

CSIP-COMPREHENSIVE SCHOOL IMPROVEMENT PLAN



Mission

The mission of the Oak Ridge R-VI School District is to foster and empower students' intellectual, physical, social and career development.

Vision

Oak Ridge R-VI School District provides a quality education that inspires excellence in all.

Slogan

Inspiring Excellence in All!

Belief Statements

1. Learning is a priority.
2. Safety is key.
3. Mutual respect among students and staff is essential for learning.
4. Curriculum should be rigorous.
5. Creating lifelong learners is a joint responsibility of school staff, parents, and community.
6. All staff should be provided with the resources and support to provide a high quality education.
7. Every student should graduate college or career ready.
8. The district should utilize sound financial management.

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Goals

Goal #1: The Oak Ridge School District will foster and facilitate open, reliable communication between the district and its stakeholders.

Strategies and Action Steps:

- A. The district will develop a communications plan to provide two-way communication with all stakeholders.
 - a. Establish a communications committee including a representative from each stakeholder group.
 - b. Identify methods to communicate with external stakeholders including parents and community. (newsletters, parent/teacher conferences, Remind, social media, SIS, website/app, calendars, district-wide public events)
 - c. Identify methods to communicate with internal stakeholders including students, administration, faculty, staff, and board of education. (Student communication in Advisory. Other ways to communicate directly with students? (i.e. electronically - email, Remind, etc.)
 - d. Establish timelines and frequency of communications.
 - e. Identify opportunities for stakeholders to provide input on a regular basis.
 - f. Identify a central point of communication for the whole district (where communication starts) How messages are coordinated/sent out.
 - g. Create a communication protocol to ensure that communications are accessible to everyone.
 - h. Increase student participation at board meetings.
- B. The district will conduct an annual survey of all stakeholders.
 - a. Identify survey timeline.
 - b. Identify survey instrument.
 - c. Results will be reviewed and communicated to all stakeholders.
- C. The district will annually communicate progress towards CSIP goals.
 - a. The CSIP steering committee will meet annually to review progress.
 - b. The board of education will receive monthly updates on CSIP progress.
 - c. A district report card will be developed and shared with the public annually.
- D. Increase parent engagement/information available to parents.
 - a. Review format for parent/teacher conferences.
 - b. Develop a student showcase.
 - c. Identify additional opportunities at each level to engage parents.

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Goal #2: The Oak Ridge School District will attract, support, and retain high-quality faculty and staff.

Strategies and Action Steps:

- A. The district will provide a competitive salary schedule and benefit package as funds are available.
 - a. Analyze the Budget - revenues and expenditures and provide regular updates.
 - b. Utilize salary committee to identify a process for the annual review of salary and benefits.
 - c. Financial Plan will be established for long-range planning/goal-setting.
- B. The district will foster a culture that supports teaching, learning and student success.
 - a. Establish and utilize a Professional Development Committee (PDC) to develop and carry out the PD plan.
 - b. Create a plan to implement DCI.
 - c. Establish a plan to formally recognize staff.
- C. The district will provide opportunities for faculty to collaborate.
 - a. Create a calendar that provides collaboration time.
 - b. Investigate alternate schedules to allow weekly collaboration.
 - c. Provide professional development on effective collaborative teaming.
 - d. Review opportunities for vertical teaming.
- D. The district will provide adequate resources to support teaching and learning.
 - a. Create a schedule to review and replace curriculum resources.
 - b. Develop a schedule to update technology resources.

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Goal #3: The Oak Ridge School District will improve student performance on multiple measures focused on academic, social, and emotional success.

Strategies and Action Steps:

- A. The district will ensure that all curriculum and instruction is aligned to the Missouri Learning Standards.
 - a. Provide time and support for teachers to develop and align curriculum.
 - b. Create a curriculum review cycle.
 - c. Implement instructional practices that include the use of learning targets to increase student efficacy.
- B. The district will implement District Continuous Improvement (DCI).
 - a. Create a District Leadership Team (DLT).
 - b. Create Building Leadership Teams (BLTs).
 - c. Create collaborative teams (CTs).
 - d. Create implementation plan for DCI.
- C. The district will implement a comprehensive assessment system including state and local assessments.
 - a. Provide professional development on common formative assessments (CFAs).
 - b. Develop an Assessment Plan.
- D. The district will develop a process for collecting and analyzing student performance data.
 - a. Provide professional development on data-based decision making (DBDM).
- E. The district will create an implementation timeline to provide a comprehensive multi-tiered system of support that addresses the academic, emotional, behavioral, social, and physical needs of each student.
 - a. Provide MTSS professional development.
 - b. The district will provide research based professional development on literacy and numeracy.
 - c. Establish a district-wide framework for tiered interventions.
 - d. Collaborative teams will identify tiered interventions.
 - e. Educate stakeholders on opportunities for engagement.
 - f. Create opportunities to recognize students for academic growth.

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Goal #4: The Oak Ridge School District will develop and communicate plans and procedures to address district operations.

Strategies and Action Steps:

- A. The district will develop a process to maintain standing committees.
 - a. Identify a list of standing committees.
 - b. All staff will actively participate in at least one committee.
 - c. Collaboratively review and revise standing committees at the beginning of each year.
- B. The district will review and revise faculty, staff, and student handbooks.
 - a. Create a unified district employee handbook.
 - b. Update high school student handbook.
 - c. Add board discipline policy to student handbooks.
 - d. Develop an extra-curricular handbook.
- C. Collaboratively develop, review, and/or revise district-level plans.
 - a. Develop a Finance Plan
 - b. Develop a Transportation Plan
 - c. Develop a Facilities Plan
 - d. Develop a Professional Development Plan
 - e. Develop a Safety Plan
 - f. Develop a Technology Plan
 - g. Develop a Communications Plan
 - h. Develop an Administrative Procedures Manual