



***Continuous School
Improvement Plan
(CSIP)***

Executive Summary

2025-2030

CSIP Development: A Collaborative Journey Toward Student Success

The development of the West Plains R-VII Continuous School Improvement Plan (CSIP) has been a thoughtful and collaborative process, grounded in the principles of MSIP 6 and centered on our collective commitment to student achievement.

Our district engaged in structured conversations and planning meetings involving key stakeholders across our educational community. This included West Plains R-VII school board members, teachers, administrators, parents, and our valued partners from sending K-8 districts—Glenwood, Junction Hill, and Fairview. Each group brought essential perspectives and insights that helped shape the foundation of the CSIP.

The process began with a thorough needs assessment, data review, and alignment with MSIP 6 priorities, such as Early Literacy, Chronic Absenteeism, and the creation of our Portrait of a Graduate—known locally as the *Portrait of a Zizzer*. Through focused discussions, public input opportunities, and continuous refinement, we built a strategic framework that reflects the values and goals of our district.

As a result of this process, the district established the following Key Strategies—bold resolutions that dedicate our resources and energy toward the achievement of our mission and objectives:

- **Facilities Improvement:** We will create and implement plans to maximize, improve, and develop district facilities.
- **Technology:** We will develop and implement innovative plans to expand technology resources and integration.
- **CommUNITY Improvement:** We will develop and implement plans to partner with all members of the community to remove barriers that hinder learning.
- **Early Childhood:** We will develop and implement plans to engage our early childhood families through enriched programs.
- **Communication:** We will develop and implement plans to increase effective communication.
- **Professional Development:** We will develop and implement plans to provide relevant professional development.

- **Funding:** We will develop and implement plans to ensure sufficient financial resources to meet our objectives and accomplish our mission.
- **Academic:** We will develop and implement plans to ensure academic growth and student success before and after graduation.
- **Social Emotional:** We will develop and implement plans to increase accessibility of wellness support services for students and staff to promote growth in the educational process.

Throughout the process, participants remained actively engaged—reviewing data, offering insights, and affirming shared priorities at each step. This collaborative effort culminated in the most recent CSIP update meeting, where stakeholders reviewed the refined plan and provided final feedback. Their continued involvement demonstrated a clear, unified vision for the future of West Plains education.

Following this period of development and stakeholder review, the CSIP was presented to the West Plains R-VII Board of Education and formally approved. This approval reflects not only confidence in the plan itself, but in the inclusive and transparent process that guided its creation.

We are grateful for the dedication and collaborative spirit of everyone who contributed to this work. Together, we are laying the foundation for lasting improvements that will benefit our students, staff, and community for years to come.

West Plains R-VII CSIP Purpose

The District's CSIP is designed to drive continuous improvement across all educational programs and services. This plan establishes the District's priorities for development and implementation over the next five years, ensuring a comprehensive and continuous approach to growth. The CSIP encompasses key focus areas identified by the committee, including facilities improvement, technology, CommUNITY Improvement, early childhood education, communications, professional development, funding, academics, and social-emotional health. These areas reflect the collective priorities of CSIP community members and collaborators, serving as the foundation for strategic planning. These areas reflect the collective priorities of CSIP community members and collaborators and serve as the foundation for strategic planning.

Monitoring and Adjusting the CSIP

The West Plains R-VII CSIP will undergo an annual review by the team and the West Plains R-VII Board of Education. Throughout the school year, monthly reviews will be conducted, with

progress updates and goal evaluations presented to the Board in alignment with the implementation and review schedules. A comprehensive review and revision of the CSIP will take place every five years, involving school officials, school board members, teachers, parents, students, K-8 Rural School members, and community members. However, updates may be made sooner if necessary to ensure alignment with the latest Missouri School Improvement Plan requirements.

Beliefs (Vision)

Our fundamental convictions, values, and character.

