

PHR-6 Comprehensive School Improvement Plan

Revised Spring 2010

(Approved February 11, 2010)

Mission Statement

The mission of the Pleasant Hope R-VI school district is to promote knowledge, skills and character.

We Believe

- All students can learn.
- Beliefs and actions must be aligned.
- All people have value.
- Parents are necessary partners in a child's education.
- All students should be challenged.
- Students have a right to a safe learning environment.
- Overcoming obstacles builds confidence.
- There is value in preparing for all career choices.

Description of Planning Process

The Pleasant Hope School District participated in the Missouri School Improvement Program in January 2003. This Comprehensive School Improvement Plan addresses concerns from that review in addition to noting strategies that will help the district meet the needs of all students. Since the first adoption of the CSIP it has been reviewed and presented to the school board. Currently a committee is charged with implementation and annual review as noted.

Revisions began in December 2008 with a scheduled meeting of the CSIP committee. This meeting did not occur because of inclement weather and was rescheduled for January 20, 2009. This meeting was held with several members of the CSIP committee and revisions began. Another meeting was held on February 5, 2009 to finalize revisions.

Revisions for the 2009-2010 school began on December 16, 2009. This was a scheduled meeting of the committee. This meeting began at 3:30 pm with ten members in attendance. A following meeting was set on January 11, 2010. This meeting did not occur due to just returning from an extended holiday break. It was rescheduled for the following Monday January 18, 2010. This meeting was held with fewer members, but the revisions continued. The final meeting was held on February 8, 2010 to complete revisions before taking the document to the school board for approval.

Strengths and Weaknesses of District

Strengths

- The PHR6 school district has average class sizes.
- Continuation of Character Education
- Fulltime School Resource Officer
- Contact with parents and school patrons have increased with the inclusion of the parent portal on the student information system.
- The PHR6 staff members care about the success of the students.
- Professional Development time is built into the school calendar.
- Development of curriculum and MAP/MAP-A/End of Course Exams/LASLINKS training/advancement is available during teacher contract time.
- Programs against drug and alcohol use are continuously being implemented.
- Students at PHR6 strive hard and have a desire to advance his/her education.
- The Middle School building is a newer building, and an adequate building project has enhanced the elementary building.
- District wide and school building specific website has been completed.
- The library/media center is adequate with higher reading leveled books.
- Implementation of web based student information system.
- Adoption of A+ Program at the high school level

Weaknesses

- More competitive salaries and benefits are needed to attract and retain quality teachers.
- District data driven instruction is not forefront in decision making.
- An overall lack of offerings at each grade level for advance placement classrooms.
- There is a lack of differentiated instruction to include Response to Intervention district wide
- Lack of a position for curriculum director.
- Curriculum alignment is lacking.
- Integration of structured study time into all buildings.
- Outside lighting and school appearance concerns at all district buildings.
- There is not a full teaching staff at each building.
- Facility management plans should be developed and put into place.
- Reduction in Professional Development time district wide.

Planning Committee

Dr. Thomas Allen-Superintendent
Gary Jenkins-Principal
Jessica McIntyre-Principal
Jessica Robertson-Principal
Gloria Bailey-Ranch School Director
Ann Werland-Counselor
Patricia Grindle-Counselor
Carrie Sharp-Counselor
Monica Andrews-Special Education Director
Ronda Chapman-Teacher
Kay Lee-Librarian
Rory Mauschbaugh-Teacher
Theresa Greene-Technology Director

Goals

1. To increase student achievement through Professional Development.
2. To increase student achievement in all academic areas with emphasis placed on reading, communication arts and mathematics.
3. To increase the integration of technology into instruction and learning.
4. To increase the families' involvement in the education of their students.
5. The District will meet the needs of At Risk students to increase student achievement.
6. Recruit, attract, and retain highly qualified staff that carries out the District vision, goals and objectives.
7. Provide and maintain appropriate instructional resources, support services and safe and adequate facilities.
8. Govern the District in an efficient and effective manner providing leadership and representation that benefit students, staff and patrons of the District.

ACTION STEPS

Title: Professional Development Goal #1

Specific Objective: To increase student achievement through Professional Development

Strategy Number	Strategy	Person Responsible	Start Date	Funding Source	Date Completed
1	The Pleasant Hope School District will provide job embedded professional development activities monthly for teachers that focus on and support the District's Curriculum and instructional practices with regard to student achievement.	Superintendent Building Administrators Teachers PDC	Spring 2008	Local State PD Funds Title One Title Four Title 2a	Ongoing
2	The Professional Development Committee will collect and utilize faculty information regarding the effectiveness of the Professional Development Program.	Superintendent Building Administrators Teachers PDC	Spring 2008	Local State PD Funds Title One Title Four Title 2a	Ongoing
3	On a regular basis the curriculum will be reviewed and revised to address equity, technology, research, and work place readiness skills.	Superintendent Building Administrators Teachers PDC	Spring 2008	Local State PD Funds Title One Title Four Title 2a	Ongoing
4	The district will assign appropriately certified teachers to all grade levels.	Superintendent Building Administrators Teachers	Spring 2008	Local	Ongoing

ACTION STEPS

Title: Increase Achievement in Academics Goal #2

Specific Objective: To increase student achievement in all areas with emphasis placed on reading, communication arts, and mathematics.

