

Strategic Plan

Comprehensive School Improvement Plan

Introduction

The Strategic plan is a “long-range plan” which focuses on each student’s desired future by looking at continuous improvements in the following strands:

- **Learning and Innovation**
- **Support**
- **Climate**
- **Community Partnership**

This Strategic Plan includes a vision of what the Knox County R-I School District Hopes to achieve over a five-year period and identifies a set of strategies and specific action steps to bring about that vision. By definition, a plan is a “detailed scheme, program, or method worked out beforehand for the accomplishment of an objective”.

This plan describes the commitment of the Knox County R-I School District to achieve a high level of student performance along with an enhanced experience in a climate that is conducive to learning and well supported through all district programs and a strong community partnership. This detailed plan describes how the district will continually work to improve all programs that lead to “Each Student’s Desired Future”.



Knox County R-I School District Vision

District Vision:

The Knox County R-I School District reflects an alliance among the students, parents, staff, administration, and community with a vision of a school where:

- Students enjoy learning as they are prepared for post-secondary goals and opportunities to become productive citizens.
- Students are empowered to become lifelong learners and critical thinkers and to work to their highest potential.
- Open communication between all stakeholders fosters a safe, caring, respectful learning environment.
- High quality curriculum, instruction, and assessments ensure that all students achieve a firm foundation in basic academic skills.
- Students demonstrate physical, social, and emotional well-being.
- Students learn and practice responsible behavior

District Mission:

Building foundations for life-long learning.

District Why:

“Connecting Adaptive Learners with Future Opportunities”

School Board Leadership

- The local board and superintendent will engage in ongoing professional learning and self-evaluation in order to strengthen governance practices.
- The local board and administration will conduct school system business in an ethical, legal, and transparent manner.
- The local board adopts, monitors, and annually reviews the implementation and outcomes of the Strategic Plan that focuses on district performance and improvement.
- The local board establishes and implements policies that provide a framework within which the school system operates and ensures legal compliance.

Strands/Goals

Learning and Innovation

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

Climate

Goal 2: Recruit, attract, develop, and retain highly qualified staff to carry out the district's mission, goals and objectives.

Goal 3: Provide and maintain appropriate, functional and safe facilities.

Support

Goal 4: Provide and maintain appropriate instructional resources, and support services.

Community Partnership

Goal 5: Promote, facilitate, and enhance parent, student, and community involvement in the districts educational programs.

Learning and Innovation

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: Annually, students will show building wide 6% growth on state standards as reported on the Annual Performance Report (APR) and/or locally approved assessments in Communication Arts.

Objective 2: Annually, students will show 6% growth on state standards as reported on the Annual Performance Report (APR) and/or locally approved assessments in Mathematics.

Objective 3: Annually, students will show 6% growth on state standards as reported on the Annual Performance Report (APR) and/or locally approved assessments in Science.

Objective 4: Annually, students will show 6% growth on state standards as reported on the Annual Performance Report (APR) and/or locally approved assessments in Social Studies.

Objective 5: By the end of the 2024 school year, all students will annually demonstrate 5% growth on the state standards in all grades and subject area that are not state assessed.

Objective 6: Annually the district will evaluate the effectiveness of all programs that exist as well as look a new programs that could be implemented to improve the student experience.

Objective 7: The district will maintain/increase graduation rate of 92% or higher.

Objective 8: Prepare all students for post-secondary training or productive occupations related to their education training following high school.

Climate

Goal 2: Recruit, attract, develop, and retain highly qualified staff to carry out the district's mission, goals and objectives.

Objective 1: 100% of the staff will be supported through high quality professional development, to achieve a high level of student success.

Objective 2: Provide professional development and support to ensure proper development, implementation and revision of curriculum that is aligned to the state standards and local district needs.

Objective 3: Prepare all students for post-secondary training or productive occupations related to their education training following high school.

Goal 3: Provide and maintain appropriate, functional and safe facilities.

Objective 1: The district will house all programs in safe, accessible, and well maintained areas in accordance with all local, state, and federal regulations.

