

Lathrop R-II School District Comprehensive Improvement Plan

Our Vision

Lathrop R-II graduates will be college or career ready, problem solvers, lifelong learners, and caring, productive members of society.

Our Mission

The Mission of the Lathrop R-II School District is to develop character and educate all students to achieve lifetime success using high expectations, relevant experiences, and caring relationships.

Our Values/Beliefs:

Parents, teachers and community members all play an important role in a child's education.
Every child should be motivated to reach his or her potential in a challenging, consistent, and caring environment.
Learning should be tailored to each individual student because each one learns differently.
The earlier in life a child's learning starts, the more success he/she will have.
We should embrace small town values.
We should encourage all students.
We should have a positive attitude in life.

Note: This strategic plan is a work in progress. It will be monitored and improved upon as needed with annual board approval in August.

CSIP Goal 1: Develop and enhance quality educational and instructional programs to improve student performance.

1. Objective: All students will complete a selection of high school studies that are challenging and prepare them for college, career or another post-secondary goal.

1. Strategy: Provide a variety of information on college and career planning

- Action: Counselors will educate parents and students on the benefits of taking the most challenging courses.
- Action: Middle school students will be more involved in career planning
- Action: Lathrop High School will host a college fair every other year to help our students and parents gain access to multiple colleges and/or career paths.
- Action: College campus visits will be set up for the Lathrop High School students on a monthly basis.
- Action: Take students to MCC Gold Collar Job Exploration

2. Strategy: Increase the percent of seniors who have earned credit in dual-credit, advanced placement or advanced PLTW courses each year.

- Action: Increase PLTW course offerings at the high school
- Action: Add PLTW courses in 4th and 5th grade
- Action: Increase PLTW another course in middle school

2. Objective: Increase the percent of students completing vocational programs.

- Strategy: Increase Pre-Employment Transition Services at the high school.
- Strategy: Increase utilization of Missouri Connections at middle school
- Strategy: Identify students and counsel them to vocational programs
- Action: Students in grades 8-10 will visit the Career Center to explore options

3. Objective: The Lathrop R-II School District will receive 100% of points possible on the Annual Performance Report.

Strategy: Our points earned from the super sub-group (free/reduced and special education) will increase each year or be at or above 95%.

- Action: Increase Phonemic Awareness instruction at the elementary
- Action: Cross Reference Fand R with low test scores and focus tutoring efforts on those students
- Action: Utilize Teacher Assistance Teams to implement research based intervention to remediate or identify students earlier.

Strategy: To increase the number of graduates who score at or above the national average on the ACT by 5% each year and maintain above 50%.

2016	2017	2018	2019	2020
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- Action: Increase percentage of seniors meeting all four subject area benchmarks
- Action: Provide an ACT bootcamp for all juniors in the spring.
- Action: Continue to provide ACT practice problems, bell ringer work, etc.. in all Junior and senior math and ELA classes.

Strategy: 100% of seniors will score a 1.0 on the CCR Standard 3.1 - 3.3

Current %

- Action: Make sure all seniors take at least one of the assessments that make-up this score.
- Action: Investigate Work Keys Assessment
- Action: Increase % of juniors and seniors taking advanced courses

Strategy: The cohort graduation rate will increase each year or be at or above 96%.

2015	92.4	2016	95.2	2017
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- Action: Students who are behind in credits are directed to credit recovery classes
- Action: MS Students will receive the Missouri Connections Course Curriculum

Strategy: We will earn 100% of the points possible on the APR for attendance.

- Action: The high school will allow semester test opt out with high attendance
- Action: Add steps for kids late to school
- Action: Develop procedures for contacting parents of those who are late
- Action: Set up SIS for attendance letters
- Action: Implement a Check and Connect type system at the middle school
- Action: Educate parents on importance of students being in attendance each day
- Action: Implement a Check and Connect type system at High School

Strategy: At the end of each school year, 95% of students in grades 3-8 will read at their current grade level.