We believe:

- We believe community collaboration is essential to education.
- We believe public education is critical to community success.
- We believe the community includes everyone.
- We believe in open and honest communication.
- We believe all people are lifelong learners.
- We believe all people have value and purpose.
- We believe high expectations foster high results.
- We believe in high standards of character and conduct.
- We believe in visionary leadership.
- We believe in responsible financial management.
- We believe in a safe environment for all.
- We believe positive relationships encourage learning.

Mission

Our declaration of unique identity to which we aspire.

West Plains Schools will provide opportunities for the discovery and development of individual strengths by applying innovative strategies and local values within a safe environment.

BOE Adopted/Amended, and Approved June 23, 2026

Tagline

Excellence in Education, Service, and Life.

Parameters

Our established guidelines are within which we will accomplish our mission.

- We will always place the needs of our students as the top priority.
- We will demonstrate responsible stewardship of community resources.
- We will always act in accordance with local, state, and federal laws.
- We will not tolerate ineffective employees.
- No new program and/or service will be added unless:
 - It is related to the mission
 - Its impact on other programs is analyzed
 - Adequate staff development is provided
 - It undergoes an evaluation process

Objectives

Our desired, measurable, observable, and demonstrable end results.

- 1** Each student will develop the character, skills, and knowledge necessary to become an engaged, adaptable, and productive citizen.
- 2** In the spirit of community unification, we will annually increase participation in quality programs and activities.
- 3** We will develop individual abilities by annually addressing educational gaps at all learning levels.

CSIP Planning Committee Members

Board of Education Cindy Tyree Sam Riggs Christena Silvey Coleman Brian Mitchell Reid Grigsby Jodi Purgason Shealia Harper	Teachers and Staff Jennifer Ryan Hannah Doughty Adriane Wooderson Lynn Maguffee Missy Rutledge
School Administrators Virginia Uphaus Sarah Land Amy Marshall Brandon Somoza Ryan Smith Colton Hensley Seth Huddleston Tiffany Young Josh Cotter Joby Steele Erica Walker Steven Crask Matthew Orchard Amy Ross Wesley Davis Jonathan Hufstedler	Community Members Brent Campbell Keely Swift Quanna Hafer Jim Thompson Shannon Sisney **Nathan Recktenwald (Junction Hill) **Tim Perkins (Junction Hill) **Aaron Sydow (Fairview) **Brian Martin (Fairview) **Zach McNett (Fairview) **Allison Arnold (Glenwood) **K8 Rural School Members
	Students Emma Arnold (Student BOE Member) (The District's Student BOE Member surveyed the entire student body, and the results were provided to the CSIP Committee.)

Strategies

Bold resolutions that dedicate our resources and energies.

Strategy 1 – Facilities Improvement

We will create and implement plans to maximize, improve, and develop district facilities.

Action Plans:

1. Repair, update, and maintain current facilities to provide a safe learning environment.
2. Provide space and facilities to offer and expand the early childhood and pre-school education program.
3. Provide space and facilities to promote and expand the drama, theater, and music programs of the district.
4. Provide space and facilities to offer a safe, adequate, and spacious gymnasium that will meet the needs of the district's athletic and physical education programs.

Funding Source: Local Funds and/or Bond

Person(s) Responsible: Director of Human Resources and Student Services, and the Superintendent

Strategy 2 – Technology

We will develop and implement innovative plans to expand technology resources and integration.

Action Plans:

1. Provide students access to an electronic device as part of a safe, reliable, and efficient one-to-one initiative.
2. Provide ongoing, required professional development to enhance technology integration in the classroom.
3. Establish replacement cycles to ensure quality technology infrastructure.
4. Perform an annual needs assessment to review technology needs within the curriculum.

Funding Source: Local and E-rate

Person(s) Responsible: Director of Human Resources and Student Services, and the Director of Technology

Strategy 3 – CommUNITY Improvement

We will develop and implement plans to partner with all members of the community to remove barriers that hinder learning.

Action Plans:

1. Advocate for the concerns of the district as it relates to economic development in the community and the surrounding area.