Objective 2: The district will provide Health Services Program that meets all local, state, and federal regulations annually.

Support

Goal 4: Provide and maintain appropriate instructional resources, and support services.

Objective 1: The district will maintain and/or increase library and updated technology to support, enhance, and enrich curriculum to increase student achievement, problem solving skills, creativity, and communication skills.

Objective 2: The school district will provide a food service program that encourages student participation and healthy habits in compliance with state and federal standards annually.

Objective 3: The school district will provide safe and efficient transportation to and from school and school activities in compliance with all state regulations annually.

Objective 4: Annually, the district will allocate appropriate funds and resources that ensure sustainability to support all programs that support student success.

Community Partnership

Goal 5: Promote, facilitate, and enhance parent, student, and community involvement in the districts educational programs.

Objective 1: Annually, increase the number of parents involved in activities related to improving the academic achievement, experience and success of their children.

Objective 2: The district will work to create partnership with local businesses and higher education institutions to enhance the student experiences and opportunities, as well as market the skills that our students can bring to the community.

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: Annually, students will show building wide 6% growth on state standards as reported on the Annual Performance Report (APR) and/or locally approved assessments in Communication Arts.

Strategy 1: The district will enhance a research-based reading program in grades pre-K through 6.

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district will implement strategies of Wilson Reading and supporting materials (RTI structured mClass Burst lessons) to strengthen scientifically-based instruction	Building Principal and Classroom Teachers, Title Teachers	21/22 School year	Yearly	Local funding/ ESSER III learning loss	BOY, MOY, EOY diagnostic Screeners
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district will continue to sequence its reading instruction, assessment and student retention program.	Building Principal and Classroom Teachers, Title Teachers	Yearly	Yearly	Local Funding	iReady implemented with fidelity in grades k-8 and BOY, MOY and EOY diagnostic Screeners
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district will evaluate education instruction and assessment practices for special needs students and all subgroups.	Special Education Director, Principals and teachers	Yearly	Yearly	State and Federal	Look at growth and performance on a variety of assessments results

Strategy 2: The district will administer the DIBELS assessment quarterly and annually and analyze the data over a three-year period.

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district will assess and monitor reading literacy skills through DIBELS 8 mClass (Dynamic Indicators of Basic Literacy Skills) at the Beginning, Middle and End of the year through grade level specific Title 1 team meetings to identify and design intervention strategies for students at risk of reading below grade level.	Building Principal and Classroom Teachers, Title Teachers	Yearly	Yearly	Local Funding	Reading skill level data.
The district will utilize iReady data, RTI (mClass Burst) and other formative assessments to identify student strengths and needs and adjust instruction	Building Principal and Classroom Teachers, Title Teachers	Yearly	On-Going	Local Funding	Student performance data compared to state assessments (often)

Strategy 3: The district will use results of MAP/EOC assessments to analyze data to ensure curriculum alignment with state standards and assessments.

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district staff will analyze performance data and identify strengths and weaknesses and adjust instruction, curriculum and assessment.	Building principal/ Curriculum Coordinator/ Teachers	Yearly	Yearly	Data reports.	Local assessments, I-Ready, ACT/MAP/EOC Results from prior years to current year.

Strategy 4: The district will use formative and interim assessments to monitor and assess learning throughout the year to meet student needs.

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district will utilize iReady data and other formative assessments to identify student strengths and needs and adjust instruction.	Building principal/ Classroom teacher	Yearly	On-Going	Local funding for iReady along with REAP	Student performance data compared to state assessments.

Strategy 5: The district will use technology to help students develop communication, collaborative, and problem solving skills as well as increase creativity and innovation.

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district will utilize iPad collaboration tools, promote authentic audiences, and create new learning modules to enhance the real life application of student learning.	Building principal's and classroom teachers	Yearly	On-Going	Local	Student performance data compared to state assessments.

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

Objective 2: Annually, students will show 6% growth on state standards as reported on the Annual Performance Report (APR) and/or locally approved assessments in Mathematics.

Strategy 1: The district will use results of MAP/EOC and local assessments to analyze data to ensure curriculum alignment with state standards and assessments.

