
MACON COUNTY R-1

Continuous School Improvement Plan

2022-2025

Board Approval

Macon R-1 School District Strengths

- Facilities' Improvements
 - Drop-out rate low
 - Strong attendance
 - Transportation program/ bus driver training on staff/fully staffed
 - School and community people care about the district
 - Community involvement/feedback on issues facing the district
 - Diverse opportunities for student involvement—something for everyone
 - Special Ed. grad rate above state average/100% compliance w/ DESE ●
- Academics—Above state avg. on state assessments and district has real time assessment data on students using Evaluate and I-Ready tools
- Safety improvements—all buildings have secure entrances, cameras, internal plans are developed/practiced, students/staff feel safe
 - Communication among teachers
 - Technology infrastructure—supporting entire district—all connected –in house tech dept.
 - Student-teacher communication-teachers are approachable, willing to assist ● Career Ed for students/adults/Pathway for Paras—20/Adult ed for great portion of NE-8 programs and Ag, Business, FACS
 - Welcoming atmosphere—sense of belonging/ returning students to the district/welcoming new students to district-Welcome Wagon
 - DC courses—abundance all cores except history—taught in-house except for one ●
- Mentorship program-redesigned/one person to develop and support 1st and 2nd year teachers
- Community based counselors/schoolhome liaison
 - Governance/leadership at all levels

Macon R-1 School District Areas to Improve

- Public relations/communication/ transparency
- No Public Relations person to help bridge the gap between school/community
- No Human Resources for district
- Teacher salaries/below state average
- Parent engagement at academic level–kids not completing assignments
 - MS outdated
- Para and sub shortage
- Lack of up-to-date instructional tools in classrooms Curriculum at secondary level incomplete
- Student pride
- Classified positions/salaries
- Employability of graduates/Life skills curriculum at the high school
- Real life knowledge and skills
- Recruitment/retention of staff
- Influx of families with high needs and must be addressed
- Drugs/vaping among students
- Unknown factors out of our control
- Lack of debt service

Area 1 : Academic Achievement/Student Success

SMART GOAL 1.1: On an annual basis, the district will score at or above the state average on MAP and EOC state assessments and show a 2% increase.
Funding Source(s): PD funds, local
MSIP 6 Indicators: EA1a-c, CC2, TL6, TL7, TL8, TL9, AS1, AS2

Action Steps: The Macon Co. R-1 School District will:	Person(s) Responsible	Start Date	Progress Check	How measured/monitored
1. Develop and align all district curriculum to appropriate standards—MLS/Priority Standards, ACT/WorkKeys Standards, etc.--seek board approval, and publish to district stakeholders.	Administration, Curriculum Director, and Teachers	January 2023	Each semester - completion August 2024	Curriculum documents Board approval date
2. Develop a curriculum review completion and review schedule for each content area.	Curriculum Director	January 2023	May 2023 for completion Review annually	Completed timeline
3. Prioritize collaboration time for teachers to analyze data and determine instructional changes needed.	Building administration Asst. Superintendent	August 2023	Each semester - 2025	Building schedules, agendas, notes
4. Expand student interventions for academic and behavioral areas—RTI, Trauma Informed, etc.	Building administration, Superintendent, Asst. Superintendent, teachers	January 2023	Each semester - 2025	Increase in Title staff/elem. MS/HS Behavioral programs
5. Provide incentives to encourage student effort, growth, and achievement.	Building administration, teachers	August 2023	Each semester - 2025	Social media communication, #/type of incentives, increase in passing grades, local and state assessment scores
6. Provide targeted PD opportunities to improve classroom instruction.	Superintendent, Administration	August 2023	Each semester - 2025	local/state assessment scores 24-25 Staff Proposal

7. Review and implement high-quality resources to facilitate effective instruction. <ul style="list-style-type: none"> • Create a timeline for adoption/review by content area • Use a rubric to evaluate and select curricular resources 	Administration, Teachers	January 2023	Each semester - 2025	Schedule of adoption, Rubric results
8. Embed opportunities for students to practice state assessment-like items.	Administration, Teachers	January 2023	Each semester - 2025	Assessment results Classroom observation
9. Establish a committee to look at the eligibility requirements for participation in extracurricular and co curricular activities	Administration, Teachers	Summer-Fall 2023	December 2023	Administrative Report,

