

**Strategic Focus Area: Student Performance**

Focus Area Leaders: Jayme Caughron, Melanie Rucker, Susan Finlayson

**GOAL 1:** Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic and career goals.

**OBJECTIVE 1:** Student achievement will improve in order to meet or exceed 90% on the APR.

**STRATEGY 1:** Teachers will demonstrate high levels of teaching competence, implementing best practices in curriculum design, instruction, assessment, and in the use of technology to increase student achievement.

<b>ACTION STEPS:</b>	<b>2016 - 2017</b>				<b>2017 - 2018</b>				<b>2018 - 2019</b>				<b>2019 - 2020</b>			
1. The district will provide professional development on demonstrated needs as indicated by data analysis (GLA, EOC, ACT, TSA, IRC, surveys).																
2. Common formative assessments will be implemented/analyzed strategically and instruction will be adjusted based on the results (grades K - 5).																
3. The district will continue to provide a digital platform for electronic benchmarking to be utilized in grades 3-8. Building assessment calendars will be designed and shared incorporating windows for benchmark assessments and correlating dates for collaborative data analysis.																
4. Monitor the implementation of district curriculum with fidelity and provide high quality feedback to teachers.																

**STRATEGY 2:** Educators will design and implement meaningful and relevant programs and experiences that lead to student achievement and success beyond the classroom.

<b>ACTION STEPS:</b>	<b>2016 - 2017</b>				<b>2017 - 2018</b>				<b>2018 - 2019</b>				<b>2019 - 2020</b>			
1. Promote continued collaboration between CMS, CHS and GRTS to continue/expand use of the STING/advisory program (incorporating tiered activities based on student achievement needs, DRAFT, etc)																
2. Continue to add internships to one GRTS program each year.																
3. Monitor and expand the implementation of PBL.																
4. Plan for teachers to be able to participate in site visits to school districts that have high student achievement as measured by APR; externships with local businesses.																

**OBJECTIVE 2:** The Chillicothe R-II School District will increase the percentage of students in subgroup/super subgroup areas who score in the advanced/proficient areas in all core areas on state assessments.

**STRATEGY 1:** Subgroup/super subgroup achievement in all core areas will increase 2% each year.

<b>ACTION STEPS:</b>	<b>2016 - 2017</b>				<b>2017 - 2018</b>				<b>2018 - 2019</b>				<b>2019 - 2020</b>			
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1. Collaboratively design/implement a K-12 intervention system with uniform procedures for struggling learners.																			
2. Establish a protocol for collaborative, strategic planning of the allocation of Title I funds to improve student achievement in reading and math of all PK-8 students.																			
3. Maintain and strengthen the co-teaching model, providing teachers with ongoing PD as needed; investigate advanced level co-teaching models/training.																			
4. Maximize use of the Vocational Resource Educator & Career Independence Instructor to assist students with development of and practice in math and CA skills as well as test-taking strategies. VRE & CII participate regularly in staffing meetings with CHS SpED teachers.																			
<b>OBJECTIVE 3:</b> All Chillicothe R-II graduates will be career or college ready.																			
<b>STRATEGY 1:</b> All graduates will complete the requirements for their chosen post-secondary path (2 or 4 year college, military, vocational training or employment).																			
<b>ACTION STEPS:</b>	<b>2016 - 2017</b>				<b>2017 - 2018</b>				<b>2018 - 2019</b>				<b>2019 - 2020</b>						
1. The district will assist all students with the development and annual review of a career path plan utilizing MO Connections.																			
2. Implement middle school career fairs.																			
3. Maintain/expand middle school summer school offerings at GRTS.																			
4. Expand GRTS tours to include 6th and 7th grades.																			
<b>STRATEGY 2:</b> Increase the number of graduates who score at or above the state standard on ACT, ASVAB, COMPASS and/or WORK KEYS.																			
<b>ACTION STEPS:</b>	<b>2016 - 2017</b>				<b>2017 - 2018</b>				<b>2018 - 2019</b>				<b>2019 - 2020</b>						
1. Track student achievement data to determine the effectiveness of ACT Prep and adjust accordingly; consider strategic enrollment of students.																			
2. Investigate expansion of course offerings for all learners.																			
3. Build targeted ACT math practice into the Algebra II third quarter curriculum to assist in preparing juniors for the ACT; align the Algebra II curriculum and assessments to ACT standards.																			
<b>STRATEGY 3:</b> Continue to meet/exceed the state standard for TSA's, IRC's and students receiving early college credit.																			
<b>ACTION STEPS:</b>	<b>2016 - 2017</b>				<b>2017 - 2018</b>				<b>2018 - 2019</b>				<b>2019 - 2020</b>						
1. GRTS curriculum alignment with TSA standards.																			
2. Provide software site-licenses, current technology, and state-of-the-art equipment for GRTS programs to insure smooth transitions from school to work.																			
<b>STRATEGY 4:</b> The percent of graduates who attend post-secondary education/training or are in the military within six months of graduating meets the state standard or demonstrates required improvement.																			
<b>ACTION STEPS:</b>	<b>2016 - 2017</b>				<b>2017 - 2018</b>				<b>2018 - 2019</b>				<b>2019 - 2020</b>						