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/Resources	How it will be measured:
The district staff will analyze performance data and identify strengths and weaknesses and adjust instruction and assessment.	Building Principal, Curriculum Coordinator, Classroom Teachers, and Title Math Teacher	Yearly	Yearly		iReady, EOY assessments
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/Resources	How it will be measured:
The district will evaluate education instruction and assessment practices for special needs students and all subgroups.	Building Principal, Classroom Teacher, Special Education Teacher, Title	Yearly	Yearly	Local Funding	Assessment data and curriculum

Strategy 2: The district will use formative and interim assessments to monitor and assess learning throughout the year to meet student needs.

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/Resources	How it will be measured:
The district will utilize iReady data and other formative assessments to identify student strengths and needs and adjust instruction.	Building Principal, Classroom Teacher, Title Math Teacher	Yearly	Yearly		iReady Diagnostics (BOY, MOY, EOY)
The district will utilize iReady data to identify student strengths and needs and form small groups to meet students needs	Building Principal, Classroom Teacher, Title Math Teacher	Yearly	Yearly		iReady Diagnostics (BOY, MOY, EOY)

Strategy 3: The district will implement strategies and materials including technology to help students develop communication, collaborative, and problem solving skills as well as increase creativity and innovation.

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/Resources	How it will be measured:
The district will utilize iPad collaboration tools, promote authentic audiences, and create new learning modules to enhance the real life application of student learning.	Building principal's and classroom teachers	Yearly	On-Going	Local	Student performance data compared to state assessments

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

Objective 3: Annually, students will show 6% growth on state standards as reported on the Annual Performance Report (APR) and/or locally approved assessments in Science.

Strategy 1: The district will use results of MAP/EOC and local assessments to analyze data to ensure curriculum alignment with state standards and assessments.

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district will utilize formative and state assessments to identify student strengths and needs and adjust instruction.	Building Principal, Classroom Teacher, Curriculum Coordinator	Yearly	Yearly	Local	Student performance and growth on assessments

Strategy 2: The district will use formative assessments to monitor and assess learning throughout the year to meet student needs.

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district will utilize formative assessments to identify student strengths and needs and adjust instruction.	Building Principal, Classroom Teacher, Curriculum Coordinator	Yearly	Yearly	Local	Student performance and growth on assessments
The district will evaluate education instruction and assessment practices for special needs students and all subgroups	Building Principal, Classroom Teacher, Special Education Teacher, Curriculum Coordinator	Yearly	Yearly	Local	Student performance and growth on assessments

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district will evaluate education instruction and assessment practices for special needs students and all subgroups.					

Strategy 3: The district will implement strategies and materials including technology to help students develop communication, collaborative, and problem solving skills as well as

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district will utilize iPad collaboration tools, promote authentic audiences, and create new learning modules to enhance the real life application of student learning.	Building principal's and classroom teachers	Yearly	On-Going	Local	Student performance data compared to state assessments

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

Objective 4: Annually, students will show 6% growth on state standards as reported on the Annual Performance Report (APR) and/or locally approved assessments in Social Studies.

Strategy 1: The district will use results of EOC and local assessments to analyze data to ensure curriculum alignment with state standards and assessments.

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district will utilize formative and state assessments to identify student strengths and needs and adjust instruction.	Building principal/ Classroom teacher	Yearly	On-Going	Local	Analyzing local and state data to observe data patterns.

Strategy 2: The district will use formative assessments to monitor and assess learning throughout the year to meet student needs.

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district will utilize formative and state assessments to identify student strengths and needs and adjust instruction.	Building principal/ Classroom teacher	Yearly	On-Going	Local	Analyzing local and state data to observe data patterns.

