



**Gasconade Co. R-I School
District
2017-2022
Comprehensive School
Improvement Plan**

Mission

The Mission of the Gasconade Co. R-I School District is to enable our students to reach their full academic potential and to become responsible citizens.

Vision

We envision all Gasconade Co. R-I School District students prepared for success as lifelong learners and responsible citizens.
We envision Gasconade Co. R-I School District as a safe and caring community that supports and enhances learning and teaching.

Updated Plan: September, 2017

Developing Team:

BOARD OF EDUCATION	ADMINISTRATOR/ ROLE
Becky Whithaus, President	Dr. Tracey Hankins, Superintendent
Mark Brooks, Vice-President	Gary Leimkuehler, HS Principal, Transportation Director
Dot Schoening, Secretary	Nicole Buschmann, MS Principal
Jeff Englert	Kendra Brune, EL Principal
Mike Pratte	Todd Anderson, Asst. Principal HS, Athletic Director
Craig Schannuth	Maranda Anderson, Curriculum Director
Kevin Stiers	Missy Ash, Student Services Director
	Kevin Marsch, Technology Director
	Dustin Hoener, Facilities Director
	Dawn Grosse, School Based Social Worker



Gasconade Co. R-I School District

2017-2022

Comprehensive School Improvement Plan

Goal 1 – Student Achievement - *Students will demonstrate a strong academic foundation, with a balance of knowledge in core academic areas, practical and fine arts, and physical education. The educational process will emphasize the creation and application of knowledge.*

Students will demonstrate oral and written communication skills as well as life skills, including the areas of technology and personal finance. Students will demonstrate the ability to solve problems, the ability to work as a part of a team, and the ability to organize and manage time and other resources.

STRATEGIES:	ACTION STEPS:	PERFORMANCE MEASURES:	RESPONSIBLE PARTY:	TIMELINE:
The District will develop, implement, and evaluate curriculum based upon student, district, and state standards data.	Provide professional development based on research-based best practice for all learners to all certified faculty	<input type="checkbox"/> Student Achievement Data including NWEA, formative assessments, MAP, EOC, and ACT.	<input type="checkbox"/> Teachers <input type="checkbox"/> Curriculum Director <input type="checkbox"/> Principals	<input type="checkbox"/> 2017-18 <input type="checkbox"/> Ongoing
	BYOC aligned with Missouri Standards, learning targets, learning activities, and assessments.	<input type="checkbox"/> Build Your Own Curriculum <input type="checkbox"/> NEE Teacher Evaluation	<input type="checkbox"/> Teachers <input type="checkbox"/> Curriculum Director <input type="checkbox"/> Principals	<input type="checkbox"/> 2017-18 <input type="checkbox"/> Ongoing
	Establish vertical teams PK-12 to create a collaborative professional environment and seamless curricular alignment.		<input type="checkbox"/> Teachers <input type="checkbox"/> Curriculum Director <input type="checkbox"/> Principals	<input type="checkbox"/> 2017-18 <input type="checkbox"/> Ongoing

	Analyze benchmark assessment data and annual Missouri Assessment Program (MAP), End of Course Data (EOC), ACT data to identify areas of improvement in the curriculum.		<input type="checkbox"/> Teachers <input type="checkbox"/> Curriculum Director <input type="checkbox"/> Principals	<input type="checkbox"/> 2017-18 <input type="checkbox"/> Ongoing
	Analyze benchmark assessment data and annual Missouri Assessment Program (MAP), End of Course Data (EOC), ACT data to develop academic interventions that target specific deficits of struggling students.		<input type="checkbox"/> Teachers <input type="checkbox"/> Curriculum Director <input type="checkbox"/> Principals	<input type="checkbox"/> 2017-18 <input type="checkbox"/> Ongoing
The District will provide a multi-tiered system of supports that improves achievement of all learners.	Develop and monitor a district-wide plan to sustain a multi-tiered model of academic and behavioral interventions (Response to Intervention).			
	Administer the NWEA benchmark assessment in English Language Arts, reading, math, and science three time per year. Building administrators will provide results to parents after each assessment.			
	Administer formative assessments aligned to curriculum units and identify deficits in student progress.			
	Research standards-based learning and grading.			

Goal 2 – Early Learning - Research shows that providing a high quality education for children before they turn five yields significant long-term benefits.