Strategy Number	Strategy	Person Responsible	Start Date	Funding Source	Date Completed
1	The District will provide and improve math, reading, and communication arts, at all grade levels.	Building Administrators Teachers	Spring 2008	Federal Local State Title One	Ongoing
2	The District will provide extended learning time in the areas of reading, communication arts, and math through the use of tutoring at all district buildings.	Building Administrators Teachers	Spring 2008	Federal Local State Title One	Ongoing
3	The District will utilize the following tests to evaluate student achievement: Stanford 10, and MAP/MAP-A, STAR, PLAN, End of Course Exams, LAS Links and Common Assessments.	Building Administrators Teachers Counselors Librarians	Spring 2008	Local State	Ongoing
4	The District will utilize a research based balanced reading program in kindergarten through grade seven.	Building Administrators Teachers	Spring 2008	Local State	Ongoing
5	The District will provide Summer School for all students.	Building Administrators Teachers	Spring 2008	Local State	Ongoing
6	The District will survey students to indicate interest in vocational programs and evaluate programs.	Building Administrators Teachers Counselors	Spring 2008	Local State	Ongoing
7	The District will offer information on continuing education needs or interests of the community members and will inform the public of adult/community education opportunities that are available through other institutions as needed.	Superintendent Building Administrators Counselors Teachers	Spring 2008	Local	Ongoing

8	Implementation of research based Mathematics program in grades one through four	Superintendent Building Administrators Counselors Teachers	Fall 2009	Local	Ongoing
9	Implementation of A+ Program at the high school. This program will encourage theses goals: -All students graduate from high school -All students complete a collection of high school studies that is challenging and for which there are identified learning expectations -All students proceed from high school graduation to a college, or post secondary career-technical school or high wage job with work place skill development opportunities.	Superintendent Building Administrator A+ Coordinator Counselors Teachers	Fall 2009	Local	Ongoing

ACTION STEPS

Title: Technology Goal #3

Specific Objective: To increase the integration of technology into instruction and learning.

Strategy Number	Strategy	Person Responsible	Start Date	Funding Source	Date Completed
1	Instructional resources and equipment that support the District's curriculum will be readily available to teachers and students online.	Superintendent Building Administrators Teachers Technology Coordinator Librarians	Spring 2008	Local State PD Funds Title One Technology Grants	Ongoing
2	Technology will be an integral part of the instructional program by offering: -Computer lab for an hour each week at the elementary -Keyboarding will be implemented at the elementary school -Computer classes will be available at the high school and middle school -Computers will be available in the libraries, labs, and classrooms in the District. -Eight grade computer literacy exams required by DESE.	Superintendent Building Administrators Teachers Technology Coordinator Librarians PDC	Spring 2008	Local State PD Funds Title One Technology Grants	Ongoing
3	Teachers will utilize technology (video streaming, smart board, computers, scanners, digital camera, networking, programs and the Internet) to support curricular objectives.	Superintendent Building Administrators Teachers Technology Coordinator Librarians PDC	Spring 2008	Local State Technology Grant PD Funds	Ongoing
4	To construct and utilize a district wide and school building specific web site.	Building Administrators Technology Coordinator Teachers	Spring 2008	Local	Completed December 2008

5	To offer web-based student information system with parent portal	Technology Coordinator Administrators Board of Education Parents Teachers	Spring 2007	Local	Completed October 2009
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ACTION STEPS

Title: Family Involvement Goal #4

Specific Objective: To Increase the families' involvement in the education of students.

Strategy Number	Strategy	Person Responsible	Start Date	Funding Source	Date Completed
1	The District will involve the community and families of students in the annual review of the District's Comprehensive School Improvement Plan (CSIP).	Superintendent Building Administrators Counselors Teachers Families	Spring 2008	Local	Ongoing
2	The District will involve families in their students' education through the following: -newsletters, bulletins, website, and newspapers -Parent/Teacher Conferences -Grandparents Day -Open House -Volunteers -Parenting classes -Scholarships/financial aid classes for parents and students -Practical Parenting Partnerships training, workshops, meetings, etc. -Freshman Orientation -Fifth Grade Orientation -Kindergarten Transition -Parents as Teachers -Pirate Pride/Recognition Assembly/Celebration Assembly -A+ Orientation Nights -Internet Safety Nights -Missouri Connections	Superintendent Building Administrators Teachers Counselors Librarians	Spring 2008	Federal Local State Title One Preschool Grant Local Donations	Ongoing
3	The District will provide health services for all students in preschool through grade 12 through the following: -School Nurses -Health Newsletters -Miles for Smiles Dental services	Nurses Teachers Families Community Members Trainers	Spring 2008	Local State State Health Dept. Grants	Ongoing

	<ul style="list-style-type: none">-Health Expo-Immunizations-Physicals and random drug testing for athletes-Nutrition Instruction-Fluoride Treatment-Safety Programs-Assemblies				
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ACTION STEPS

Title: At Risk Goal #5

Specific Objective: The District will meet the needs of at risk students to increase student achievement.

