

Raytown Quality Schools
Comprehensive School Improvement Plan (CSIP)
Goals and Objectives
Approved by the Board of Education April 27, 2009

- I. Student Performance: Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal academic, and career goals.**
- a. Create and implement a fully aligned, articulated, research-based curriculum in all curricular areas with an emphasis on Communication Arts, Mathematics, and Science.
 - Meet with staff on a regular basis to develop and revise district curriculum.
 - Provide a web-based easily accessed platform for district curriculum available to the entire school community.
 - b. Fully align the district Professional Development Plan to support instructional needs specific to the district's curriculum and student performance.
 - Collaborate with district Professional Development Committee to develop an inclusive district PD plan.
 - Establish accountability for content and implementation of district funded conferences.
 - Develop required technology user training to enhance and maintain specific skill sets related to district technology.
 - c. Direct curriculum and instruction funds toward research-based practices to ensure focus on student achievement.
 - Continue to provide texts, supplies and supplemental materials to support the instructional program.
 - Create a specific instructional technology plan that allocates the necessary funding to directly support curriculum and instruction.
 - Streamline a budget process to support site-based decision making.
 - d. Implement a data driven program evaluation process for all instructional programs.
 - Review and revise the district assessment plan to ensure that all assessment data (formative and summative) is used for diagnostic purposes and to inform instruction and programs.
 - Prioritize all curriculum and instruction program evaluations in order of need identified by data sources.
 - Develop timeline and standard format for the program evaluation process.

- e. Create and implement a specific plan of interventions needed to support those students that are unprepared for school, both academically and socially.
 - Create a realistic, but challenging set of student learning and behavior expectations that will set the bar for all students and staff of the district.
 - Collaborate with school staff, students and community to design a specific plan for professional development geared to promote a better understanding of our growing diverse population.
 - Assist teachers in their efforts to effectively differentiate instruction to meet the diverse needs of all students.
 - Standardize training in BIST (Behavior Intervention Support Team) to ensure a proactive approach to working with student behavior.
 - Identify and perfect best practices to that address student motivation and positive behavior.
 - Investigate and collect information regarding grading and homework practices in an effort to streamline process and procedures.

- f. Achieve and maintain the status of “Distinction in Performance for the State of Missouri”.
 - Provide focused assistance for all buildings in areas identified on the Adequate Yearly Progress Report (AYP).
 - Assist all buildings in setting a higher standard for student performance that is reasonable and attainable.

II. Highly Qualified Teachers: Recruit, attract, develop and retain highly qualified staff to carry out the LEA/District mission, goals and objectives.

- a. Develop a comprehensive recruitment plan to ensure competitive practices and processes necessary to attract highly qualified staff.
 - Review the current salary schedules in an effort to adjust it to be commensurate with area districts.
 - Streamline the process through which needed staff can be interviewed and hired based on data and future needs of the district.

- b. Provide specific professional development that will equip teachers to implement curriculum and instruction at a rigorous level.
 - Refocus the district mentor program toward support for first, second and third year teachers.
 - Realign new teacher training to include skills and information in use of technology, student support systems and other issues identified by the new teacher.

- Provide time during the contract day for teachers to have professional dialog and reflective practice on the needs of the school community.
 - Identify specific areas for intensive review for increased academic rigor.
- c. Create and maintain a professionally supportive work environment to retain high quality staff members.
- Provide all materials and supplies necessary to perform their duties effectively.
 - Validate in a meaningful and sincere manner the successes, risks and persistence of teachers and administrators toward student success.
 - Collaborate with staff to increase the level of academic rigor for Raytown students.

III. Facilities, Support and Instructional Resources: Provide and maintain appropriate instructional resources, support services, and functional and safe facilities.

- a. Provide and maintain appropriate, functional and safe facilities.
- Conduct a facilities needs assessment to provide up-to-date information for facilities planning that includes input and feedback from buildings and programs.
 - Develop a 5 year facilities plan utilizing the district's long-range facilities study and the needs assessment data.
 - Develop a Safe Schools Community Task Force.
 - Revise district and building safety/crisis response plans through partnership with city and county public safety organizations.
- b. Provide and maintain appropriate support resources.
- Conduct program evaluations for technology, food service, buildings and grounds and transportation that include pertinent data germane to the support of both education and district programs.
 - Develop 5 year plans for technology, food service, buildings and grounds and transportation utilizing program evaluation data.
 - Locate and investigate new technologies for student use in academic and resource areas.
- c. Regularly evaluate and update instructional resources.
- Develop a 5 year curriculum/textbook/technology instructional applications, Library Media and assessment review plan.
 - Provide an annual instructional resources report to the Board of Education.