2. Inform the public of the unique financial and educational system in our area.
3. Develop a community-based, multi-district task force encouraging alignment to increase student success.
4. Make positive personal contact with caretakers at least once per semester to provide individual student support.

Funding Source: Local

Person(s) Responsible: Superintendent and Director of Communications

Strategy 4 – Early Childhood

We will develop and implement plans to engage our early childhood families through enriched programs.

Action Plans:

1. Expand the current Parents As Teachers (PAT) program enrollment and increase collaboration with internal and external early childhood programs.
2. Evaluate, optimize, and expand the current Early Childhood Special Education (ECSE) program.
3. 4.3
4. Publish information about Early Childhood programs using multiple platforms.
5. Increase outreach regarding support services for families eligible for Early Childhood programs.

Funding Source: Local, Parents As Teachers (PAT), ECSE, ADA, Title, Grants, and Professional Development Funds

Person(s) Responsible: Assistant Superintendent, Building Principals, Preschool Teachers, PAT Educator(s), ECSE Teachers

Strategy 5 – Communication

We will develop and implement plans to increase effective communication.

Action Plans:

1. Implement processes for engaging families in school partnerships.
2. Promote and facilitate partnerships with businesses in the community.
3. Provide a welcoming and responsive environment to all members of the school community.
4. Develop a community-based task force for ongoing and consistent communication.

Funding Source: Local, Professional Development Funds, & Title I Family Engagement

Person(s) Responsible: Director of Communications & Superintendent

Strategy 6 – Professional Development

We will develop and implement plans to provide relevant professional development.

Action Plans:

1. Align PD opportunities with research-based practices and district initiatives.

BOE Adopted/Amended, and Approved June 23, 2026

2. Utilize incentives to increase teacher involvement in PD programs.
3. Increase designated time for PD according to the Integrated PD Program.
4. Provide teachers with various collaboration platforms for professional growth.
5. Implement accountability measures to ensure ongoing professional growth.

Funding Source: Local & Professional Development Funds

Person(s) Responsible: Director of Teaching and Learning, Assistant Superintendent, Building Principals, Teachers, and PD Committee Members

Strategy 7 – Funding

We will develop and implement plans to ensure sufficient financial resources to meet our objectives and accomplish our mission.

Action Plans:

1. Develop processes to maximize the district's revenue and increase efficiency.
2. Evaluate the means to generate funds for district facility needs, including a tax levy evaluation.
3. Expand efforts to publicize district financial information to enhance community trust.

Funding Source: Local

Person(s) Responsible: Superintendent, Assistant Superintendent, and Board of Education

Strategy 8 – Academic

We will develop and implement plans to ensure academic growth and student success before and after graduation.

Action Plans:

1. Intentionally use educational practices to increase student academic growth.
2. Utilize the Professional Learning Communities (PLC) model to implement intervention strategies.
3. Create staff and student awareness regarding the value of assessments.
4. Implement character education and work readiness skills in each school building, focusing on high academic and behavioral expectations for each student.
5. Provide experiences to help students explore career and academic pathways.
6. Expand student access to active, career-based learning opportunities.
7. By the end of the 2029-2030 school year, reduce absenteeism by 10%, specifically among at-risk students.
8. By the end of the 2029-2030 school year, 70% of students will be reading on grade level by the end of third grade, with a 60% MAP passing rate.

Funding Source: Local & PD Funds

Person(s) Responsible: Director of Teaching and Learning, SOMO Tech Director, Building Administrators, Teachers, and Counselors

Strategy 9 – Social-Emotional

We will develop and implement plans to increase the accessibility of wellness support services for students and staff to promote growth in the educational process.

Action Plans:

1. Enhance support and partnerships to provide valuable resources for student and staff health and learning.
2. Identify and address student and staff social-emotional wellness needs.
3. Expand the current school counseling program to be data-driven in the identification of student needs in order to proactively advocate for the social and emotional health of all students.
4. Increase participation rates in social-emotional wellness services for students and staff.