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district will evaluate education instruction and assessment practices for special needs students and all subgroups.	Special Education Director, Principals and teachers	Yearly	Yearly	Local	iReady Diagnostics (BOY, MOY, EOY)

Strategy 3: The district will implement strategies and materials including technology to help students develop communication, collaborative, and problem solving skills as well as

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district will utilize iPad collaboration tools, promote authentic audiences, and create new learning modules to enhance the real life application of student learning.	Building principal's and classroom teachers	Yearly	On-Going	Local	Student performance data compared to state assessments

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

Objective 5: By the end of the 2024 school year, all students will annually demonstrate 5% growth on the state standards in all grades and subject area that are not state assessed.

Strategy 1:The district will use results of local assessments to analyze data to ensure curriculum alignment with state standards and assessments.

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district will utilize formative assessments to identify student strengths and needs and adjust instruction.	Building principal/ Classroom teacher	Yearly	Ongoing	Local	Use building and grade level teams to review assessments at the building, classroom and student level.

Strategy 2:The district will use formative assessments to monitor and assess learning throughout the year to meet student needs.

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district will utilize formative assessments to identify student strengths and needs and adjust instruction.	Building Principal, Classroom Teacher, Special Education Teacher, Title Teachers	Yearly	Yearly	Local	Use building and grade level teams to review assessments at the building, classroom and student level.

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district will evaluate education instruction and assessment practices for special needs students and all subgroups.	Building Principal, Classroom Teacher, Special Education Teacher, Title	Yearly	Yearly	Local	Use building and grade level teams to review assessments at the building, classroom and student level.

Strategy 3:The district will implement strategies and materials including technology to help students develop communication, collaborative, and problem solving skills as well as increase creativity and innovation.

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district will utilize iPad collaboration tools, promote authentic audiences, and create new learning modules to enhance the real life application of student learning.	Building principal's and classroom teachers	Yearly	On-Going	Local	Student performance data compared to state assessments

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

Objective 6: Annually the district will evaluate the effectiveness of all programs that exist as well as look a new programs that could be implemented to improve the student experience.

Strategy 1: Programs will be evaluated yearly to show successes and needs of that program.

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
Create a program evaluation schedule to present programs to the board.	All staff	Yearly	Yearly	Local/ County/ State/Federal	Programs and Service Evaluation at Board meetings.

Strategy 2: Find new programs and curriculum to enhance the student experience.

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
Survey students on interests and needs.	Administration	Yearly before the next school year schedule is created.	Yearly	Local/ County/ State/Federal	Survey results and programs available

Strategy 3: The district will use technology to help students develop communication, collaborative, and problem solving skills as well as increase creativity and innovation.

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district will continue to use the iPad to enhance the communication and collaboration skills amongst classrooms/school/community to continue to build the life long skills.	Administrators/ Teachers	Yearly	Yearly	Local/ County/ State/Federal	Learning platform reports

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district will incorporate technology into the curriculum to empower creativity and innovation to help build and sustain their problem solving skills.	Administrators/ Teachers	Yearly	Yearly	Local/ County/ State/Federal	Curriculum documents

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
Empower students to use technology to continue learning virtually while away from the school.	Administrators/ Teachers	Yearly	Yearly	Local/ County/ State/Federal	Virtual learning days results

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

Objective 7: The district will maintain/increase graduation rate of 92% or higher and an attendance rate of 90% or higher.

Strategy 1: The district will develop and provide at-risk program pre-K through grade 12 to address the achievement of students at risk of grade level retention and/or dropping out of school.

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district will continue an elementary assistance program that include tier II and tier III interventions as well as targeted after school tutoring.	Building Principal and Classroom Teachers, Title Teachers	Yearly	Ongoing	Local/State/Federal	Individual student progress monitoring.
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district's guidance office will coordinate with Preferred Health and Mark Twain Behavioral Health to provide mental health support.	Superintendent/ Building Principal's/ Classroom Teachers/ Counselors	Yearly	Ongoing	Local/State/Federal	Graduation Rate/ Attendance Rate/Grades
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
Develop and implement a mentoring program to all 9th grade students, new students to the district, and students considered at risk.	Building Principal's/ Classroom Teachers/ Counselors	Yearly	Ongoing	Local	Graduation Rate/ Attendance Rate/Grades
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district will develop a process for early identification of students needing credit recovery and alternatives to graduation.	Building Principal's/ Classroom Teachers/ Counselors	Yearly	Ongoing	Local	Graduation Rate/ Attendance Rate/Grades

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

Objective 8: Prepare all students for post-secondary training or productive occupations related to their education training following high school.