- IV. Parent and Community Involvement: Promote, facilitate and enhance parent, student, and community involvement in LEA./District educational programs.**
- a. Provide a variety of opportunities for parents and community members to learn about district programs essential to students' academic, social and/or emotional growth.
 - Offer “*Communiversities*” classes, based on parent, student and community needs surveys that will inform and educate the school community in a variety of school-related programs and functions.
 - Provide opportunities to showcase success of students in district academic, co-curricular and extra-curricular programs.
 - b. Increase parent involvement in decisions about district programs and their child/children's education.
 - Provide opportunities for parents to offer input into the development of district and site improvement plans.
 - Provide opportunities for parents to participate in their child's education.
 - Ensure proactive communication with parents regarding student and learning issues.
 - c. Strengthen communication between the district and community stakeholders.
 - Provide staff development on how to communicate effectively with the community.
 - Solicit feedback from students in a discussion format that will provide opportunity to provide information about their education and school climate.
 - Organize opportunities for all Raytown students to attend district student forums to promote communication and friendships between all secondary schools.
 - d. Provide a variety of opportunities to strengthen the reciprocal relationship between the school and community.
 - Create and engage a community advisory group.
 - Increase staff and community involvement in Youth Friends.
 - Offer Partners in Education activities for secondary students.
 - Partner with local community organizations and business groups for student career connections and service projects.
 - Partner with local colleges and universities for sharing of resources.
- V. Governance: Govern the LEA/District in an efficient and effective manner providing leadership and representation to benefit the students, staff and patrons of the district.**

- a. The district will maintain financial stability in accordance with board policy and regulations set forth by the Department of Elementary and Secondary Education.
 - Develop a budget through collaboration with key stakeholders annually for presentation to the Board of Education for approval.
 1. March 2010—Establish a Budget Adoption Review Committee.
 2. April 2010—Conduct a preliminary budget review.
 3. June 2010—Board of Education review/approval of a preliminary budget.
 - Conduct an annual audit of district finances and report the findings to school personnel, community, audit committee. The audit will be recommended by the audit committee to the Board of Education for approval.
 4. August 2009—Undergo an Annual District Audit through Marr & Company.
 5. September 2009—Conduct Audit Committee review and development of recommendations.
 6. October 2009—Conduct a Board of Education review/approval of Audit Committee recommendations.
 - District will develop a five/ten year financial plan to address future revenues and expenditures in all areas of the annual budget, this plan will be reviewed annually by the Board of Education.
 7. March 2010—Establish a Financial Plan Committee.
 8. April 2010—Develop a Five/Ten Year Financial Plan.
 9. June 2010—Board of Education review/approval of the proposed Five/Ten Year plan.

- b. The district will be progressive in the identification and implementation of local, state, and federal statutes through the development of Board of Education policies.
 - The district will utilize the BOE policy committee to review updated polices from MSBA, this committee will recommend polices after collaboration with various stakeholders.
 1. Monthly— Conduct an administrative review/update by department affected by proposed MSBA policy changes.
 2. Monthly—Committee review adoption of policy changes per MSBA.
 - a. Board of Education will conduct a public first reading/discussion.
 - b. Board of Education will conduct a public second reading and approval.
 - Develop partnerships with our state legislators’ through focus groups and forums to inform and affect state legislation impacting education.
 3. March 2009—Conduct a Legislative Forum.

4. April 2009—Conduct a Legislative Forum.
 5. Monthly—Superintendent will provide electronic updates to Raytown C-2 School District personnel & board members.
- The district will operate various educational programs in accordance with federal regulations to encourage and increase student achievement.
 6. April 2010—Establish a Title/Federal Program Committee.
 7. May 2010—Conduct a Title/Federal Program preliminary budget review.
 8. October/December 2010—Assess/Evaluate all Title/Federal programs for prior year and current year.
 9. January 2011—Identify program needs and develop recommended program changes.
- c. The district will develop a Citizens Advisory group comprised of students, parents, community members and district personnel. The purpose of the group will be to review, discuss and prioritize district needs and resources keeping in mind effective utilization of district finances. The work of the Citizens Advisory group will be developed into recommendations for the School Board.
- The district will annually identify members of the community/school community to serve on the Citizens Advisory Committee.
 1. August 2009—Establish a Citizens Advisory Committee.
 - The Citizens Advisory Committee will develop and present recommendations for school needs, priorities, and resources.
 2. September 2009—Conduct a citizens Advisory Committee review and develop recommendations.
 3. October 2009—Conduct a citizens Advisory Committee review and develop recommendations.
 4. January 2009—Present recommendations of the Citizens Advisory Committee to Board of Education.
 - The Citizens Advisory Committee will disseminate recommendations to the Board of Education for approval followed with a community forum for presentation to district personnel and the community at large.
 5. January 2010—Conduct a community forum for presentation of committee recommendations.
 6. February 2010—Conduct a community forum for committee recommendations.