

Strain-Japan R-XVI School District Continuous School Improvement Plan

2022-2027



Lead. Succeed. Achieve.....Together!

SJS CSIP Plan on a Page	
Key Pillar 1: Leadership	
L.1	<p>Safety</p> <p>SJS will address the safety and security of every staff member and student in all district facilities.</p>
L. 2	<p>Facilities</p> <p>SJS will engage in long-range budget planning to provide an environment conducive to high levels of learning.</p>
L.3	<p>Quality Staff</p> <p>Teachers will be proficient (5.0 or higher) on district-selected NEE criteria as measured by the NEE Summative Classroom Observation report.</p>
L.4	<p>Operation and Management</p> <p>The district will annually work to reach a 35% fund balance.</p>
L5	<p>Personnel and Program Evaluation</p> <p>SJS will recruit, employ, and retain highly qualified teachers.</p>
Pillar 2: Involvement	
I.1	<p>Public Relations/Marketing</p> <p>SJS will provide two-way, reliable, and representative communication with all stakeholders.</p>
I.2	<p>Parent and Community Partnerships</p> <p>SJS will encourage parent engagement in the learning process and cultivate community partnerships to benefit both the school and the community.</p>
I.3	<p>Student Well-Being</p> <p>SJS will ensure a safe and caring environment for all students as measured by a safety survey.</p>

SJS CSIP Plan on a Page	
	Key Pillar: Achievement
A1.1	Curriculum By 2024, 100% of staff teaching ELA and Math will have a board-approved curriculum aligned to MLS.
A1.2	Curriculum By 2025, 100% of staff teaching Science and Social Studies will have a board-approved curriculum aligned to the MLS.
A1.3	Curriculum By 2025, 100% of staff teaching Music, Art, PE, and Guidance will have a board-approved curriculum aligned to the MLS.
A2.1	Data-based Decision-Making Teachers will monitor ELA and Math progress and provide time for a daily intervention.
A2.2	Data-based Decision-Making From BOY to EOY students will demonstrate a full year of academic growth.
A3	Student Support By Fall 2023, the district will provide a support system that addresses each student's academic, emotional, behavioral, social, and physical needs.
A4	Career and Academic Planning SJS will provide career education toward completing an ICAP for 100% of eighth-grade students.
A5	Professional Development By Spring of 2023, every teacher will develop a PDP.
A6	Literacy Achievement SJS will implement instructional practices that ensure literacy achievement required by SB681.
A7	High-Quality Early Learning SJS will ensure high-quality early learning experiences.

Short Term 30-60 Days	Mid-term: 60-90 Days	Long Term: 180+ days
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Key Pillar: Leadership

Priority Area: Safety

Goal L1: The Strain-Japan R-XVI School District will address the safety and security of every staff member and student in all district facilities. (L10)

Strategy/Action	Champion (person(s) responsible)	Performance Measures	Resources Needed/Source of Funding	Start Date	Completion Date
The district will audit campus security measures using a qualified agency, then prepare a plan to act on those recommendations.	District Administration	Audit complete by May 2023	Fund 1	October 2022	May 2023
Develops and implements an updated district-wide safety manual.	District Safety Committee	Completed Safety Manual	Fund 1	February 2023	August 2023
Staff Complete required annual safety training.	District Administration	Staff Reports	MUSIC membership Fund 1	August 2022	November 2023
Implement a Student Advisory Council committee of Student Council members that will advise the administration on school issues from a student point of view.	District Administration Student Council Sponsor	Meeting Minutes	Fund 1	January 2023	Yearly

Key Pillar: Leadership

Priority Area: Facilities

Goal L2: The Strain-Japan R-XVI School District will engage in long-range budget planning to provide an environment conducive to high levels of learning. (L4)

Strategy/Action	Champion (person(s) responsible)	Performance Measures	Resources Needed/Source of Funding	Start Date	Completion Date
Conduct Facility Audit.	Superintendent	Completed Facility Audit	Fund 1 and Fund 4	October 2022	April 2023
Develop facilities plan to address the district facilities needs, including a furniture rotation plan.	Facilities Committee	Completed Facility Plan-Board Approved	Facilities Audit Fund 1 and 4	October 2022	April 2023
Review capital funds and plan for future projects.	Board of Education and Superintendent	District Budget Review	Capital Projects Budget/Future Levy Increases Fund 4	June 2023	July 2024
Seek stakeholder input in facility needs and improvements.	Superintendent	Facilities Informational Meeting and Survey	Fund 1 and 4	May 2023	June 2023

Key Pillar: Leadership

Priority Area: Quality Staff

Goal L3: Teachers will be proficient (5.0 or higher) on district-selected NEE criteria as measured by the NEE Summative Classroom Observation report.