Strategy 1:					
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The career education programs will follow five year plan for program improvement	Building Principal/ Classroom teachers/ Counselor	Yearly	Ongoing	Local/ State	Year over Year Five Year Plan Comparison
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The Board of Education will annually receive Program and Services Evaluation Report for career education.	Building Principal/ Classroom teachers/ Counselor	Yearly	Ongoing	Local/ State	Board Approval of Annual Report
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district will provide a comprehensive program of career decimation and guidance to students K-12.	Building Principal/ Classroom teachers/ Counselor	Yearly	Ongoing	Local/ State	Follow Up Survey
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district will provide student planning beginning in the 8th grade for all students to develop educational and career plans, assessment, and advisement in collaboration with parents.	Building Principal/ Classroom teachers/ Counselor	Yearly	Ongoing	Local/ State	Graduation Rate/ Attendance Rate/ Graduation Follow up
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
Appropriate recruitment, orientation, selection and assessment of all students, including special education students, will be used for career education participation.	Building Principal/ Classroom teachers/ Counselor	Yearly	Ongoing	Local/ State	Year over year tracking of career education participation

Goal 2: Recruit, attract, develop, and retain highly qualified staff to carry out the district’s mission, goals and objectives.

Objective 1: 100% of the staff will be supported through high quality professional development, to achieve a high level of student success.					
Strategy 1: The district will provide professional development opportunities that focus on improving teaching strategies/techniques including differentiated instruction that support improved student achievement.					
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district will provide staff with training and technology to implement strategies and techniques to enhance student learning.	PDC Committee/ Instructional Technology Coach	Yearly	Yearly	PDC Funds	Meeting Agendas and End of Year Surveys
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district will provide paraprofessional staff with opportunities to learn skills and strategies to assist in the instruction of special populations of students.	PDC Committee/ Special Coordinator	Yearly	Yearly	PD provided by Coordinator	Evaluations of staff/ student success
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district will provide staff training to meet all district required trainings (Dyslexia, Bullying, Sexual abuse, Active Shooter Training, Title IX, and Mental Health Awareness)	PDC Committee/ Administrators	Yearly	Yearly	PDC Funds/ local funds	Training Completions
Strategy 2: Administrators will enhance their leadership skill in all leadership standards through rich and meaningful professional development.					
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
Administrators will participate in the Missouri Leadership Development System (MLDS) at the development and transformational level.	DESE/MEASSP/ MASSP/MASA	Yearly	Completion base on cohort timeline	DESE provides the PD, and district	Completion of the program, mentoring logs, and observation/discussion of new strategies.
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
Administrators will participate in an Administrator Professional Development Boot Camp every summer to enhance leadership skills and refine vision and mission goals.	Superintendent	Yearly	Yearly	District resources	Observation throughout the year on topics covered in PD Boot Camp.

Goal 2: Recruit, attract, develop, and retain highly qualified staff to carry out the district’s mission, goals and objectives.

Objective 2: Provide professional development and support to ensure proper development, implementation and revision of curriculum that is aligned to the state standards and local district needs.

Strategy 1: District will develop, implement and evaluate Pre-K-12 curriculum aligned to the Missouri Learning Standards focused on ensuring students are college and career

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district will develop a 5 year rotation for curriculum writing for all content areas and classes taught.	Curriculum Director	August 2019	May 2024	Local Funding	Yearly board adoption of curriculum written or the year that is reviewed by curriculum director
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
All teachers will use the district created curriculum template for curriculum writing purposes to be stored in the shared curriculum drive on Google Drive.	Curriculum Director	August 2019	Ongoing 5 year cycle	Local Funding	Annual review by the curriculum director
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
Teachers will write/revise collaborative course curriculum based on analysis of MAP, EOC, ACT, iReady data.	Curriculum Director/ Building Principals	August 2020	Ongoing 5 year cycle	Local Funding	Data team review and discussion
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
Provide professional development based on research-based best practices for all learners to all certified faculty.	Curriculum Director/ PDC/Federal Programs Coordinator	August 2019	Ongoing 5 year cycle	Local/PDC/ Title I	Surveys and PDC Needs assessment

Goal 2: Recruit, attract, develop, and retain highly qualified staff to carry out the district’s mission, goals and objectives.