Focus Area 1 : Academic Achievement/Student Success

SMART GOAL 1.2: The district attendance rate will meet or exceed 90% annually. (MSIP 6 target 90-100%)
Funding Source(s): local
MSIP 6 Indicators: TL1 b

Action Steps: The Macon Co. R-1 School District will:	Person(s) Responsible	Start Date	Progress Check	How measured/monitored
1. Establish building-level attendance committees to revisit/revise attendance policies.	Building administrators	January 2023	Each semester - 2025	Meeting dates, agendas, attendance data improvement

2. Monitor building attendance using district-wide attendance program on a weekly basis.	Building Administrators Attendance Secretaries	August 2023	Weekly - 2025	Attendance reports
3. Develop and implement attendance incentive programs to meet 90-100% district attendance goal.	Building attendance committees	August 2023	Each semester - 2025	Incentive Program Schedule, attendance data improvement
4. Establish a parent/guardian outreach for students with attendance issues.	Administrators, Counselors, Teachers	August 2023	Daily/Weekly	Parent Contact Log, attendance data improvement
5. Refer students with attendance issues to the School Resource Officer.	Administrators, SRO	August 2023	Weekly/Quarterly - 2025	Contact Log, attendance data improvement

Focus Area 1 : Academic Achievement/Student Success

SMART GOAL 1.3: The MCR-1 graduation rate will meet or exceed 95% annually. (MSIP 6 Target 92-100%)
Funding Source(s): Local, Career Center
MSIP 6 Indicators: EA2, CC2b

Action Steps: The Macon Co. R-1 School District will:	Person(s) Responsible	Start Date	Progress Check	How measured/monitored
1. Offer/administer the High School Equivalency Test (HiSet) to Missouri Options students as an opportunity to earn a HS diploma.	HS Counselor(s)	January 2023	Each semester - 2025	HiSet Test Results, Participation #s, Drop-outs captured in Core Data
2. Promote graduation and student success in grades K 12: graduation walk-throughs, staff-student interactions, HS-Elementary students interactions, etc.	All district staff	January 2023	Each semester - 2025	Calendar of events offered in district, communication logs

3. Provide alternative paths to graduation: MAC (Macon Alternative Classroom, virtual instruction options, SPED met goals, etc.	HS Administration, Trauma Team, SPED Director	January 2023	Each semester - 2025	Graduation rate increase, attendance logs, participation #s
4. Expand credit recovery options during the regular school day and summer school.	HS Administration, Counselor(s)	January 2023	Each semester - 2025	Offerings increased, attendance logs 24-25 Staff Proposal
5. Expand "Check and Connect" mentorship program.	Trauma Informed Team	January 2023	Each semester - 2025	Participation/communication logs

Focus Area 2 : Culture/Climate/Safety

SMART GOAL 2.1: The district will increase by 2% the number of students who "feel safe and supported at school" per the annual MCR-1 survey.
Funding Source(s): Local, PD funds
MSIP 6 Indicators: CC1a-e

Action Steps: The Macon Co. R-1 School District will:	Person(s) Responsible	Start Date	Progress Check	How measured/monitored
1. Provide appropriate professional development for staff in Trauma Informed Practices.	Administration PD Committee	January 2023	Each semester - 2025	District survey results, DESE reports, PDC feedback from staff
2. Intentionally on-board all new staff members in district initiatives.	Administration	August 2023	Each semester - 2025	PDC results Onboarding Guide

3. Intentionally implement Trauma Informed Skills with students/staff.	Administration, Faculty, and Staff, Trauma Informed Teams	January 2023	Each semester - 2025	Participation #s, District survey results
4. Expand the Trauma Informed Team responsibilities.	Administration, Trauma Informed Teams, staff	January 2023	Each semester - 2025	District student/staff survey results
5. Continue to offer outside resources for student/staff support.	Administration	January 2023	Each semester - 2025	Participation #s, District survey results Community Resources Doc