STRATEGIES:	ACTION STEPS:	PERFORMANCE MEASURES:	RESPONSIBLE PARTY:	TIMELINE:
<p>Early Childhood services will be increased in order to meet the developmental needs of preschool students in the District.</p>	<p>All eligible students of preschool age will participate in a school sponsored developmental screening</p>	<ul style="list-style-type: none"> <input type="checkbox"/> PAT will identify and recruit three and four year old children for developmental screenings annually <input type="checkbox"/> Annual screening data <input type="checkbox"/> Data available from families, medical professionals, local day care and preschool providers 	<ul style="list-style-type: none"> <input type="checkbox"/> PAT Director 	<ul style="list-style-type: none"> <input type="checkbox"/> 2017-18 <input type="checkbox"/> Ongoing
	<p>Parents as Teachers (PAT) services will be available for all high need families.</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Log of PAT visits <input type="checkbox"/> Identification of high need families 	<ul style="list-style-type: none"> <input type="checkbox"/> PAT Director 	<ul style="list-style-type: none"> <input type="checkbox"/> 2017-18 <input type="checkbox"/> Ongoing
	<p>All three and four year old children with developmental delays will have access to services through ECSE.</p>	<p>Developmental screening data</p>	<ul style="list-style-type: none"> <input type="checkbox"/> PAT Director <input type="checkbox"/> Special Services Director <input type="checkbox"/> Elementary Principal 	<ul style="list-style-type: none"> <input type="checkbox"/> 2017-18 <input type="checkbox"/> Ongoing
	<p>All four year olds in the District will have access to preschool services</p>	<p>Data available from families, medical professionals, local day care and preschool providers</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Board of Education <input type="checkbox"/> Elementary Principal <input type="checkbox"/> PAT Director 	<ul style="list-style-type: none"> <input type="checkbox"/> 2018-19 <input type="checkbox"/> ongoing

Goal 3: College and Career Readiness - Students will graduate from High School prepared for post-graduate education and ready to be successful in the work force.

STRATEGIES:	ACTION STEPS:	PERFORMANCE MEASURES:	RESPONSIBLE PARTY:	TIMELINE:
<p>The District will meet the “2020 Target” with progress on the Annual Performance Report (APR) MSIP 5 Performance Standard 3, Indicators 1-3, 4, 5-6.</p>	<p>The District will provide preparation for all students to be successful on the State approved assessments for CCR.</p>	<ul style="list-style-type: none"> <input type="checkbox"/> The District will score at or above the state and national average on ACT, SAT, COMPASS, and ASVAB. <input type="checkbox"/> The percent of graduates who earned a qualifying score on an Advanced Placement or Technical Skills Attainment or IRC assessments and/or receive college credit through early college, dual enrollment, or approved dual credit courses will meet or exceed the state standard or demonstrates required improvement. <input type="checkbox"/> The percent of graduates who attend post-secondary education/training or 	<ul style="list-style-type: none"> <input type="checkbox"/> Curriculum Director <input type="checkbox"/> HHS Principal <input type="checkbox"/> HHS Counselor 	<ul style="list-style-type: none"> <input type="checkbox"/> 2017-18 <input type="checkbox"/> ongoing

		<p>participate in the military within six months of graduating will meet the state standard or demonstrate required improvement.</p> <ul style="list-style-type: none"><input type="checkbox"/> The percent of graduates who complete career education programs approved by the Department of Elementary and Secondary Education (DESE) placed in occupations directly related to their training, continue their education, are in the military within 6 months of graduation will meet the state standard or demonstrate required improvement.<input type="checkbox"/> Complete follow-up study each year.		
	<p>The district provides adequate postsecondary preparation for all students.</p>	<ul style="list-style-type: none"><input type="checkbox"/> The percent of graduates who attend post-secondary education/trai	<ul style="list-style-type: none"><input type="checkbox"/> Curriculum Director<input type="checkbox"/> HHS Principal	<ul style="list-style-type: none"><input type="checkbox"/> 2017-18<input type="checkbox"/> ongoing

		<p>ning or are in the military within six (6) months of graduating meets the state standard or demonstrates required improvement.</p> <ul style="list-style-type: none"><input type="checkbox"/> Complete follow-up study each year.		
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Goal 4: Subgroup Achievement - Subgroup achievement will demonstrate growth each year as measured by MSIP 5 standards.