Objective 3: Provide programs that attract and develop aspiring teachers .

Strategy 1: Educate local colleges and universities on the innovative practices and approaches the Knox County R-I School District utilizes to educate students.

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
Invite local colleges and universities to showcase days to encourage aspiring teachers to apply for openings in our district.	Innovative Learning Specialist, administration	Yearly	Yearly	No funding needed	Higher Ed. Participation

Strategy 2: Start a Grow-Your-Own initiative for students who are aspiring to become teachers.

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
Offer dual credit classes that introduce students to the career of teaching.	High School Principal, high school teacher	Yearly	Yearly	District will pay tuition	Enrollment

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
Offer summer school program to allow students aspiring to become a teacher the opportunity to work as teacher’s aides.	High School Principal, Elementary Principal	Start of summer school.	End of summer school	District will pay minimum wage	Enrollment

Goal 3: Provide and maintain appropriate, functional and safe facilities.

Objective 1: The district will house all programs in safe, accessible areas in accordance with all local, state, and federal regulations.

Strategy 1: The district will develop, implement, and annually review and revise the safety plan.

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/Resources	How it will be measured:
Conduct review of existing plan for administrative corrections and overall adequacy.	Safety Coordinator	Yearly at the completion of school	NLT 2 weeks after the completion of school year.	No additional funding required	Reviewed/updated draft submitted to the Superintendent
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/Resources	How it will be measured:
Conduct emergency drills for fire, tornado, lockdown, intruder, and earthquake	Safety Coordinator	After the first day of school	Prior to the first day of the 4th quarter	No additional funding required	Each drill is recorded/ logged on school calendars and feedback surveys
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/Resources	How it will be measured:
Conduct a physical security review of the building and grounds	Safety Coordinator in coordination with outside SME	Annually	Annually	District funds	List of recommendations is compiled and forwarded to the Superintendent
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/Resources	How it will be measured:
Conduct an annual safety/security conference with local first responders, administrators, and other members of the Crisis Response Team.	Safety Coordinator	1 May	1 Aug	District funds	Comprehensive after-action is completed and forwarded with recommendations.

Strategy 2: The district will provide well maintained and efficient use of buildings, athletics fields, and grounds.

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/Resources	How it will be measured:
Conduct an annual maintenance inspection of facilities and grounds	Building administrators, athletic director, and Maintenance Head	1 May	Final day of school	District funds	The Safety Coordinator completes a comprehensive document summarizing findings and actions
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/Resources	How it will be measured:
The district will continue to update the facilities maintenance plan to keep building well maintained and up to date.	Superintendent, Administrators, and Maintenance Department.	On-Going	On-Going	District funds, Fund 4, and Debt Service if needed	The Facilities Plan will be used to show project completions and future projects.

Goal 3: Provide and maintain appropriate, functional and safe facilities.