Strategy/Action	Champion (person(s) responsible)	Performance Measures	Resources Needed/Source of Funding	Start Date	Completion Date
Teacher NEE Training.	Administration	Observation Scores	NEE Website Resources Fund 1 and 2	Oct. 2022	Dec. 2022
Teacher NEE observations and feedback.	Administration	Observation Scores	Fund 1 State funds	Sept 2022	Ongoing
Teachers will develop and implement PD plans.	PD Committee Administration	Plans approved by Administration	NEE Website Resources Fund 1	Sept. 2022	Nov. 2022
Teacher collaboration to improve instruction.	Administration	Teacher Check-ins	Teacher Release Time Fund 1	Sept. 2022	Ongoing
Teacher PD on effective instructional strategies.	PD Committee Administration	Program Surveys	<i>The Classroom Instruction Book</i> (Wong & Wong, 2022) Fund 1	Oct. 2022	April 2023

Key Pillar: Leadership

Priority Area: Operations and Resource Management

Goal L4: The district will annually work to reach a 35% fund balance. (L4)

Strategy/Action	Champion (person(s) responsible)	Performance Measures	Resources Needed/Source of Funding	Start Date	Completion Date
Review the budget monthly and make amendments as needed.	Superintendent Board Secretary	Goal-Setting Policy Review Committees	Monthly Budget Update Fund 1 and 2	June 2022	Ongoing
Work with auditors to ensure proper budget processes and procedures.	Board Secretary Superintendent	Audit Summary	Accounting Firm Funds 1-4	Oct. 2022	Jan. 2023
Explore bond issues or tax levy increases to support facility maintenance and competitive salaries.	Superintendent BOE	Facility Survey	Stifel Fund 1,3 and 4	June 2022	Ongoing
Ensure resource allocations align with CSIP.	Superintendent BOE	BOE Minutes	CSIP Budget Fund 1	Nov. 2022	Ongoing
Manage resources to ensure adequate funding for current and future needs.	Superintendent BOE	Monthly Budget Summary	Budget Reports Funds 1-4	June 2022	Ongoing
Develop a budget through a transparent process.	Superintendent BOE	Budget Workshop Feedback	Budget Funds 1-4	June 2022	Ongoing

Key Pillar: Leadership

Priority Area: Personnel and Program Evaluation

Goal L5: SJS will recruit, employ, and retain highly qualified staff members, work to develop employees, and improve programming continually. (L6, L7, L9)

Strategy/Action	Champion (person(s) responsible)	Performance Measures	Resources Needed/Source of Funding	Start Date	Completion Date
Use retention and recruitment grants.	Administration	Staff retention rate of 90% or higher.	Grant Funding	July 2022	
Annually review salary and benefits.	Superintendent BOE Salary Committee	Competitive salary	Salary Schedule Benefits Fund 2	March 2023	Annually
Conduct exit surveys for staff leaving the district.	Superintendent	Survey Results	Exit Survey	May 2023	Ongoing
Build teacher efficacy through an emphasis on professional learning.	Administration	PD Needs Assessment	District PD Plan	Ongoing	Ongoing
Continue to cultivate a positive climate and culture.	Administration	Survey results	Staff Survey	Ongoing	Ongoing

Key Pillar: Leadership

Priority Area: Board Governance

Goal L6: The Strain-Japan Board of Education will engage in ethical and transparent governing practices, following board policy and state and federal regulations. (L1, L2, L3, L5)

Strategy/Action	Champion (person(s) responsible)	Performance Measures	Resources Needed/Source of Funding	Start Date	Completion Date
Attend regional and state meetings.	Administration BOE Secretary	100% Participation	MSBA Meetings Fund 1	November 2022	Annually
Attend Board Workshops.	Superintendent BOE Secretary	100% Participation	Board Agenda Fund 1	June 2023	Annually
Review MSBA board training logs and provide reminders as needed.	Superintendent BOE Secretary	MSBA logs	MSBA Database Fund 1	November 2022	July 2023
Continually review and update board policies as needed.	Superintendent BOE BOE Secretary	MSBA Database	MSBA Database Fund 1	November 2022	Annually
Conduct board meetings in accordance with governance policies.	BOE President Administration BOE Secretary	Board Climate Survey	Survey Fund 1	November 2022	Annually

Key Pillar: Achievement

Priority Area: Curriculum

Goal A1.1: By 2024, 100% of certified staff teaching ELA and Math will have a board-approved curriculum aligned to Missouri Learning Standards, including scope and sequence, curriculum map, and research-based resources as measured by completion of an electronic curriculum portfolio (stored in Google Drive).

