needs of students.	1. The PK-12 written curriculum will meet state standards, district goals, and Grade Level Expectations/End of Course exams, and is implemented throughout the instructional programs.	August 2016 - May 2021	Director of Academic Services, Principals, & Teachers	District Funds
	2. A PK-12 research-based reading model/program will be developed, implemented, and monitored.	August 2016 - May 2021	Director of Academic Services Principals	District Funds
	3. A PK-12 researched-based mathematics model of instruction will be developed, implemented and monitored.	August 2016 - May 2021	Director of Academic Services Principals	District Funds
	4. Common assessments will be developed for each subject/grade.	August 2016 - May 2021	Director of Academic Services Principals	District Funds
	5. Each building will identify and promote incentives for regular attendance.	August 2016 - May 2021	Principals	District Funds
	6. A variety of academic and activity opportunities will be available for students to encourage regular attendance and engage in extracurricular school activities.	August 2016 - May 2021	Director of Academic Services, Principals, & Activity/Athletic Director	District Funds
	7. Alternative instructional programs will be available to meet students' individual needs.	August 2016 - May 2021	Director of Academic Services Principals	District Funds Title I
	8. Students will participate in career-awareness activities (job shadowing, college fairs, electronic career planning resources, and instructional units on career/work).	August 2016 - May 2021	Principals & School Counselors	District Funds

SCHOOL IMPROVEMENT PLAN

GOAL 2: HIGHLY QUALIFIED STAFF

Recruit, attract, develop, and retain highly qualified staff to carry out the Local Educational Agency (LEA) and the District mission, goals, and objectives.

Objectives:

The school district will provide opportunities for a minimum of 20 professional development hours per academic year, which may be considered as incentives for potential employees and serve as professional development hours toward certification requirements.

EVALUATION: THE PROGRESS OF THE OBJECTIVES WILL BE DETERMINED BY:

- Staff surveys, needs assessments, and log of professional development activities
- Student achievement scores
- Network for Educator Effectiveness (NEE) Performance Based Teacher Evaluations

Strategy	Action/Activity	Timeline	Person(s) Responsible	Cost/Resources
<p>Certificated staff will participate in job-embedded, systemic, professional development activities, which are focused on increasing student achievement, and critical in developing highly developed staff.</p>	<p>1. All administrators will receive training and become certified in the Network for Educator Effectiveness (NEE) Evaluation Model.</p>	<p>August 2016 - May 2021</p>	<p>Superintendent</p>	<p>District Funds</p>
	<p>2. Additional funds may be available for teachers to participate in activities and training specific to their professional development plan and/or district goals.</p>	<p>August 2016 - May 2021</p>	<p>Director of Academic Services Professional Development Committee</p>	<p>District Funds</p>
	<p>3. District-wide professional development activities will be available to staff: Missouri Assessment Program, differentiated instruction, Professional Learning Communities, Response to Intervention, curriculum writing, and technology.</p>	<p>August 2016 - May 2021</p>	<p>Director of Academic Services, Principals, & Professional Development Committee</p>	<p>District Funds</p>
	<p>4. Core/grade level and vertical teams of teachers will collaborate about best practices, analyze data, monitor progress, and adjust strategies.</p>	<p>August 2016 - May 2021</p>	<p>Director of Academic Services Principals</p>	<p>District Funds</p>
	<p>5. Job descriptions for each category of employee will be provided by the district.</p>	<p>August 2016 - May 2021</p>	<p>Superintendent</p>	<p>District Funds</p>

SCHOOL IMPROVEMENT PLAN

GOAL 3: FACILITIES SUPPORT, AND INSTRUCTIONAL RESOURCES

Provide and maintain appropriate instructional resources, support services, and functional, safe facilities.

Objectives:

All district facilities will be maintained in order to provide an environment that is conducive to learning for present and future students in the Butler R-V School District.

