

PHR-6 Comprehensive School Improvement Plan

Revised Spring 2009

Approved by Pleasant Hope School Board February 12, 2009

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. Another meeting was held on February 5, 2009 to finalize revisions.

Strengths and Weaknesses of District

Strengths

- The PHR6 School District has average class sizes
- Implementation of Characterplus
- Fulltime School Resource Officer
- Contact with parents and school patrons have increased
- 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/End of Course Exams 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 their 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

Weaknesses

- More competitive salaries and benefits are needed to attract and retain quality teachers
- A lack of updated technology systems/student information systems
- 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.
- 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

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
Mary Provance-Teacher
Kay Lee-Librarian
Dena Offerdahl-Teacher
Rory Mauschbaugh-Teacher

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. To increase student achievement the District will meet the needs of At Risk students.
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, STAR, PLAN, End of Course Exams, 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 six.	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

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.	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.	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	Spring 2007	Local	Ongoing

		Board of Education Parents Teachers			
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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	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 -Health Expo -Immunizations -Physicals and random drug	Nurses Teachers Families Community Members Trainers	Spring 2008	Local State State Health Dept. Grants	Ongoing

	testing for athletes -Nutrition Instruction -Fluoride Treatment -Safety Programs -Assemblies				
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ACTION STEPS

Title: At Risk Goal #5

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

Strategy Number	Strategy	Person Responsible	Start Date	Funding Source	Date Completed
1	<p>The District will consistently provide extended learning time and alternative instructional delivery systems by using the following programs:</p> <ul style="list-style-type: none"> -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 -Missouri Virtual Instruction Program -Food Pantry -Clothing Bank 	<p>Superintendent Building Administrators Teachers Counselors Nurses School Resource Officer</p>	Spring 2008	<p>Federal Local State Title One Title Four Preschool Grant PAT Funds Career Ladder</p>	Ongoing
2	<p>The District will identify and provide services for gifted and talented students up to 8th grade.</p>	<p>Superintendent Building Administrators Teachers</p>	Spring 2008	Local State	Ongoing
3	<p>The District will provide services for advance placement, dual enrollment, and dual credit classes at the high school level to include Missouri Virtual Instruction Program.</p>	<p>Building Administrators Teachers Counselors Superintendent</p>	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
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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	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