Funding Source: Local

Person(s) Responsible: Director of At-Risk, Director of Human Resources & Student Services, Counselors, and Building Principals

CSIP Aligned Program Evaluation Schedule

Month	Responsible Individual(s)	Program Evaluations Aligned to CSIP
July		None
August (Tax Rate)	Director of Human Resources and Student Services, Director of Technology, and Director of Transportation	Summer School & Building Plans Aligned to CSIP WPE- Building Impro... South Fork Building I... WPMS Improvement ... Zizzer Pride Academ... WPHS - Building Imp...
September	Director of Human Resources and Student Services	Technology & Transportation
October	Director of Human Resources and Student Services	Attendance and Food Service
November	Activities Director and Communications Director	Emergency Management Safety Plan
December	Superintendent and Assistant Superintendent	Student Activities and Communications/CommUNITY Improvement
January	Director of SoMO Tech	Climate and Culture Survey (Student , Community , and Staff)
February	Assistant Superintendent, Building Principals, Counselors, and Director of Curriculum and Instruction	Vocational Ed Career Technical SoMoTech Building Plan
March	Director of Human Resources and Student Services, Director of Literacy, and Director of Teaching and Learning	Guidance and Counseling/ Curriculum, Assessment Plan, Literacy Plan, and Academics/ APR
April	Director of Human Resources and Student Services	Facility Improvement and Maintenance Plan (Facilities Plan)
May	Assistant Superintendent and Director of Teaching and Learning	Professional Development Plan, Title 1 Plan, and Early Childhood
June	Superintendent	Budget

PORTRAIT OF A ZIZZER



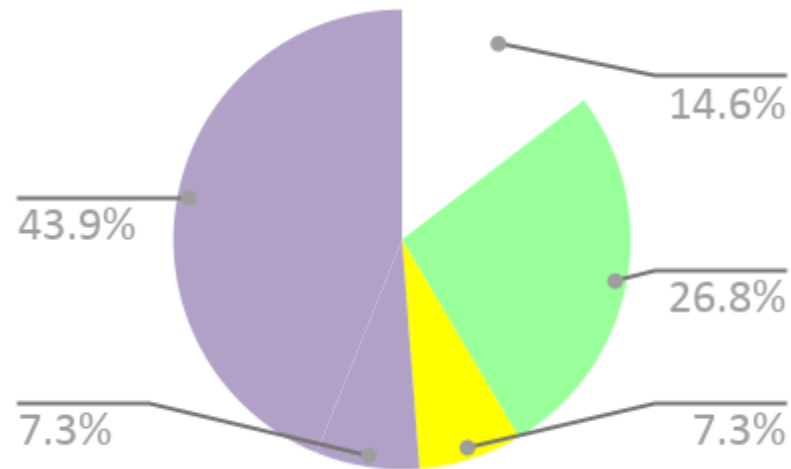
OUR MISSION:

WEST PLAINS SCHOOLS WILL PROVIDE
OPPORTUNITIES FOR DISCOVERY
AND DEVELOPMENT OF INDIVIDUAL STRENGTHS BY
APPLYING INNOVATIVE STRATEGIES AND LOCAL VALUES
WITHIN A SAFE ENVIRONMENT

Excellence in Education, Service, and Life.

**West Plains R-VII
2025-2030 CSIP Implementation Schedule**

Total Action Plans:		41			Total Action Plans:		41	
2025-26	Year 1	27				Not Started	6	
2026-27	Year 2	6				Initiated	11	
2027-28	Year 3	1				In Progress	3	
2028-29	Year 4	3				Achieved	3	
2029-30	Year 5	4				Operational	18	



