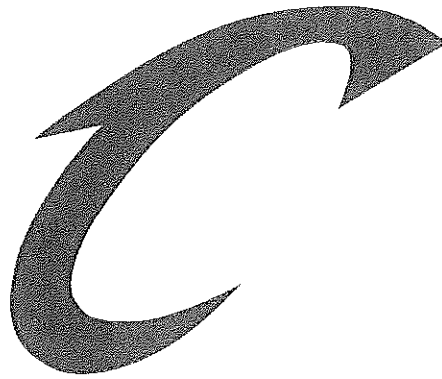


Concordia R-2 School District

CSIP Plan



2019-2024

Board Approved: June 14, 2018

*The Mission of the
Concordia R-II School District
Is to Help all Students
Develop Their
Unique Talents as well as the
Critical Thinking,
Technological,
and Life-Long Learning
Skills Needed
In Order to Become
Productive, Responsible
Citizens
in a Global Community.*

Adopted 11/01

In Concordia we envision a school district where:

- *Students, staff administrators and parents communicate effectively and work collaboratively to create activities, which challenge students' creativity and maximize their abilities.*
- *Students learn the critical thinking skills they need to make positive civic and personal choices.*
- *There is an environment of mutual respect where students are involved in experiences that develop their understanding of diversity and cultural differences.*
- *Everyone takes responsibility for his or her own actions, creating an environment that is a safe and supportive place to learn.*

2017-18 District Goals

1. Improve or Maintain our Overall Science, Math, and ELA Scores of our students as evidenced by:

- MAP/EOC
- ACT
- ELA Benchmark Tests
- Diagnostic Reading & Writing Assessments
- Improved Grades

2. Increase transition skills for students with IEP's and 504 Plans through Vocational Rehabilitation and Pre-employment Transition Services.

3. Continue to Foster a Positive Culture in our District and Community as evidenced by:

- Attendance Rates
- Service Projects
- Oriole Strong Activities
- Parent Involvement Activities
- District Walking Challenge
- Trauma Informed Schools Program
- Improved Communication with all stakeholders

CONCORDIA ELEMENTARY BELIEF STATEMENT

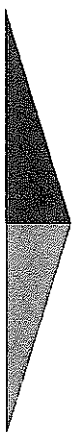
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AT CONCORDIA ELEMENTARY, WE BELIEVE:

- In a collaborative environment, that supports life-long learning.
- In improving teaching practices for teachers, which in turn, improves academic learning.
- In fostering a safe and supportive learning environment, that encourages student success.
- We are a positive school that promotes respectful, responsible, and safe behavior.
- In a strong focus on literacy development for all children.
- In a positive and safe learning environment.
- In continued support of Special Education and Title I services.
- In building strong relationships with our students, staff, parents, and community.
- In adapting technology to improve instruction.
- Every student can learn.
- In providing students with challenges to realize and extend their abilities.
- In developing appropriate and differentiated curriculum to meet the needs of all students.

Concordia High School Belief Statements

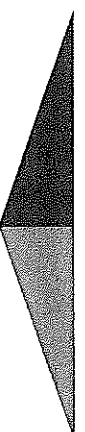
1. We believe all students can learn.
2. We believe children are the first priority.
3. We believe in a safe learning environment.
4. We believe that students should be college and career ready when they leave CHS.
5. We believe that all students should be given the opportunity to learn, grow and succeed.



Concordia R-II Pillars

Our pillars are the foundation to our educational process and the programs of our district.

- 1. Strong relationships between students, staff, parents and community.*
- 2. Student success both academically and post high school.*
- 3. A safe and healthy learning environment.*
- 4. Systems of support that meet student needs.*



2019-2024 CSIP Goals & Objectives

I. Improve Student Performance as measured by state testing standards and other nationally normed tests

1. Curriculum & Instruction
2. Professional Development
3. Instructional Resources & Technology
4. Programs & Services

II. Improve the overall district climate and safety in district facilities

1. Maintaining Positive School Culture
2. Monitor and Improve district grounds and facilities
3. Monitor and Improve district safety procedures
4. Improve communications with the community

CSIP Strategy & Action Steps Form

GOAL: I. Improve student performance as measured by state testing standards, nationally normed tests and locally developed assessments.

STRATEGY: A. Improve curriculum, instructional practices & assessment to better meet the needs of our students.