Strategy/Action	Champion (person(s) responsible)	Performance Measures	Resources Needed/Source of Funding	Start Date	Completion Date
Participate in Curriculum Development Training with RPDC.	Assistant Principal	Completed Curriculum Portfolio	Teacher Retention Grant Fund 1	August 2022	March 2024
Continuous improvement of curriculum.	Administration	Completed Curriculum Portfolio	State funding for PD Fund 1	August 2022	Ongoing
Review and rewrite curriculum on a five year cycle.	Administration	Completed Curriculum Portfolio	State funding for PD Fund 1	August 2022	Ongoing

Key Pillar: Achievement

Priority Area: Curriculum

Goal A1.2: By 2025, 100% of certified staff teaching Science and Social Studies will have a board-approved curriculum aligned to Missouri Learning Standards, including scope and sequence, curriculum map, and research-based resources as measured by completion of an electronic curriculum portfolio (stored in Google Drive).

Strategy/Action	Champion (person(s) responsible)	Performance Measures	Resources Needed/Source of Funding	Start Date	Completion Date
Participate in Curriculum Development Training with RPDC.	Assistant Principal	Completed Curriculum Portfolio	Teacher Retention Grant Fund 1	August 2024	March 2025
Continuous improvement of curriculum.	Administration	Completed Curriculum Portfolio	State funding for PD Fund 1	August 2024	Ongoing
Review and rewrite curriculum on a five year cycle.	Administration	Completed Curriculum Portfolio	State funding for PD Fund 1	August 2024	Ongoing

Key Pillar: Achievement

Priority Area: Curriculum

Goal A1.3: By 2025, 100% of certified staff teaching Music, Art, PE, and Guidance will have a board-approved curriculum aligned to Missouri Learning Standards, including scope and sequence, curriculum map, and research-based resources as measured by completion of an electronic curriculum portfolio (stored in Google Drive).

Strategy/Action	Champion (person(s) responsible)	Performance Measures	Resources Needed/Source of Funding	Start Date	Completion Date
Participate in Curriculum Development Training with RPDC.	Assistant Principal	Completed Curriculum Portfolio	Teacher Retention Grant Fund 1	August 2025	March 2026
Continuous improvement of curriculum.	Administration	Completed Curriculum Portfolio	State funding for PD Fund 1	August 2025	Ongoing
Review and rewrite curriculum on a five year cycle.	Administration	Completed Curriculum Portfolio	State funding for PD Fund 1	August 2025	Ongoing

Key Pillar: Achievement

Priority Area: Data Decision-Making

Goal A2: From BOY to EOY diagnostic, students will demonstrate a full year of academic growth in math and reading as measured by the iReady diagnostic.

Strategy/Action	Champion (person(s) responsible)	Performance Measures	Resources Needed/Source of Funding	Start Date	Complete Date
Teachers and students to collaborate to set student goals based on the beginning-of-year diagnostic results.	Classroom Teachers	Admin. Check-ins	iReady Teacher Toolbox Fund 1	Sept. 2022	Oct. 2022
Provide small group/individualized instruction interventions.	Classroom Teachers	Response to Interventions Report	iReady Teacher Toolbox Fund 1	Sept. 2022	April 2023
Increase the frequency of the SRI to every 30 days to ensure updated progress monitoring.	Classroom Teachers	SRI Report	Scholastic Reading Inventory Fund 1	Jan. 2023	May 2023
Provide PD that instructs teachers to implement high-quality tier 1 instruction with the use of guest presenters and book studies.	Ongoing	Administration Classroom Teachers	District PD Plans Fund 1	Ongoing	Ongoing

Key Pillar: Achievement

Priority Area: Student Support

Goal A3: By Fall 2023, the district will provide a comprehensive system of support that addresses the academic, emotional, behavioral, social, and physical needs of each student as measured by student growth in the multi-tiered program of interventions.