and continued education.												
<b>STRATEGY 4:</b> Expand district digital presence through social media to improve district image locally and state-wide.												
<b>ACTION STEPS:</b>	<b>2016 - 2017</b>			<b>2017 - 2018</b>			<b>2018 - 2019</b>			<b>2019 - 2020</b>		
1. Update district website to make it more user-friendly.												
2. Utilize social media to promote Chillicothe R-II Schools.												
3. Investigate the feasibility of adding "Building Website Manager" to the extra duty list with an appropriate stipend.												
<i>Strategic Focus Area: Instructional resources, support services and facilities</i> <i>Focus Area Leaders: Mr. James Ruse, Mrs. Karie Black, Mrs. Melissa Young</i>												
<b>GOAL 3:</b> Provide and maintain appropriate instructional resources, support services and functional, safe facilities.												
<b>OBJECTIVE 1:</b> Provide and maintain appropriate instructional resources.												
<b>STRATEGY 1:</b> Increase opportunities and availability for parents and students to have access to technological and academic support.												
<b>ACTION STEPS:</b>	<b>2016 - 2017</b>			<b>2017 - 2018</b>			<b>2018 - 2019</b>			<b>2019 - 2020</b>		
1. Create short screencasts/website showing parents and students how to use district resources (ie. SIS, Online Registration, homework help, Textcaster)												
<b>STRATEGY 2:</b> District wide 1:1												
<b>ACTION STEPS:</b>	<b>2016 - 2017</b>			<b>2017 - 2018</b>			<b>2018 - 2019</b>			<b>2019 - 2020</b>		
1. Yearly increase acquisition of technology/devices												
<b>STRATEGY 3:</b> Repurpose existing building spaces to create areas for student collaboration work.												
<b>ACTION STEPS:</b>	<b>2016 - 2017</b>			<b>2017 - 2018</b>			<b>2018 - 2019</b>			<b>2019 - 2020</b>		
1. Transform library media centers to reflect 21st century learning (Makerspaces, collaborative spaces, think tanks).												
<b>STRATEGY 4:</b> 100% of instructional staff will have a Professional Learning Plan that includes at least one technology goal												
<b>ACTION STEPS:</b>	<b>2016 - 2017</b>			<b>2017 - 2018</b>			<b>2018 - 2019</b>			<b>2019 - 2020</b>		
1. 100% of instructional staff will use the NEE data tool to create plan for PD												
<b>STRATEGY 5:</b> Find instructional tools to improve student achievement.												
<b>ACTION STEPS:</b>	<b>2016 - 2017</b>			<b>2017 - 2018</b>			<b>2018 - 2019</b>			<b>2019 - 2020</b>		
1. Investigate an online source for science and social studies benchmarking.												
2. Investigate digital platforms for 9-12 benchmarking.												
3. Investigate common K-12 digital resources for math and science.												
<b>STRATEGY 6:</b> Identify and reallocate school and community resources to best benefit student achievement.												
<b>ACTION STEPS:</b>	<b>2016 - 2017</b>			<b>2017 - 2018</b>			<b>2018 - 2019</b>			<b>2019 - 2020</b>		

1. Identify current resources (school, community, capital, human) and create a reallocation strategy for best use of these resources.																				
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**OBJECTIVE 2:** Provide and maintain appropriate support services.

**STRATEGY 1:** Identify and reallocate school and community support services resources to best benefit student achievement.

<b>ACTION STEPS:</b>	<b>2016 - 2017</b>	<b>2017 - 2018</b>	<b>2018 - 2019</b>	<b>2019 - 2020</b>
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1. Identify current resources (school, community, capital, human, use of co-teaching, Title I reading, etc). to meet student needs and create a reallocation strategy for best use of these resources (Trauma Smart).																				
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1a. Contact BRIGHT FUTURES and schedule a presentation for counselors, admin staff, and the Ministerial Alliance.																				
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2. Increase support staff compensation and benefits.																				
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3. Provide training for support staff in all areas																				
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**OBJECTIVE 3:** Provide functional and safe facilities throughout the district.

**STRATEGY 1:** Ensure that every building is safe and secure.

<b>ACTION STEPS:</b>	<b>2016 - 2017</b>	<b>2017 - 2018</b>	<b>2018 - 2019</b>	<b>2019 - 2020</b>
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1. Biannual inspection of district wide camera systems (once in the summer, once during the school year).																				
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2. Interior Installation of lockdown hardware.																				
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3. Provide keyless entry system in all buildings.																				
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4. Upgrade fire alarm systems.																				
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5. Provide a district wide stand-alone critical identification notification system (one touch 911) and train all district personnel.																				
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**STRATEGY 2:** Make sure buildings are locked and secured at all times.