STRATEGIES:	ACTION STEPS:	PERFORMANCE MEASURES:	RESPONSIBLE PARTY:	TIMELINE:
The District will provide rigorous research-based curriculum and instruction that supports the Missouri Learning Standards for all English Language Learners, Special Education students, Title One students, and Free/Reduced students.	Provide professional development to regular education, title and special education teachers on differentiated instruction and other methods/techniques for teaching students with disabilities in the regular education classroom.	<input type="checkbox"/> PD Logs <input type="checkbox"/> PDC agendas	<input type="checkbox"/> Principals <input type="checkbox"/> Professional Development Committee <input type="checkbox"/> Special Services Director <input type="checkbox"/> Curriculum Director	<input type="checkbox"/> 2017-18 <input type="checkbox"/> ongoing
	Monitor teachers' differentiated instruction within Tier I classrooms.	<input type="checkbox"/> BYOC lessons <input type="checkbox"/> NEE	<input type="checkbox"/> Teachers <input type="checkbox"/> Principals <input type="checkbox"/> Curriculum Director	<input type="checkbox"/> 2017-18 <input type="checkbox"/> ongoing
	Develop and monitor a district-wide plan to sustain a multi-tiered model of academic and behavioral interventions (Response to Intervention).	<input type="checkbox"/> BYOC lessons <input type="checkbox"/> NEE	<input type="checkbox"/> Teachers <input type="checkbox"/> Principals <input type="checkbox"/> Special Services Director <input type="checkbox"/> Curriculum Director	<input type="checkbox"/> 2018-19 <input type="checkbox"/> ongoing
	Administer formative assessments aligned to curriculum units and identify deficits in student progress.	<input type="checkbox"/> BYOC lessons <input type="checkbox"/> NEE	<input type="checkbox"/> Teachers <input type="checkbox"/> Principals <input type="checkbox"/> Special Services Director <input type="checkbox"/> Curriculum Director	<input type="checkbox"/> 2017-18 <input type="checkbox"/> ongoing
	Identify and implement interventions based on specific	<input type="checkbox"/> Formative assessment data <input type="checkbox"/> Summative	<input type="checkbox"/> Teachers <input type="checkbox"/> Principals <input type="checkbox"/> Special Services	<input type="checkbox"/> 2017-18 <input type="checkbox"/> ongoing

	skill deficits and monitor student progress on each benchmark assessment.	assessment data	<input type="checkbox"/> Director <input type="checkbox"/> Curriculum <input type="checkbox"/> Director	
	Provide Title I services K-6; include homeless and non-public school students.	Assessment data	<input type="checkbox"/> Teachers <input type="checkbox"/> Principals <input type="checkbox"/> Curriculum <input type="checkbox"/> Director	<input type="checkbox"/> 2017-18 <input type="checkbox"/> ongoing

Goal 5: Attendance Rate The District will establish the expectation of all individual students that 90% of the students are in attendance 90% of the time. Additionally, students will have an attendance rate that exceeds 95%.

STRATEGIES:	ACTION STEPS:	PERFORMANCE MEASURES:	RESPONSIBLE PARTY:	TIMELINE:
A District-wide attendance plan will be established and maintained by each building.	School Messenger will be utilized to automatically contact parents when a student is absent.	<input type="checkbox"/> Average Daily Attendance Reports <input type="checkbox"/> IC contact logs	<input type="checkbox"/> Principals <input type="checkbox"/> Counselors	<input type="checkbox"/> 2017-18 <input type="checkbox"/> ongoing
	Attendance contracts will be utilized to improve accountability	Average Daily Attendance Reports	<input type="checkbox"/> Principals <input type="checkbox"/> Counselors <input type="checkbox"/> SBSW	<input type="checkbox"/> 2017-18 <input type="checkbox"/> ongoing
	Buildings will send attendance letters home.	Average Daily Attendance Reports	<input type="checkbox"/> Principals <input type="checkbox"/> Counselors	<input type="checkbox"/> 2017-18 <input type="checkbox"/> ongoing
	Provide general attendance incentives for students to maintain a higher attendance rate.	Average Daily Attendance Reports	<input type="checkbox"/> Principals <input type="checkbox"/> Counselors	<input type="checkbox"/> 2017-18 <input type="checkbox"/> ongoing
	Utilize the School-based Social Worker to assist with attendance issues.	Attendance data	<input type="checkbox"/> Principals <input type="checkbox"/> Counselors <input type="checkbox"/> SBSW	<input type="checkbox"/> 2017-18 <input type="checkbox"/> ongoing
	Maintain building Student Assistant Teams that meet regularly to develop plans for students with excessive absences.	<input type="checkbox"/> Team meeting agendas <input type="checkbox"/> Average Daily Attendance Reports <input type="checkbox"/> IC contact logs <input type="checkbox"/> Teacher input	<input type="checkbox"/> Principals <input type="checkbox"/> Counselors <input type="checkbox"/> SBSW <input type="checkbox"/> Teachers	<input type="checkbox"/> 2017-18 <input type="checkbox"/> ongoing