Strategy/Action	Champion (person(s) responsible)	Performance Measures	Resources Needed/Source of Funding	Start Date	Complete Date
Implement the National Center for Rural Mental Health Universal Screener.	School Counselor Classroom Teachers	100% participation	National Center for Rural School Mental Health Study/No funding needed	October 2022	April 2023
Implement programs to address emotional needs as they arise.	School Counselor Administration	Program survey	Continued employment of a part-time school counselor.	August 2022	Ongoing
Implement programs to address social needs.	School Counselor Administration	Needs Survey Completed by Teachers.	Safe Touch Program Compass Prevention Programs	August 2022	Ongoing
Implement programs to address physical needs.	Special Services Director	Attainment of Program Goals	OT, PT services, Speech Services	Sept. 2022	Ongoing
Develop, evaluate, and improve MTSS Plan that will address the individual needs of learners at every level.	Administration	Program Survey	MTSS Manual MTSS Consultation Program Evaluation Plan	Ongoing	Ongoing

Key Pillar: Achievement

Priority Area: Career and Academic Planning

Goal A4: The Strain-Japan R-XVI School District will provide relevant, high-quality career education that works toward the completion of an ICAP for 100% of eighth-grade students before transitioning to high school to 100% of the 8th Grade students.

Strategy/Action	Champion (person(s) responsible)	Performance Measures	Resources Needed/Source of Funding	Start Date	Completion Date
Develop K-8 Counseling Curriculum to include career awareness and education.	School Counselor Administration	Guidance Surveys	MO DESE Counseling Curriculum Resources	August 2022	April 2023
Host a bi-annual Career Day/Hobby Day to provide access to career-connected experiences.	School Counselor Administration	Progress to ICAP Completion	Career Day materials/RPDC Career Resources	September 2022	Ongoing
The school district uses a system of data collection and evaluation to provide the necessary information for program review and development.	School Counselor Administration	Whole-child Data Analysis Career Surveys	Career Surveys	October 2022	Ongoing
Collaborate with Sullivan High School Counseling staff to plan for 8th Grade transition to High School.	School Counselor Administration	Student Needs Survey	Needs Survey Local funds	January 2023	May 2023

Key Pillar: Achievement

Priority Area: Professional Development

Goal A5: By Spring of 2023, every teacher will develop a Professional Development Plan and obtain a Level 4 score by the end of 2026 school year.

Strategy/Action	Champion (person(s) responsible)	Performance Measures	Resources Needed/Source of Funding	Start Date	Completion Date
Teachers will develop a Professional Development Plan through NEE, with the help of an administrator that is linked to this CSIP.	Classroom Teachers	Completed PDP review by Building Administrator	NEE Website Resources	Sept. 30	May 30
Conduct a Needs Assessment with staff to prioritize PD offerings.	PD Committee	PD Survey	Various	Ongoing	November 2022
Analyze iReady, MAP, and NEE data to align PD offerings to the most significant areas of need to impact student learning.	Classroom Teachers Administration	PD Plans	iReady DRC NEE	November 2022	April 2023
Equitably provide resources for out-of-district PD.	PD Committee	PD presentations as assigned by Building Administrator	Various	Ongoing	Ongoing

Key Pillar: Achievement

Priority Area: Literacy Achievement

Goal A6: The District will implement evidence-based instructional practices to ensure academic growth and success with each student and ensure literacy achievement exists as required by SB681.

Strategy/Action	Champion (person(s) responsible)	Performance Measures	Resources Needed/Source of Funding	Start Date	Completion Date
Students will participate in RTI reading and math learning activities.	Administration	iReady	Fund 1	Sept. 2022	May 2023
Students will participate in Title I reading intervention programs to ensure reading on grade level and individual growth goals are met.	Administration	iReady Dyslexia Plan	Title I	August 2022	May 2023
Reteaching, small groups, and the iReady Tools for Instruction will be utilized for intervention.	Classroom Teachers	iReady Instruction Data	Fund 1	August 2022	May 2023
Our students will participate in tutoring in both math and reading as needed.	Administrators Title I Educators	Benchmark and Progress Monitoring	Fund 1, Fund 2	Ongoing	Ongoing
Reading Success Plans will be designed and developed for any student in grades 1-5 with a reading deficiency or that may be at risk for dyslexia to employ strategies to improve their reading level.	Teachers Administrators	iReady Other Approved Diagnostic Tools.	Fund 1 Title 1	August 2023	Ongoing

Key Pillar: Achievement

Priority Area: High-quality Early Learning

Goal A7: The Strain-Japan School District ensures the birth through three pre-Kindergarten population has access to high-quality early-learning experiences.