MSIP 6 Indicator	Action Step	Person Responsible	Time Frame	Funds	Date Completed
	1. Provide an opportunity for our Juniors to take the ACT for free.	Superintendent	19-20	Local	
	2. Develop and refine common assessments for grades K-12 in math, communication arts, science, and social studies.	Principals Curr. Coord.	19-20	Local	
	3. Implement Moby Max (K-8) to provide another resource for students that are two or more grade levels behind in all core areas.	Principals Curr. Coord.	19-20	Local	
	4. Implement a research based plan of action to address academic assessment areas which are below the state or national averages as measured by MAP & EOC tests.	Principals Curr. Coord. Teachers	20-21	Local	
	5. Realign benchmark testing with areas of high need in Math and science in the lower grades.	Principals	19-20	Local	
	6. Replace some benchmarking with Moby Max and tie to TPDP for measuring growth.	Principals Curr. Coord.	19-20	Local	
	7. Utilize Moby Max (K-8) and other applicable district benchmarks to monitor the progress of all students.	Elem. Principal	20-21	Local	
	8. Investigate and research STEM/STEAM initiatives to better meet the needs of highly motivated students in grades 7-10.	Principals Curr. Coord., IT Director	21-22	Local	

9. Continue to provide curriculum days in the summer for teachers to create or improve current/new curriculum for all courses taught. Superintendent 19-20 Local
 Curr. Coord.

CSIP Strategy & Action Steps Form

GOAL: **I. Improve student performance as measured by state testing standards, nationally normed tests and locally developed assessments.**

STRATEGY: **B. Provide timely and relevant professional development for staff to enhance student learning.**

MSIP 6 Indicator	Action Step	Person Responsible	Time Frame	Funds	Date Completed
	1. Provide paid summer institutes for teachers on various PD topics: utilizing technology in instruction, Missouri Learning Standards, student safety, instructional strategies, smarter-balanced assessments, stem/steam initiatives, and trauma informed	Superintendent Principals	19-24	Local/PDC	
	2. Provide staff development for utilizing software/hardware to increase skill development of students.	Principals IT Director.	20-21	Local/PDC	
	3. Provide 1:1 instruction for new staff on curriculum development	Curriculum Coordinator	19-20	Local	
	4. Provide staff development on utilizing tablets, laptops, and other mobile devices in the classroom (Google Training/Moby Max, etc.)	IT Director	19-20	Local/PDC	
	5. Provide trauma informed school training for all new staff annually and an annual update of current research best practices for all staff.	Trauma Comm.	20-21	Local/PDC	
	6. Provide professional development for staff regarding STEM/STEAM initiatives and encourage/support teachers willing to instruct those classes by providing opportunities to receive the necessary training	Superintendent Principals	22-23	Local/PDC	

7. Provide financial support for after school study groups & the development of professional libraries
8. Provide PBS training for all new staff annually and update/revisit With returning staff.

Superintendent
Principals
PBS Team
Principals

19-24
19-24

Local
PDC
Local

CSIP Strategy & Action Steps Form

GOAL: I. Improve student performance as measured by state testing standards, nationally normed tests and locally developed assessments.

STRATEGY: C. Provide the appropriate instructional resources, including technology, for the staff to provide an appropriate education for our students.

MSIP 6 Indicator	Action Step	Person Responsible	Time Frame	Funds	Date Completed
	1. Develop and fund a replacement cycle so all staff have access to a computer that is less than 5 years old.	Superintendent IT Coord.	19-24	Local	
	2. Fund yearly competitive technology grants for staff to enhance their teaching.	Superintendent Principals	19-24	Local	
	3. Review current and new instructional resources to ensure they contain the skills needed in the Missouri Learning Standards	Principals Staff	19-21	Local	
	4. Annually evaluate the textbook revision cycle currently based on age and effectiveness in meeting the curriculum standards.	Principals Curr. Coord	19-24	Local	
	5. Purchase additional laptops and carts for utilization at both buildings	Principal IT Coord.	19-21	Local	
	6. Monitor and evaluate the district criteria and method for textbook selection.	Principals	19-24	Local	

7. Provide credit recovery and access to college classes through PLATO. Principals 19-24 Local

CSIP Strategy & Action Steps Form

GOAL: I. Improve student performance as measured by state testing standards, nationally normed tests and locally developed assessments.

STRATEGY: D. Provide the appropriate programs and services for our students to be successful in school and graduate with the skills necessary to pursue their goals.