<b>ACTION STEPS:</b>	<b>2016 - 2017</b>	<b>2017 - 2018</b>	<b>2018 - 2019</b>	<b>2019 - 2020</b>
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**STRATEGY 3:** Expand safety and security for students who walk to school.

<b>ACTION STEPS:</b>	<b>2016 - 2017</b>	<b>2017 - 2018</b>	<b>2018 - 2019</b>	<b>2019 - 2020</b>
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1. Safety and security training for all staff concerning procedures.																				
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2. Provide crosswalk guards and safe houses along identified walkways to schools.																				
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3. Ensure communication no later than 9:00 every morning with all parents/guardians of students who are reported absent.																				
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**Strategic Focus Area: Community Involvement**  
*Focus Area Leaders: Mr. Steve Haley, Mrs. Abby Smith*

**GOAL 4:** Promote, facilitate and enhance parent, student, and community in district educational programs.

<b>OBJECTIVE 1:</b> Increase student, parent and community involvement in the District educational programs.												
<b>STRATEGY 1:</b> Parent feedback groups in each building.												
<b>ACTION STEPS:</b>	<b>2016 - 2017</b>			<b>2017 - 2018</b>			<b>2018 - 2019</b>			<b>2019 - 2020</b>		
1. Each building will establish a parent feedback group which meets a minimum of twice a year.												
<b>STRATEGY 2:</b> Community business connections in each building.												
<b>ACTION STEPS:</b>	<b>2016 - 2017</b>			<b>2017 - 2018</b>			<b>2018 - 2019</b>			<b>2019 - 2020</b>		
1. Each building will form partnership with community businesses.												
<b>STRATEGY 3:</b> Service learning.												
<b>ACTION STEPS:</b>	<b>2016 - 2017</b>			<b>2017 - 2018</b>			<b>2018 - 2019</b>			<b>2019 - 2020</b>		
1. Each building will form and utilize a community business partnership.												
1a. Elementary buildings: one CBP per classroom												
1b. Middle school: one CBP per elective												
1c. High school: flexible scheduling for work release students												
1d. GRTS: teacher externships												
<b>STRATEGY 4:</b> Enhancing student/parent/teacher communication.												
<b>ACTION STEPS:</b>	<b>2016 - 2017</b>			<b>2017 - 2018</b>			<b>2018 - 2019</b>			<b>2019 - 2020</b>		
1. The district will work toward expanding student led conferences to be held during both Fall and Spring.												
1a. Special nights to bring parents into buildings.												
1b. Buildings will focus on technology resources to enhance communication with students and parents (Textcaster, Remind 101, social media, newsletters, Parent/Student Portal, district website)												
<b>Strategic Focus Area: Governance</b> <i>Focus Area Leaders: Dr. Roger Barnes, Mr. Dan Nagel, Mr. Tim Cool</i>												
<b>GOAL 5:</b> Govern the district in an efficient and effective manner providing leadership and representation to benefit the students, staff, and patrons of the district.												
<b>OBJECTIVE 1:</b> The District will keep students, staff, and patrons informed utilizing various forms of communication												
<b>STRATEGY 1:</b> To better inform the public regarding district matters												
<b>ACTION STEPS:</b>	<b>2016 - 2017</b>			<b>2017 - 2018</b>			<b>2018 - 2019</b>			<b>2019 - 2020</b>		
1. Set up a twitter account and utilize this on a district level.												
<b>OBJECTIVE 2:</b> The District will fully staff the Administrative Team.												
<b>STRATEGY 1:</b> Fully staff the District's administrative team.												

<b>ACTION STEPS:</b>	<b>2016 - 2017</b>	<b>2017 - 2018</b>	<b>2018 - 2019</b>	<b>2019 - 2020</b>
1. District will create a full time Assistant Superintendent position.				
<b>OBJECTIVE 3:</b> The District will provide student leadership and mentoring transitional opportunities.				
<b>STRATEGY 1:</b> The District will organize orientation and mentoring programs as students and patrons transition from building to building levels.				
<b>ACTION STEPS:</b>	<b>2016 - 2017</b>	<b>2017 - 2018</b>	<b>2018 - 2019</b>	<b>2019 - 2020</b>
1. Student mentoring orientation teams developed for transition to new buildings				
<b>OBJECTIVE 4:</b> The District will create a District Newsletter.				
<b>STRATEGY 1:</b> To better inform the public regarding District matters.				
<b>ACTION STEPS:</b>	<b>2016 - 2017</b>	<b>2017 - 2018</b>	<b>2018 - 2019</b>	<b>2019 - 2020</b>
1. Create a quarterly district newsletter.				