

Maryville R-II**Comprehensive School Improvement Plan****2021/2026****7/1/2016-6/30/2026**

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» Goal 1-Learning, Achievement, Wellness

- » Objective 1-By 2025, 70% of students will obtain proficient ratings on first quarter assessments of kindergarten readiness skills
 - » ○ Strategy a-Implement concepts and programs to develop childhood cognitive, physical, and social abilities (in addition to those identified for district-wide implementation Goal 2, #3).
 - » ○ Action Step i-Handwriting Without Tears
 - » ○ Action Step ii-Conscious Discipline
 - » ○ Action Step iii-Heggerty Phonological & Phonemic Awareness
 - » ○ Strategy b-Increase early childhood community partnerships
 - » ○ Action Step i-Develop a Community Literacy Project
 - » ○ Action Step ii-Implement Kindergarten DARE
 - » ○ Action Step iii-Develop & organize shared events with Maryville Parks and Recreation
 - » ○ Action Step iv-Develop and organize shared events with Maryville Public Library
 - » ○ Strategy c-Research, evaluate, and increase preschool equitable access
 - » ○ Action Step i-Provide a preschool education to at least 75% of the kindergarten class
 - » ○ Action Step ii-Restructure PreK toward 4-year old enrollment, reserving 3-year old instruction to only early childhood special education
 - » ○ Strategy d-Expand Parents as Teachers by increasing enrollment of high need families
 - » ○ Action Step i-Develop a partnerships with community organizations
 - » ○ Action Step ii-Communicate with expecting/new mothers via Mosaic
 - » ○ Action Step iii-Communicate with expecting/new mothers via WIC
 - » ○ Action Step iv-Communicate with expecting/new mothers via The Source
 - » ○ Action Step v-Implement a comprehensive advertising effort by posting flyers throughout the community
 - » ○ Action Step vi-Implement a comprehensive advertising effort by advertising through the media - radio and paper
 - » ○ Action Step vii-Host parenting classes with attendance incentives
 - » ○ Action Step viii-Host playtime events with attendance incentives
- » Objective 2-Annually, 70% of students will be on track or above for MAP & EOC data, and the district will meet or exceed state averages on MAP, EOC, and ACT
 - » Strategy a-Clearly define and implement intervention processes at each building
 - » ○ Action Step i-At the high school, offer an ACT Prep class

- » ○ Action Step ii-At the high school, provide focused, in-class prep days for English II, Government, Biology, and Algebra I
- » ○ Action Step iii-At the middle school, utilize hound time for targeted interventions
- » ○ Action Step iv-At the elementary school, utilize a building care team
- » ○ Action Step v-At the elementary school, utilize Title I math and reading with concrete participation criteria
- » ○ Action Step vi-At the elementary school, implement targeted tutoring at GO (Growing Opportunities)
- » ○ Strategy b-Provide vertical teaming time within departments at least two times per year
 - » ○ Action Step i-Schedule on November and February Professional Development days
- » ○ Strategy c-Provide MAP and EOC specific professional development
 - » ○ Action Step i-Host Northwest Regional Professional Development reps for MAP & EOC workshops
- » ○ Strategy d-Share disaggregated state data with staff at least annually
 - » ○ Action Step i-Present at fall professional development day
- » Objective 3-Annually, at least 80% of students will perform at proficient or above on local standardized assessments (including but not limited to Renaissance and ReadyMath)
 - » ○ Strategy a-Share disaggregated local data with staff at least twice annually
 - » ○ Strategy b-Unify the ELA (English Language Arts) instructional philosophy in spelling
 - » ○ Strategy c-Unify the ELA instructional philosophy in writing
 - » ○ Strategy d-Unify the ELA instructional philosophy in vocabulary
 - » ○ Strategy e-Increase emphasis on foundations (grammar/punctuation) at the high school level
 - » ○ Action Step i>Create and offer a grammar/writing foundations course
 - » ○ Action Step ii-Stress more grammar into English I curriculum
- » Objective 4-Annually, 100% of students will graduate future-ready
 - » ○ Strategy a-Maintain 90% attendance for at least 90% of students
 - » ○ Action Step i-Develop & implement a tiered attendance monitoring system for all buildings
 - » ○ Action Step ii-Hold regular meetings with Juvenile Office
 - » ○ Action Step iii-Utilize Check & Connect for students with low attendance
 - » ○ Strategy b-Meet or exceed an average daily attendance rate of 94% by building and district
 - » ○ Action Step i-Develop and implement a tiered attendance monitoring system - attendance letters, phone calls, meetings
 - » ○ Action Step ii-Regular meeting topics with Juvenile Office