Objective 2: The district will provide Health Services Program that promote healthy habits in order to sustain/improve staff and student attendance and health, and meets all local, state, and federal regulations annually.					
Strategy 1: Improve staff attendance by providing educational materials on diet, exercise, weight management, and mental/emotional health.					
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
Distribute a monthly newsletter (Welcoa), email updates promoting healthy choices and activities.	School Nurse	Yearly	Yearly	District funds	Attendance rates using sick days used
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
Provide incentives for healthy behavior with the Biggest Loser program, Biometric Screening program, and the Rally Mobile App program.	Superintendent/ School Nurse	Yearly	Yearly	Local funds/ UHC	Attendance rates using sick days used/Participation rates
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
Provide immediate healthcare services (blood pressure checks, blood sugar testing, weight screenings, provision of OTC medications as needed, illness and injury assessment and treatment, physician and ER referrals and flu shots).	School Nurse	Yearly	Yearly	Local funds	Attendance rates using sick days used/Participation rates
Strategy 1: Improve student attendance by providing education on healthy habits.					
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
Provide immediate healthcare services (blood pressure checks, blood sugar testing, BMI, provision of OTC medications as needed, prescription meds as ordered, illness and injury assessment and treatment, physician and ER referrals, vision, hearing, and dental screenings, dental van, and flu shots).	School Nurse	Yearly	Yearly	District funds	Attendance rates/ Participation rates/Nurses office visits/students sent home for illness
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
Educate students on healthy habits through health class and physical education class curriculum, personal instruction, and newsletters to the parents.	PE.and Health Teachers/School Nurse	Yearly	Yearly	Local funds/ UHC	Attendance rates/ Participation rates/Nurses office visits/students sent home for illness
Strategy 1: Improvement of district health and wellness programs and plan.					
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:

Conduct and analyze health and wellness survey with the wellness committee, and make needed changes to the wellness plan.	School Nurse	Yearly	Yearly	District funds	Attendance rates/ Participation rates/Nurses office visits/students sent home for illness
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Goal 4: Provide and maintain appropriate instructional resources, and support services.

Objective 1: The district will maintain and/or increase library and updated technology to support, enhance, and enrich curriculum to increase student achievement, problem solving skills, creativity, and communication skills.

Strategy 1: The district will provide up to date Library reading materials according to Missouri’s book award nominees and interest from its stakeholders.

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district will continue to purchase reading materials based on student recommendations and interests.	Library Media Specialist/Building Principal	Ongoing	Yearly	Local Funding	
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district will continue to allow students to use online reading materials through Destiny Discover, Titlewave, EPIC, and Newsela.	Library Media Specialist/Building Principal	Ongoing	Yearly	Local Funding	Usage of materials

Strategy 2: The district will continue to use technology resources in sufficient quantity and quality to support, enhance and enrich the curriculum for the improvement of student achievement.

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district will communicate with stakeholders to review, revise and implement a comprehensive technology plan focused on student achievement.	IT department/ Innovative Specialist/ Administrators	Yearly	Yearly		Needs being met survey.
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district will provide and maintain assistive technology as required by special needs students and staff.	Special programs director/Teachers/IT department	Yearly	Yearly	State and Federal Funding	IEP Goals and needs
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district will continue to implement digital citizenship through Common Sense Media to all students in grades K-12.	Teachers/ administrators	Yearly	Yearly	Common Sense Medial	Completion of the curriculum by every teacher.
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district will implement coding to students K-12 through code.org as the foundation source of instruction.	Library Media Specialist/	Yearly	Yearly	Local Funding	Student participation in the programs.

Goal 4: Provide and maintain appropriate instructional resources, and support services.

Objective 2: The school district will provide a food service program that encourages student participation and healthy habits in compliance with state and federal standards annually.					
Strategy 1: The district offers nutritionally balanced meals to all students each day for breakfast and lunch in accordance with federal and state child nutrition program regulations and guidelines.					
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district will Participate in National School Lunch and National School Breakfast weeks.	Kisha Goodwin	Fall and Spring	Yearly	SFSP, National School Breakfast and Lunch Program, and Local	Monthly Participation Numbers
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
OPAA staff will continue to find ways to have more healthy offerings for students for breakfast, lunch and snacks including Ala-Carte.	Kisha Goodwin	Yearly	Yearly	SFSP, National School Breakfast and Lunch Program, and Local	Monthly participation numbers.
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district will continue to educate families on the National Free and Reduced lunch and breakfast program in an effort to encourage more participation from families that qualify.	Superintendent, Secretaries.	Yearly	Yearly	National School Breakfast and Lunch Program	Yearly Free and Reduced Lunch numbers.

Goal 4: Provide and maintain appropriate instructional resources, and support services.