2016	2017	2018	2019
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Action 1: Using a standardized assessment (STARR, iReady, DRA, Lexia, and Common Assessments per grade level) the reading level for each student 1-8 will be determined by Sept 1 of each year.

Action 2: Provide Title I services for students in K-2 who score below grade level in reading.

- Action 3: IRP will developed for each student in grades 1-7 reading below grade level.
- Action 2: Provide monetary incentive for staff to tutor students outside of contracted hours.

Strategy: At the end of each school year, 95% of students in grades 3-8 will score at their current grade level in Math.

2016	2017	2018	2019
Action:	Provide tutoring for students who score below grade level.		
Action:	Using a standardized assessment (STARR) math levels for each student level 1-8 will be determined.		
Action:	Administer and analyze STAR reading and Math formative assessments during the school year to provide instructional feedback and focus in order to create growth at a rate 1% higher than the state average.		

Strategy: Increase STEM activities in grades 5-8

- Action: Support PLTW offerings at middle school
- Action: Increase PLTW offerings at the elementary

- Objective: Staff attendance will be above 95%
- Strategy: Consider increases in unused sick and personal day reimbursement to full sub pay.
- Strategy: Days requiring 10 or more subs will decrease

CSIP Goal 2: Recruit, attract, develop and retain a highly qualified staff to carry out our goals

Objective 1: Percentage of teachers with Masters degrees will increase.

2016 = LR2 =55, State =58.7 some neighbors are at 70% and 76%

2016-2017 59.70%

- Strategy: Pursue having on-site grad classes
- Action: Check with area colleges to set up cohorts
- Action: Communicate graduate program opportunities with staff.

Objective 2 The district will hire highly qualified personnel

- Strategy: District will fund a competitive salary schedule and benefits package for all staff.
 - Action: Salary schedules for beginning, MS level and top level will be no less than 3rd amongst conference schools.
 - Action:Salaries for non-teaching personnel will be no lower than 3rd in the conference for those positions that are comparable in conference schools.
- Strategy: Form relationships with universities with strong teacher programs to have students in district for many experiences.

Objective 3: Staff will continue to receive professional development training to improve instruction.

- Strategy: The district will provide support and training in the integration of technology to improve student performance.
- Strategy: All staff will receive training to stay-up-to-date on current trends and strategies
- Strategy: District will continue to budget and spend 1% of the state revenue for professional development

Objective 4 100% of Staff will indicate they are satisfied with Lathrop R-II

- Strategy Develop teacher recognition programs
 - Action: Recognize teachers who achieve MS Degree
 - Recognize teachers at board meetings
- Strategy Develop support staff recognition programs
 - Action: Recognize support staff at board meetings

CSIP Goal 3: Provide and maintain appropriate instructional resources, support services and functional and safe facilities

Objective: To maintain and update all school facilities in order to provide a safe and appropriate environment.

Strategy 1: Annually revise the 3, 5, and 10 year plan for the improvement and maintenance of facilities with concerns and priorities updated and addressed.

Strategy 2: Develop a weekly, monthly, yearly maintenance schedule to ensure buildings are properly maintained

Objective 2: All staff will teach, revise, and evaluate the curriculum reflecting the Missouri Learning Standards (MLS).

Strategy 1: The curriculum for all courses will be aligned to the MLS and posted on-line prior to the start of school each year.

Action: Teachers will be provided time on inservice days to update curriculum

Objective: Provide a safe and secure environment for all students and staff

Strategy: Develop and maintain Safety/Crisis Plans by district and building to be reviewed and updated annually.

Strategy: Decrease the percentage of students reporting being bullied in the school

Strategy: Increase the percentage of students reporting a respectful, welcoming and caring environment.

Strategy: Periodically review volunteer background checks

Objective: The district will utilize a Response to Intervention (RTI) system

Strategy 1: Time during the regular school hours will be utilized to respond to students who need additional support on critical skills or key concepts.