MSIP 6 Indicator	Action Step	Person Responsible	Time Frame	Funds	Date Completed
	1. Develop programs to better meet the needs of bright, motivated students in grades 7-10, and investigate implementing gifted education for grades K-6 again.	Principals	20-22	Local	
	2. Continue to provide the A+ Program for students.	A+ Director	19-24	Local	
	3. Provide more opportunities for our special education students to job shadow and enter work release programs.	SPED Director	19-24	Local	
	4. The district will consider other extra-curricular/co-curricular activities in which students could participate to help them stay motivated to maintain higher grades.	Principals	20-23	Local	
	5. Maintain or increase the number of dual credit offerings for our students.	Principal Counselor	19-24	Local	
	6. Continue to provide a summer school program K-12.	Superintendent Principals	19-24	Local	
	7. Utilize A+ tutors to work with students performing below grade level.	Principals A+ Director	19-24	Local	
	8. The district will continue to offer an affordable preschool	Principal	19-24	Local	

program for our families.

	Superintendent	
9. The district will continue to provide a Parent Education program for the parents in our district.	Sped Director	19-24 Local
10. Provide annual program evaluation data to the board to help determine the effectiveness of district programs.	Superintendent	19-24 Local
11. Expand the PAT program from a half-time position to a full-time position to help prepare more students for Kindergarten and to provide extra help and services to those that need it.	Superintendent PAT Coord. Principals	19-24 Local
12. Continue to get support from the Vocational Rehabilitation/MU Transition Specialist for our students.	SPED Coord.	19-24 Local
13. Offer Life Skills in our curriculum	Curr. Coord. SPED Director, Principals	20-21 Local

CSIP Strategy & Action Steps Form

GOAL: II. Improve the overall district climate and ensure all facilities & students are safe.

STRATEGY: A. Maintain and improve an overall positive school culture.

MSIP 6 Indicator	Action Step	Person Responsible	Time Frame	Funds	Date Completed
	1. The district will continue to develop activities through Oriole Strong to encourage school pride.	Superintendent O.S. Committee	19-24	Local	
	2. The district will through Facebook, newspaper articles the district website and other forms of communication share positive things about the district, staff & students.	Superintendent Principals IT Director	19-24	Local	
	3. The district will continue to maintain the Tier 1 PBS Interventions to help improve student behavior.	Principals	19-24	Local	
	4. The district will continue to develop and refine the Tier 2 PBS Interventions to help improve student behavior.	Principals	19-24	Local	
	5. The district will develop the Tier 3 PBS Interventions to help improve student behavior.	Principals	20-21	Local	
	6. The district will maintain and enhance buddy student programs for new students or students going from 6 th To 7 th Grade and 8 th to 9 th Grade.	Principals Counselor	20-21	Local	
	7. The district will look for more ways to involve parents in school activities.	Principals Title Funds	20-21	Local	
	8. The district will provide training for all new staff regarding proper procedures for the purchase order program, retirement and the STI system.	Central Office	19-20	Local	
	9. Each building will set attendance goals and develop incentives for attendance.	Principals	19-24	Local	

10. The district will develop a competitive salary package for the staff to be in the top half of the I-70 Conference.	Superintendent	19-24	Local
11. The district will review and improve the mentor/buddy program for new teachers and teachers new to the district.	Superintendent Principals PDC Committee	19-20	Local
12. The district will look for new ways to recognize student attendance and achievement.	Principals	19-20	Local
13. The district will look for new ways to recognize staff achievements.	OS Committee	19-20	Local
14. To develop programs to encourage patrons without students to become involved in school activities.	Board Superintendent Principals	19-24	Local

CSIP Strategy & Action Steps Form

GOAL: II. Improve the overall district climate and ensure all facilities & students are safe.