Status	Action Plan	Imp Yr	Responsible
	Strategy 1		Facilities
Operational	1	2025-26	Director of Human Resources and Student Services, and the Superintendent
Operational	2	2025-26	Director of Human Resources and Student Services, and the Superintendent
Not Started	3	2029-30	Director of Human Resources and Student Services, and the Superintendent
Not Started	4	2029-30	Director of Human Resources and Student Services, and the Superintendent
	Strategy 2		Technology
Achieved	1	2025-26	Director of Human Resources and Student Services, and the Director of Technology
Operational	2	2025-26	Director of Human Resources and Student Services, and the Director of Technology
Achieved	3	2025-26	Director of Human Resources and Student Services, and the Director of Technology
Operational	4	2025-26	Director of Human Resources and Student Services, and the Director of Technology
	Strategy 3		CommUNITY
Operational	1	2025-26	Superintendent and Director of Communications
Operational	2	2025-26	Superintendent and Director of Communications
Initiated	3	2025-26	Superintendent and Director of Communications
Operational	4	2025-26	Superintendent and Director of Communications

	Strategy 4		
Operational	1	2025-26	Assistant Superintendent, Building Principals, Preschool Teachers, PAT Educator(s), ECSE Teachers
Operational	2	2025-26	Assistant Superintendent, Building Principals, Preschool Teachers, PAT Educator(s), ECSE Teachers
Operational	3	2025-26	Assistant Superintendent, Building Principals, Preschool Teachers, PAT Educator(s), ECSE Teachers
Operational	4	2025-26	Assistant Superintendent, Building Principals, Preschool Teachers, PAT Educator(s), ECSE Teachers
Achieved	5	2025-26	Assistant Superintendent, Building Principals, Preschool Teachers, PAT Educator(s), ECSE Teachers
	Strategy 5		
In Progress	1	2025-26	Local, Professional Development Funds, & Title I Family Engagement
Operational	2	2025-26	Local, Professional Development Funds, & Title I Family Engagement
Operational	3	2025-26	Person(s) Responsible: Director of Communications & Superintendent
Not Started	4	2029-30	Local, Professional Development Funds, & Title I Family Engagement

Status	Action Plan	Imp Yr	Responsible
	Strategy 6		Professional Development
In Progress	1	2025-26	Director of Teaching and Learning, Assistant Superintendent, Building Principals, Teachers, and PD Committee Members
Operational	2	2025-26	Director of Teaching and Learning, Assistant Superintendent, Building Principals, Teachers, and PD Committee Members
Initiated	3	2025-26	Director of Teaching and Learning, Assistant Superintendent, Building Principals, Teachers, and PD Committee Members
In Progress	4	2025-26	Director of Teaching and Learning, Assistant Superintendent, Building Principals, Teachers, and PD Committee Members
Not Started	5	2027-28	Director of Teaching and Learning, Assistant Superintendent, Building Principals, Teachers, and PD Committee Members
	Strategy 7		Funding
Operational	1	2025-26	Superintendent
Not Started	2	2027-28	Superintendent

In Progress	3	2025-26	Superintendent
	Strategy 8		Academic
In Progress	1	2025-26	Director of Teaching and Learning, SOMO Tech Director, Building Administrators, Teachers, and Counselors
Initiated	2	2025-26	Director of Teaching and Learning, SOMO Tech Director, Building Administrators, Teachers, and Counselors
Not Started	3	2026-27	Director of Teaching and Learning, SOMO Tech Director, Building Administrators, Teachers, and Counselors
Initiated	4	2024-25	Director of Teaching and Learning, SOMO Tech Director, Building Administrators, Teachers, and Counselors
Initiated	5	2025-26	Director of Teaching and Learning, SOMO Tech Director, Building Administrators, Teachers, and Counselors
Not Started	6	2027-28	Director of Teaching and Learning, SOMO Tech Director, Building Administrators, Teachers, and Counselors
Initiated	7	2025-26	Director of Teaching and Learning, SOMO Tech Director, Building Administrators, Teachers, and Counselors

Initiated	8	2025-26	Director of Teaching and Learning, SOMO Tech Director, Building Administrators, Teachers, and Counselors
	Strategy 9		Social Emotional
Initiated	1	2025-26	M. Orchard and Building Admin.
Initiated	2	2025-26	M. Orchard and Building Admin.
Not Started	3	2028-29	M. Orchard and Building Admin.
Initiated	4	2029-30	M. Orchard and Building Admin.