Action: Develop a professional library of RTI resources for Math, Reading, and Behavior

Strategy: Continue to develop our overall RTI system

Objective: District wide technology will be kept up-to-date.

Strategy: Encourage piloting of new technology initiatives in the classroom

Strategy: Integrating Tech standard in NEE will be a goal of each building

Strategy: Continue to update technology hardware and software

Strategy: Increase # of observations noted as integrating technology

Objective - Improve the Health and Wellness of our students and staff.

Strategy: Look at new wellness policy and use their goals

Strategy: 80% of all students will be enrolled in a class or participating in a sport or activity or club where the primary focus is physical activity.

Strategy: Research the idea of developing a fitness center for staff to utilize

CSIP Goal 3: Promote parent, student, community involvement in educational programs

Objective 1: The district will establish and provide two-way communication with parents (stakeholders)

Strategy 1: The district will provide opportunities for parent/community involvement

Strategy 1: The district will strive to keep the community informed using a variety of formats

Action: Host three open forums per year

Action: Develop a district "app"

Action: Keep up with social media trends to keep people informed

Strategy 2 Allow for community input

Action: Annual survey to parents community on schools issues

Objective 2: The district will increase the number of parents and community members engaged with our school.

Strategy 1: Increase the number of volunteers in our district

Action: The number of volunteer hours logged by our community members will increase each year.

Action: Reimburse background check fee for parents volunteering at least 5 times during the school year.

Strategy 2: Increase attendance at P-T Conferences

Action: HS invite parents

Action: Buildings will have conferences on different nights.

Strategy 3: Develop Volunteer Recognition Program

Action Step: Recognize Volunteers at board meetings

Action Step: Research programs at other schools

Objective 3: Students and Staff will give back to the community

Strategy 1: Each student and staff member will volunteer in our community.

Action: Students in A+ will tutor other students

Action Step: HS students will volunteer for 5 hrs each semester of high school.

Action Step: All staff members will volunteer in our community.

CSIP Goal 5. Govern the LEA in an efficient and effective manner, providing leadership and representation to benefit the students, staff, and patrons of the district.

Objective 1: Promote a positive learning environment that incorporates open communication among students, staff and the community.

Strategy 1: Continue or begin building and district level advisory councils

Strategy 2: Post board meeting notes.

Strategy 5: The board will host at least three open forums throughout the year to allow for staff and community input.

Objective 2: Use technology to improve the administration, data management and communication throughout the district.

Strategy: Keep an updated website with calendar of current events and access for parents to downloads of school documents.

Strategy: Utilize a school district "app"

Objective 3: The district will fund competitive salary schedules for all employees.

Strategy 1: The district will always allow movement on the salary schedule.

Objective 4: The BOE will participate in continuous educational opportunities to improve their leadership and governing skills.

Strategy 1: All board members will increase their level of certification by one level with each term in office.

Strategy 2: New board members will have a scheduled orientation with the Superintendent and Board President within one month of election, and another before six months.

Objective 5: All BOE members will participate in the evaluation of the district superintendent.

Strategy 1: In January of each year, the BOE will conduct a formal written evaluation of the district superintendent based upon current best practices/research or DESE models.

Objective 6: Approve a budget that promotes student achievement while maintaining fiscal soundness of the district.

Strategy 1: As a minimum we will begin each fiscal year with a balance in fund 1 and 2 sufficient enough to make it through December. (Currently approximately 5.5%)

Strategy 2: As a minimum we will begin each fiscal year with sufficient funds to meet two years of lease purchase payments. (Currently approximately 3.5%)

Strategy 3: As a minimum we will begin each fiscal year with an additional 10 percent carryover in funds 1 and 2 to act as an emergency fund.

Strategy:

Objective 7: To maintain school board policies to enable the board to effectively govern through the use of board policies.

Strategy 1: Review each board policy once every three years.

Strategy 2: Applicable board policies will referenced to school board meeting agenda items.