Strategy Number	Strategy	Person Responsible	Start Date	Funding Source	Date Completed
1	The District will consistently provide extended learning time and alternative instructional delivery systems by using the following programs: -Title I Services -Kindergarten and Pre-school screening -Full day kindergarten -Preschool -Summer School -Life Skills classes -DARE Program -Parents as Teachers -School Resource Officer -Behavioral At-Risk Support -Small group after school counseling -Before/after school tutoring -Credit Recovery -Alternative Classroom -Missouri Options Program -Backpack program	Superintendent Building Administrators Teachers Counselors Nurses School Resource Officer	Spring 2008	Federal Local State Title One Title Four Preschool Grant PAT Funds	Ongoing
2	The District will identify and provide services for gifted and talented students up to 8 th grade.	Superintendent Building Administrators Teachers	Spring 2008	Local State	Ongoing
3	The district will provide services for advance placement, dual enrollment, and dual credit classes at the high school level.	Building Administrators Teachers Counselors Superintendent	Spring 2008	Local State Federal	Ongoing
4	To make the Alternative Program located behind the High School building available for district wide services.	Superintendent Administrators Special Education Director	Spring 2009	Local	Ongoing

ACTION STEPS

Title: Highly Qualified Staff Goal #6

Specific Objective: Recruit, attract, and retain highly qualified staff that carries out the District's vision, goals, and objectives.

Strategy Number	Strategy	Person Responsible	Start Date	Funding Source	Date Completed
1	The District will implement effective recruitment strategies to include a competitive salary schedule and benefit package.	Building Administrators Superintendent Board of Education	Spring 2008	Federal Local State Title 2A	Ongoing
2	Continue implementation of monthly mentoring meetings with reimbursement to mentors.	Building Administrators Teachers PDC	Spring 2008	Federal Local State PDFunds	Ongoing
3	Develop and implement recognition and/or celebrations for staff achievements.	Building Administrators Teachers Counselors Superintendent	Spring 2008	Local State	Ongoing
4	Early Release time for Professional Development will continue to be provided by the district.	Superintendent Building Administrators Board of Education PDC	Spring 2008	Federal Local State PD Funds	Ongoing
5	To continue a cooperative and collaborative work environment.	Superintendent Building Administrators Board of Education	Spring 2008	Federal Local State	Ongoing

ACTION STEPS

Title: Facility, Support, and Instructional Resources Goal #7

Specific Objective: Provide and Maintain appropriate instructional resource, support services and safe facilities.

Strategy Number	Strategy	Person Responsible	Start Date	Funding Source	Date Completed
1	The District will improve outside lighting and school appearance at all district buildings.	Building Administrators Maintenance Supervisor	Spring 2008	Federal Local State	Ongoing
2	This District will provide facilities that are safe and well maintained for appropriate class sizes and educational programs.	Building Administrators Maintenance Supervisor	Spring 2008	Federal Local State	Ongoing
3	The District will provide adequate funding for instructional resources to include textbooks and technology in all areas.	Building Administrators Board of Education	Spring 2008	Local State	Ongoing
4	Each individual building will develop a textbook rotation that is conducive to those specific grade levels.	Building Administrators	Spring 2010	Local	Ongoing
5	Technology rotation will be developed.	Technology Director Building Administrators Superintendent	Spring 2010	Local	Ongoing
6	Facility Maintenance Plan will be developed.	Maintenance Director Building Administrators Superintendent	Spring 2010	Local	Ongoing
7	The District will continue to implement support services/programs as addressed in Goal Number 5, Strategy Number 1.	Board of Education Administrators Superintendent	Spring 2008	Federal Local State	Ongoing

ACTION STEPS

Title: Governance Goal #8

Specific Objective: Govern the District in an efficient and effective manner providing leadership and representation that benefit students, staff and patrons of the District.

Strategy Number	Strategy	Person Responsible	Start Date	Funding Source	Date Completed
1	The district will develop governing committees to ensure implementation of the requirements of the CSIP with responsibilities delegated to each building for further dissemination of information.	Building Administrators Board of Education Superintendent	Spring 2008	Federal Local State	Ongoing
2	The district will review all programs on a yearly basis (certain ones each month).	Board of Education	Spring 2008		Ongoing
3	Administrators are responsible for implementing board policies and evaluating staff performance to report to the Board of Education.	Administrators	Spring 2008		Ongoing
4	The Board of Education is responsible for approving all staff hires.	Board of Education	Spring 2008		Ongoing