Objective 3: The school district will provide safe and efficient transportation to and from school and school activities in compliance with all state regulations annually.					
Strategy 1: Transportation personnel will participate in high quality professional development yearly on topics of driving and student safety.					
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
Provide professional development on driving safety	Superintendent/ Transportation director	Yearly	Yearly	District Resources	PD attendance logs/ incidents
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured
Provide professional development on student safety, including student bullying and student abuse, as well as student conduct on the bus.	Superintendent/ Transportation director	Yearly	Yearly	District resources	Safe-School records/PD attendance logs/Student discipline referrals.
Provide support through consistent student discipline.	Superintendent	Yearly	Yearly	District resources	Discipline referrals
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured
Inspect, and maintain busses to ensure bus safety.	Superintendent/Bus Mechanic	Yearly	Yearly	District resources	Bus inspections

Goal 4: Provide and maintain appropriate instructional resources, and support services.

Objective 4: Annually, the district will allocate appropriate funds and resources that ensure sustainability to support all programs that support student success.

Strategy 1: Look at line item expenditures to determine the impact it has on learning and student success and make adjustments as needed to support all programs that align to the vision.

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
Analyze expenditures to determine the needs and reallocate fund that could better support other expenditures.	Superintendent/ administrators	Yearly	Yearly	All Sources	Yearly budget/programs that are being offered
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
Evaluate every program to determine is impact on student success.	Superintendent/ Administrators/ Teachers/Staff	Yearly	Yearly	All Sources	Yearly budget/programs that are being offered

Strategy 2: Provide sufficient staffing of qualified and highly effective personnel to achieve the school system’s vision, mission, and goals.

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
Manage personnel resources, both professional and support staff, to address each student’s learning needs.	Superintendent/ administrators	Yearly	Yearly	All Sources	Yearly budget/programs that are being offered/ student teacher ratios
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
Maintain a system of recruitment and support to ensure a high quality, student-centered staff.	Superintendent/ administrators	Yearly	Yearly	All Sources	Turnover Rates/ Evaluation Ratings/Years of Service Data

Goal 5: Promote, facilitate, and enhance parent, student, and community involvement in the districts educational programs.

Objective 1: Annually, increase the number of parents involved in activities related to improving the academic achievement, experience and success of their children.

Strategy 1: The district will inform parents of content/grade level curriculum, objectives, instruction methods, and expectations

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/Resource s	How it will be measured:
The district will provide access to curriculum electronically.					

Strategy 2: The district will schedule conferences between individual parents and teachers in the fall and in the spring and during the year as needed.

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/Resource s	How it will be measured:
The district calendar will include parent/teacher conferences in October and March.					

Strategy 3: The district will communicate regularly with parents through newsletters, newspaper, and other media outlets to keep them informed on student progress and other issues that involved their students.

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/Resource s	How it will be measured:
Post information on school app and social media sites. Send newsletters to parents. Create pod casts, and Digital Video content with the use of the green screen room and share with parents.	Building principals/ Teachers				

Strategy 4: The district will provide parent education activities to provide learning opportunities for parents on instructional and technology methods.

Action:	Person Responsible for administration	Start Date	Completion Date	Funding/Resource s	How it will be measured:
The district will provide bi-annual parent education activities to provide technology skills, best practices, and programs available.					
Provide parents of high school students with education on what to expect in each year of their high school.					

Goal 5: Promote, facilitate, and enhance parent, student, and community involvement in the districts educational programs.

Objective 2: The district will work to create partnership with local businesses and higher education institutions to enhance the student experiences and opportunities, as well as market the skills that our students can bring to the community.					
Strategy 1: The district will communicate with local business and identify existing and future needs.					
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
Bring businesses in to education students on the skills needed for their job, as well as having them come in and teach our students some of those skills.	High School Counselor/ Classroom Teachers/ Principal				
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	Communication
The district will survey business and community members annually to determine needs and opportunities.					
Strategy 2: The district will educate local business and higher education on skills and programs available at our school.					
Action:	Person Responsible for administration	Start Date	Completion Date	Funding/ Resources	How it will be measured:
The district will invite businesses and local higher education institutions to the quarterly showcase days					