STRATEGY: B. Monitor and Improve district grounds and facilities

MSIP 6 Indicator	Action Step	Person Responsible	Time Frame	Funds	Date Completed
	1. Annually update the district buildings and maintenance plan to address future and needed improvements to ensure both functional and safe facilities.	Superintendent B&M Committee	19-24	Local	
	2. Meet with the district buildings and maintenance committee on an annual basis.	Superintendent	19-24	Local	
	3. District buildings, maintenance, and special project needs will be prioritized with the help of the buildings and maintenance committee and the administration team annually	B&Grounds Dir. Admin. Team B&M Committee	19-24	Local	
	4. Survey the staff annually regarding overall repair, cleanliness, and safety of the buildings on an annual basis.	Principals	19-24	Local	
	5. Set up a yearly checklist of maintenance inspections and when they need to be completed.	Superintendent Principals B&G Dir.	19-20	Local	
	6. Look for ways to become more environmentally responsible.	Superintendent Principals	20-22	Local	
	7. Ensure that district facilities meet the needs of our students district programs, and community.	Admin. Team	19-24	Local	

CSIP Strategy & Action Steps Form

GOAL: II. Improve the overall district climate and ensure all facilities & students are safe.

STRATEGY: C. Monitor and Improve District Safety Procedures

MSIP 6 Indicator	Action Step	Person Responsible	Time Frame	Funds	Date Completed
	1. Develop a board approved safety plan using ERIP that is updated to include medical lock down procedures and how to handle students missing during an emergency lockdown.	Safety Coord Safety Comm.	19-20	Local	
	2. Provide required safety training for staff & students on an annual basis Staff: student discipline, seclusion & restraint, sexual harassment, allergic reactions & use of epi-pens, symptoms of alcohol or drug abuse, mental health issues, identification of suicidal behaviors, identification of child abuse, bullying, universal precautions, intruder/SafeDefend training Students: Code of Conduct, CIPA, nondiscrimination and sexual harassment, First Aid/CPR, intruder/SafeDefend	Safety Coord Superintendent Principals	19-24	Local	
	3. Provide peer mediation training for students.	Principals Counselor	20-21	Local	
	4. Install SafeDefend intruder notification system in all buildings including activation boxes, stobes, and sirens	Superintendent IT Director	19-20	Local	
	5. The district will conduct an internal safety audit on an annual basis and report the findings to the board.	Safety Coord	20-21	Local	
	6. The district will establish a safe schools task force to meet 1-2 times a year to discuss school safety issues.	Safety Coord	19-20	Local	

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|---|---------------------------------------|-------|-------|
| 7. The district will provide a monthly check to ensure that all emergency bags/equipment have all necessary items in working condition. | Safety Coord
Principals | 19-20 | Local |
| 8. The district will develop a procedure to ensure all hazardous materials are stored in accordance with state guidelines. | Safety Coord | 19-20 | Local |
| 9. The district will provide annual first aid, CPR & defib training to staff in each building. | Safety Coord | 19-20 | Local |
| 10. Ensure the safe schools agreement is signed by the superintendent & local police on an annual basis. | Superintendent | 19-20 | Local |
| 11. The district will develop and implement calm down procedures for students to manage their surroundings when needed. | Principals
Counselors
SPED Dir. | 20-21 | Local |

CSIP Strategy & Action Steps Form

GOAL: II. Improve the overall district climate and ensure all facilities & students are safe.

STRATEGY: D. Improve communications with parents and patrons of the district.

MSIP 6 Indicator	Action Step	Person Responsible	Time Frame	Funds	Date Completed
	1. Utilize Facebook and the district web page on a more regular basis to provide updates on district activities.	Superintendent Principals IT Dir.	19-24	Local	
	2. Continue to offer free community education classes to get patrons into our facilities (Possibly home filtering options and Security).	Superintendent IT Director	19-24	Local	
	3. Continue to look for ways to recognize the contributions of our parents and patrons.	OS Committee	19-24	Local	
	4. Provide parent information nights about different topics on an annual basis.	Principals	19-24	Local	
	5. Look for ways to improve communication with parents & patrons (e-mail, twitter, apps, text-me, etc.), and annually survey them for their Preferences.	Superintendent Principals IT Director	20-24	Local	
	6. The district will continue to investigate options for on-line access and payments for parents.	Superintendent	19-24	Local	
	7. The district will provide information to parents and guardians about district programs in an easy-to-read format.	Superintendent Principals	15-16	Local	
	8. The district will investigate a means of community outreach regarding methods to communicate SOS information to the our trauma team.	Counselors Admin. Team	19-21	Local	

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|---|--|-------|-------|
| 9. Produce a district level calendar a semester in advance that is updated with all events, and exact dates and times will be updated as they become available. | Principals
Athletic Director
IT Director | 20-21 | Local |
| 10. The district will collaborate on events occurring between buildings and with coordinators in our monthly admin. meetings. | Admin. Team | 20-24 | Local |