EVALUATION: THE PROGRESS OF THE OBJECTIVES WILL BE DETERMINED BY:

- Annual fidelity audit of the CSIP and School Safety Plan
- Responses from parent/staff/student surveys
- Successful completion of quarterly safety drills for all students

Strategy	Action/Activity	Timeline	Person(s) Responsible	Cost/Resources
Provide a safe and secure learning environment for all students and staff.	1. Community, parent, student, and staff advisory councils will be given opportunities to provide comments about the present and future needs of the school district.	August 2016 - May 2021	Superintendent	District Funds
	2. District and Building level crisis plans will be developed and reviewed at least twice a year.	August 2016 - May 2021	Director of Safety Principals	District Funds
	3. Practice drills (tornado, fire, intruder) will be conducted at least quarterly.	August 2016 - May 2021	Director of Safety Principals	District Funds
	4. The Comprehensive School Improvement Plan (CSIP) will be revised, as needed, to direct the overall actions of the District toward needed improvements.	August 2016 - May 2021	Director of Academic Services, Parents, & Staff	District Funds
	5. The Building School Improvement Plans, (BSIP) will be updated yearly, and specific goals and objectives will be determined based on student data and needs assessment.	August 2016 - May 2021	Director of Academic Services, Parents, & Staff	District Funds

SCHOOL IMPROVEMENT PLAN

GOAL 4: PARENT AND COMMUNITY INVOLVEMENT

Promote, facilitate, and enhance parent, student, and community involvement in District educational programs.

Objectives:

At least 85% of parents will participate in district and building activities/programs.

EVALUATION: THE PROGRESS OF THE OBJECTIVES WILL BE DETERMINED BY:

- Parent/Community surveys
- DESE generated reports on Parents as Teachers (PAT)
- Automated SIS Reports

Strategy	Action/Activity	Timeline	Person(s) Responsible	Cost/Resources
<p>The integration of the home to school community will be supported by the school district, in which learning opportunities are offered and partnerships are encouraged.</p>	<p>1. Parents will learn about the intellectual, developmental, and emotional needs of children through District offered programs- PAT, Title I.</p>	<p>August 2016 - May 2021</p>	<p>Superintendent</p>	<p>District Funds Title I</p>
	<p>2. Regular communication will be provided to parents about their child's educational progress, the educational programs in the district, and of activities and events (Parent Portal, Newsletters, Social Media, Butler R-V App.)</p>	<p>August 2016 - May 2021</p>	<p>Superintendent Director of Academic Services, Director of Technology & Principals</p>	<p>District Funds</p>
	<p>3. Student-led conferences will be integrated.</p>	<p>August 2016 - May 2021</p>	<p>Principals & Teachers</p>	<p>District Funds</p>

SCHOOL IMPROVEMENT PLAN

GOAL 5: GOVERNANCE

Govern the Butler R-V School District in an efficient and effective manner providing leadership and representation to benefit the students, staff, and patrons of the District.

Objectives:

1. All policies and procedures will be revised to maintain a high level of accountability.
2. Maintain an adequate fund balance to effectively foster student achievement.

EVALUATION: THE PROGRESS OF THE OBJECTIVES WILL BE DETERMINED BY:

- Follow the Missouri School Board Association guidelines
- Annual Secretary of the Board Report of finances

Strategy	Action/Activity	Timeline	Person(s) Responsible	Cost/Resources
	1. Departments, grade levels, and buildings will establish a mission, vision, values, and goals for the school year.	August 2016 - May 2021	Principals	District Funds
	2. Board policies and procedures will be current (have been revised in compliance with MSBA).	August 2016 - May 2021	Superintendent	District Funds
	3. Systematic procedures will be in place to ensure fiscal accountability and management of District funds.	August 2016 - May 2021	Superintendent	District Funds
	4. Board members will complete 16 hours of training within 12 months of their election/appointment.	August 2016 - May 2021	Board Members	District Funds