Goal 6: Technology Plan - The District will provide technology to support high levels of student achievement. Additionally, the District will support infrastructure, hardware, and software to support an environment conducive to student learning and staff effectiveness.

STRATEGIES:	ACTION STEPS:	PERFORMANCE MEASURES:	RESPONSIBLE PARTY:	TIMELINE:	COST
The District will provide technology to support high quality instruction in the classroom.	Chromebooks will be the primary tool for one-to-one integration. 1:1 integration will be phased in by grade level.	<input type="checkbox"/> Formative and summative student achievement data <input type="checkbox"/> BYOC technology integration into lessons	<input type="checkbox"/> Teachers <input type="checkbox"/> Curriculum Director <input type="checkbox"/> Technology Director <input type="checkbox"/> Principals <input type="checkbox"/> Board of Education	<input type="checkbox"/> Beginning in 2017-18 <input type="checkbox"/> Full implementation by 20__	
The District will provide professional development based on research based best-practice to educate teachers on the effective use of technology to support student achievement.	Professional development activities may include: <ul style="list-style-type: none"> <input type="checkbox"/> Webinars <input type="checkbox"/> Mini-sessions <input type="checkbox"/> PD in house <input type="checkbox"/> Modeling by teachers, instructional coaches, & administrators <input type="checkbox"/> SAMR model 	Student achievement data	<input type="checkbox"/> PD Committee <input type="checkbox"/> Teachers <input type="checkbox"/> Curriculum Director <input type="checkbox"/> Technology Director <input type="checkbox"/> Principals	<input type="checkbox"/> 2017-18 & Ongoing	
Develop and Maintain a robust Infrastructure	Increase Internet Bandwidth from 200 Mbps to 1 GBps	Analysis of Internet speed	<input type="checkbox"/> Technology Director	<input type="checkbox"/> 2017-18	
	Utilize ERate program	Analysis of budget	<input type="checkbox"/> Technology Director	<input type="checkbox"/> 2017-18 & Ongoing	
	Upgrade New Firewall - MX400	Effectiveness of the Firewall will be evaluated	<input type="checkbox"/> Technology Director	<input type="checkbox"/> 2017-18 & Ongoing	

	Upgrade Access Points - MR32	Effectiveness of the Access Points will be evaluated	<input type="checkbox"/> Technology Director	<input type="checkbox"/> 2017-18 & Ongoing	
	Upgrade Switches	Effectiveness of the Switches will be evaluated	<input type="checkbox"/> Technology Director	<input type="checkbox"/> 2017-18 & Ongoing	
Upgrade & Maintain District Telephone System	<input type="checkbox"/> Install new telephone system <input type="checkbox"/> Provide training for all staff on system <input type="checkbox"/> Maintain telephones in effective working order	<input type="checkbox"/> Measured by optimum usage and working order <input type="checkbox"/> Staff survey to complete training	<input type="checkbox"/> Technology Director	<input type="checkbox"/> 2017-18 & Ongoing	
Maintain effective PC devices for students and staff	Develop and maintain a 4 year rotation for PC replacement	Log of PC repair and replacement	<input type="checkbox"/> Technology Director	<input type="checkbox"/> 2017-18: 47 devices <input type="checkbox"/> 2018-19: 59 devices <input type="checkbox"/> 2019-20: 59 devices	2017-18: \$18,988 2018-19: \$23,836 2019-20: \$23,836
Initiate the implementation of 1:1 devices using Chromebooks	Distribute Chromebooks to 5th and 9th grade students annually	Evaluate effectiveness of use of Chromebooks to impact student achievement	<input type="checkbox"/> Technology Director	<input type="checkbox"/> 2017-18: 171 devices <input type="checkbox"/> 2018-19: 139 devices <input type="checkbox"/> 2019-20: 133	2017-18: \$42,750 2018-19: \$34,750 2019-20: \$33,250
Maintain & replace SmartBoards in classrooms	Develop and Maintain a replacement schedule for SmartBoards-replacement every 10 years	Evaluate effectiveness of Smartboards in Student Achievement	<input type="checkbox"/> Technology Director		Annual \$15,000
Maintain & replace	Develop and Maintain a	Evaluate effectiveness of	<input type="checkbox"/> Technology Director		Annual \$10,20

Projectors in classrooms	replacement schedule for Projectors - replacement every 5 years	Projectors in Student Achievement			0
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Goal 6: Community Involvement - The District believes that through involvement in the community and the support of the community, the students' education in the Gasconade Co. R-I District will be enriched.