- » ○ Action Step iii-Utilize Check & Connect
- » ○ Strategy c-Host annual event fair for post-secondary career opportunities
 - » ○ Action Step i-Schedule a spring high school College and Career Fair in the FEMA gym
- » ○ Strategy d-Continue and expand job shadowing at secondary level
 - » ○ Action Step i-Encourage middle school students to participate in one per year
 - » ○ Action Step ii-Encourage high school students to participate in two per year
- » ○ Strategy e-Increase transition opportunities between buildings and to post-graduation
 - » ○ Action Step i-Host a spring K to 1st grade Step Up Day
 - » ○ Action Step ii-Host a spring 4th to 5th grade Step Up Day
 - » ○ Action Step iii-Host an 8th to 9th grade Step Up Day
 - » ○ Action Step iv-Utilize mini-classes for club and activity exposure
 - » ○ Action Step v-Host a 12th grade to post-secondary life transition day
 - » ○ Action Step vi-Host back-to-school open house events
 - » ○ Action Step vii-Increase the number of Northwest Technical School (NTS) completers annually
 - » ○ Action Step viii-Increase number of NTS completers placed into related field upon graduation annually
- » ○ Strategy f-Sustain financial support and professional development for Project Lead the Way (PLTW) programming

» Goal 2-Students and Staff

- » Objective 1-By 2025, hire and retain at least 5% of staff from underrepresented populations
 - » ○ Strategy a-Expand recruiting territory via career fairs, advertising, etc.
- » Objective 2-Annually, increase at least 5% in employee satisfaction, morale, and wellness scores on an employee survey
 - » ○ Strategy a-Preserve the existing and improve the staff benefit package
 - » ○ Action Step i-Negotiate employee discounts or perks at local business
 - » ○ Strategy b-Preserve full paid health insurance premiums for a quality plan
 - » ○ Strategy c-Research and implement Maryville R-II cost savings for employees
 - » ○ Action Step i-Reduce tuition for GO before/after school (align with Free/Reduced lunch scale)
 - » ○ Action Step ii-Reduced tuition for Preschool (align with Free/Reduced lunch scale)
 - » ○ Strategy d-Develop and encourage employee wellness
 - » ○ Action Step i-Establish staff fitness program
 - » ○ Action Step ii-Offer a staff mileage club for walkers and runners
 - » ○ Action Step iii-Offer fitness classes taught by Maryville R-II staff:

spin, yoga, pilates, weight training, etc.

- » ○ Action Step iv-Grow biometric screening participation by 5% annually until 100% is reached
- » ○ Strategy e-Incentivize staff participation in wellness programs utilizing merchandise, local business perks, classroom grant availability, etc.
- » ○ Strategy f-Meet MSIP 6 counseling standards
- » Objective 3-Annually, increase professional development offerings to 20 hours of content specific
 - » ○ Strategy a-Sustain financial support for ongoing professional development initiatives
 - » ○ Action Step i-The Leader in Me
 - » ○ Action Step ii-ReadyMath
 - » ○ Action Step iii-Renaissance
 - » ○ Action Step iv-Project Lead the Way (PLTW)
 - » ○ Action Step v-Network for Effective Educators (NEE) indicators
 - » ○ Action Step vi-SPED Track
 - » ○ Action Step vii-CPI
 - » ○ Action Step viii-MOACTE (Missouri Association for Career and Technical Education)
 - » ○ Strategy b-Survey staff annually to determine unique professional development needs
 - » ○ Strategy c-Increase opportunities to travel and observe exemplary schools/programs
- » Objective 4-Annually, increase community partnerships
 - » ○ Strategy a-Reallocate social workers throughout the district to serve as liaisons with local support agencies
 - » ○ Strategy b-Implement monthly character traits utilizing The Leader in Me principles
 - » ○ Action Step i-Hold regular assemblies in buildings
 - » ○ Action Step ii-Honor monthly student role models
 - » ○ Action Step iii-Advertise and teach monthly character traits
 - » ○ Strategy c-Develop a community literacy program via PAT
 - » ○ Strategy d-Expand mental health partnerships with Northwest Mental Health and Mosaic
 - » ○ Strategy e-Complete at least one community project per Northwest Technical School subject area per year
 - » ○ Strategy f-Encourage classroom guest speakers