Strategy/Action	Champion (person(s) responsible)	Performance Measures	Resources Needed/Source of Funding	Start Date	Completion Date
SJS will inform family and community members about the importance of early learning experiences.	Administration	Parent Survey	PAT State Funding	January 2023	May 2023
SJS provides the Parents as Teachers program for early learning experiences.	Administration Parent Educator	Parent Satisfaction Survey Parent Input Form-Group events	PAT State Funding	August 2022	May 2023
SJS identifies/offers well-rounded, developmentally appropriate preschool opportunities available to children.	Administration BOE	Culture/Climate Survey	Fund 1 and Fund 2	August 2022	May 2023
SJS will measure the effectiveness of the early learning experiences offered by the district.	Administrators Kindergarten Teacher	Kindergarten Observation Form (KOF) DIAL IV	Fund 1	August 2023	Ongoing

Key Pillar: Involvement

Priority Area: Public Relations/Marketing

Goal I1: The Strain-Japan R-XVI School District will provide two-way, reliable, and representative communication with all stakeholders as indicated by the climate/culture survey results with 80% satisfaction rate and a growth target of 2% every year until 2027. (L8)

Strategy/Action	Champion (person(s) responsible)	Performance Measures	Resources Needed/Source of Funding	Start Date	Completion Date
Rebrand the district with a new logo and school colors to be used for all communication and representation of the district.	Superintendent	Community Input	Logo Design Fund 1	November 2022	January 2023
Implement and annually review a communications plan.	Administration	Annual Culture/Climate Survey	DESE Survey	Nov. 2022	Dec. 2022
Utilize and maintain district communication through a user-friendly website and social media.	Administration	Annual Culture/Climate Survey	Staff Survey RCMH Screener	Aug. 2022	May 2023
Regular communication of the vision, mission and goals.	School Counselor	SEL Screener	Comprehensive School Counseling Program	Ongoing	Ongoing

Key Pillar: Involvement

Priority Area: Parent and Community Partnerships

Goal I2: SJS will encourage parent engagement in the learning process and cultivate community partnerships to benefit both the school and the community. (CC3, CC4)

Strategy/Action	Champion (person(s) responsible)	Performance Measures	Resources Needed/Source of Funding	Start Date	Completion Date
Create opportunities for family engagement in a welcoming environment by promoting a school-wide outlook geared toward the positive growth of our school and community.	All Staff	P/T Conference Participation Rate PAT Participation Rate Title I Night Attendance Climate Survey Results	Title I Budget, PAT Funding	August 2022	Ongoing
Host Title I Parent Informational Meeting.	Title I Coordinator Administration	Title I Survey	Title I budget	August 2022	March 2023
Promote Parents As Teachers (PAT) services to families birth to three years.	Administration Parent Educator	PAT program evaluation	PAT funding, Fund 10	Ongoing	Ongoing
Engage parents through teacher-parent contact by providing weekly classroom newsletters and monthly school-wide newsletters.	Administration Classroom Teachers	Tracking Log	P/T Conference Material Newsletter template	August 2022	Ongoing
Host various community events.	Administration	Participation Survey	Various	August 2022	Ongoing
Provide informational articles and interviews to local media.	Administration	Culture/Climate Survey Results	Sullivan Independent News KTUI	Ongoing	Ongoing

Key Pillar: Involvement

Priority Area: Student Well-Being

Goal I3: The Strain-Japan R-XVI School District will ensure a safe and caring environment for all students as measured by a safety survey conducted with the goal of a 90% baseline in the first year. Each year after that, the district will aspire to have a 2% growth goal: In 2023, the growth goal is 92%; in 2024, the growth goal is 94%; in 2025, the growth goal is 96%; in 2026 the growth goal is 98%, and in 2027 the growth goal is 100%. (CC1)

Strategy/Action	Champion (person(s) responsible)	Performance Measures	Resources Needed/Source of Funding	Start Date	Completion Date
Give district-wide climate/culture surveys as an exit ticket as parents leave the P/T conferences and analyze results.	Administration	Survey Results reported	DESE Survey	Nov. 2022	Dec. 2022
Research and implement training and resources for students and staff on well-being.	Administration Sunshine Committee	Results of Staff Survey SEL screener	Staff Survey RCMH Screener	Aug. 2022	May 2023
Conduct school-wide Trauma-Informed School Training for all staff.	Administration	Program Survey	Training Agency Fund 1	Aug. 2023	May 2024
Implement Comprehensive School Counseling Program.	School Counselor	SEL Screener	Comprehensive School Counseling Program Fund 2	Ongoing	Ongoing