STRATEGIES:	ACTION STEPS:	PERFORMANCE MEASURES:	RESPONSIBLE PARTY:	TIMELINE:
Continually improve communication with families and community	Integrate tools to communicate effectively with students, families, and the community	<input type="checkbox"/> Feedback through surveys, face-to-face communication, and electronic formats	<input type="checkbox"/> Superintendent <input type="checkbox"/> Board of Education <input type="checkbox"/> Administrative Team <input type="checkbox"/> Teachers	<input type="checkbox"/> Website Design & Implementation 2017-18 <input type="checkbox"/> Online bill pay 2017-18 <input type="checkbox"/> Online registration 2017-18 <input type="checkbox"/> School Messenger features - ongoing
Increase the number of volunteers in the District	Develop a long-term plan for the volunteer program including: <ul style="list-style-type: none"> <input type="checkbox"/> Recruitment <input type="checkbox"/> Training <input type="checkbox"/> Registration/Criminal Background Checks, FERPA <input type="checkbox"/> Place volunteers according to needs assessment & volunteer profile 	<input type="checkbox"/> Survey of volunteers <input type="checkbox"/> Survey of Teachers and Administrators <input type="checkbox"/> Number of volunteers monthly in each building	<input type="checkbox"/> Volunteer coordinator	<input type="checkbox"/> 2017-18

Goal 7: Facilities

STRATEGIES:	ACTION STEPS:	PERFORMANCE MEASURES:	RESPONSIBLE PARTY:	TIMELINE:
Maintain current facilities.	Repair and reseal parking lots - rotating locations to reseal & repair every 3 years	Ongoing analysis of parking lots	<input type="checkbox"/> Maintenance Director	<input type="checkbox"/> Elementary 2018 <input type="checkbox"/> High School 2019 <input type="checkbox"/> Middle School 2020
	Investigate the replacement of HS and MS driveway paths with concrete.	Ongoing analysis of parking lots	Maintenance Director	<input type="checkbox"/> 2017-18
	Repair and reseal roofs every 20 years	Ongoing analysis	Maintenance Director	<input type="checkbox"/> Middle School - flat roof replacement 2018 <input type="checkbox"/> Middle School roof sections 2019-2020
	Athletic Facility Maintenance <input type="checkbox"/> Annual Gmax analysis on turf <input type="checkbox"/> Annual turf grooming <input type="checkbox"/> Annual sealing of concrete <input type="checkbox"/> Seal asphalt every three years <input type="checkbox"/> Annual bleacher inspection and maintenance <input type="checkbox"/> Maintenance of lower field	Ongoing analysis	<input type="checkbox"/> Maintenance Director <input type="checkbox"/> Athletic Director	<input type="checkbox"/> Annual grooming of turf <input type="checkbox"/> 2024 replacement of turf <input type="checkbox"/> Asphalt reseal 2020 <input type="checkbox"/> Additional dirt and field repair 2018
	Repair and replace HVAC systems	Ongoing analysis	Maintenance Director	<input type="checkbox"/> Add HVAC in MS gym and locker

				rooms 2018 <input type="checkbox"/> Annual inspection of HVAC systems <input type="checkbox"/> Annual inspection of boiler systems
Improve Energy Efficiency	Add LED lighting throughout the District	Annual analysis of energy efficiency	Maintenance Director	<input type="checkbox"/> Upgrade parking lot lighting to energy efficiency lighting: HS 2017-18; EL 2018-19 <input type="checkbox"/> MS Building - Phase 1, 2018-19
Maintain District Equipment	Purchase equipment needed in order to adequately maintain district facilities	Determine need of equipment	Maintenance Director	<input type="checkbox"/> 2017-18 Tractor Purchase <input type="checkbox"/> Ongoing analysis of equipment