» **Goal 3-Environment (Facilities & Learning Spaces)**

- » Objective 1-By 2023, develop a detailed plan for addressing elementary school facilities
 - » ○ Strategy a-Conduct a needs survey to identify and prioritize problems
 - » ○ Strategy b-Conduct a safety, structural analysis of the existing building
 - » ○ Strategy c-Secure architectural services for a Eugene Field Elementary School project

- » Objective 2-By 2023, develop a detailed plan for addressing athletic facilities, allowing the district to host soccer and tennis on the Maryville R-II campus
 - » ☐ Strategy a-Conduct a needs survey to identify and prioritize problems
 - » ☐ Strategy b-Conduct a property analysis to identify options
 - » ☐ Strategy c-Secure architectural services for future project(s)
- » Objective 3-By 2025, complete multiple minor facility improvements through the district
 - » ☐ Strategy a-Construct a wall to split FACS & PLTW at Maryville Middle School
 - » ☐ Strategy b-Construct a wall to enclose Title preschool classroom
 - » ☐ Strategy c-Insulate the high school science hallway
 - » ☐ Strategy d-Complete multipurpose building renovation
 - » ☐ Strategy e-Add a sound system to the FEMA gym
 - » ☐ Strategy f-Replace the football stadium scoreboard
 - » ☐ Strategy g-Increase locker room facilities for females
 - » ☐ Strategy h-Identify gender neutral restroom facilities in each building
 - » ☐ Strategy i-Address MECC front entrance water issues
 - » ☐ Strategy j-Address NTS floor tile issues
 - » ☐ Strategy k-Add cameras to EFES outdoor classroom and back parking
 - » ☐ Strategy l-Add closet to southwest corner of NTS new commons for EMT/CMT materials

» **Goal 4-Funding and Finances**

- » Objective 1-By end of FY26, the certified salary schedule will meet or exceed the Midland Empire Conference (MEC) average at benchmarks of BS & MS
 - » ☐ Strategy a-Annually add \$250 minimum to the base
 - » ☐ Strategy b-Analyze structure of existing schedule and movement protocols
- » Objective 2-Annually, maintain a minimum of 24% fund/reserve balance
 - » ☐ Strategy a-Keep expenditures within budgeted parameters
 - » ☐ Strategy b-Evaluate needs annually
 - » ☐ Strategy c-Maintain a five-year plan for capital improvement and maintenance
 - » ☐ Strategy d-Compare and analyze contracted services to in-house for savings
- » Objective 3-By the end of FY26, generate \$15 million in funds for district construction
 - » ☐ Strategy a-Pass a no-tax increase bond issue
 - » ☐ Strategy b-Secure private donations dedicated for construction
 - » ☐ Strategy c-Form a fund-raising committee
 - » ☐ Strategy d-Increase by 5%, the amount of money annually transferred to capital projects under the DESE 7% allowable transfer
- » Objective 4-By the end of FY26, increase local, non-taxed dollars by 100%
 - » ☐ Strategy a-Eliminate third party vendors for sponsorships

- » ☐ Strategy b-Revitalize the Educational Foundation with non-school leadership
- » ☐ Strategy c-Increase alumni involvement and donations
- » ☐ Strategy d-Increase the number of grant applications by 5%
- » ☐ Strategy e-Generate local tuition income at NTS by increasing professional offerings