Focus Area 2 : Culture/Climate/Safety

SMART GOAL 2.2: The district will see a 5% reduction in safety/security concerns on its annual safety audit in order to provide a safe learning environment for students/teachers/staff.
Funding Source(s): Local
MSIP 6 Indicators: L10

Action Steps: The Macon Co. R-1 School District will:	Person(s) Responsible	Start Date	Progress Check	How measured/monitored
1. Appoint a District Safety Coordinator and develop job responsibilities.	Administration Superintendent Board of Education	June 2023	Each semester - 2025	Evaluation Brent Bernhardt Job Description
2. Develop District Internal Operations and Procedures manual.	Superintendent Safety Coordinator, CCS committee	August 2023	Each semester - 2025	Annual review process
3. Create a Culture/Climate/Safety committee composed of administration, board, faculty/staff, and stakeholders.	Superintendent, Administration	June 2023	Each semester - 2025	Meeting agendas

4. Utilize a 3rd party firm to audit safety in district facilities in addition to local audit procedures.	Superintendent	August 2023	Each semester - 2025	Completion of audit and recommendations Implemented 1821 LLC Results
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Focus Area 2 : Culture/Climate/Safety

SMART GOAL 2.3: Student discipline referrals involving drugs, vaping, alcohol, and tobacco will decrease by 30% by the end of the 2024-2025 school year.
Funding Source(s): Local, PD funds
MSIP 6 Indicators: CC1b,c; CC2b, c; EA4b

Action Steps: The Macon Co. R-1 School District will:	Person(s) Responsible	Start Date	Progress Check	How measured/monitored
1. Develop a consistently applied discipline/behavioral expectations policy with appropriate consequences and present to teachers and students for common understanding of expectations.	Administration Board of Education	January 2023	May 2023 completion	Plan completion Decrease in discipline referrals in future Guidance lessons in elementary
2. PD for New Teachers in effective classroom management.	Administration PD Committee	January 2023	August 2023 Each semester - 2025	PD participation #s 24-25 Staff Proposal
3. Increase Preventative Programs and opportunities: <ul style="list-style-type: none"> • ASPIRE • DARE • LEO Relations 	Administration Teachers	August 2023	Each semester - 2025	Captured student referral data in SIS
4. Provide transparent and effective communication with parents and stakeholders on behavioral expectations for students.	Superintendent Communication Team	January 2023	Each semester - 2025	Communication methods

Focus Area 2 : Culture/Climate/Safety

SMART GOAL 2.4: MCR-1 will meet or exceed MSIP 6 recommendation of one counselor for every 250 students (as funding allows) by the end of the 2024- 2025 school year.
Funding Source(s): Local, state grant opportunities
MSIP 6 Indicators: TL10a-g

Action Steps: The Macon Co. R-1 School District will:	Person(s) Responsible	Start Date	Progress Check	How measured/monitored
1. Create an exploratory committee to evaluate student needs and future addition of school counselors and make recommendations to the board of education if funding is available to sustain the increase in personnel.	Administration School Counselors	January 2023	March 2023 with completion by 2025	Meeting agendas Proposal to board of education

Focus Area 3 : Intentional Communication and Transparency

SMART GOAL 3.1: Feedback on the annual MCR-1 staff and parent survey-"aware of the district's Continuous School Improvement Plan" and Mission Statement-will increase by 2% from baseline %.
Funding Source(s): Local
MSIP 6 Indicators: L8b, CC4

Action Steps: The Macon Co. R-1 School District will:	Person(s) Responsible	Start Date	Progress Check	How measured/monitored
1. Establish a Communication Team to develop a District Communication Plan in alignment with the district's CSIP.	Superintendent Asst. Superintendent Communication Team	January 2023	May 2023	Completed Plan for board of education approval. DRAFT Plan
2. Develop a district survey to be administered annually to provide feedback for district improvement	Communication Team/committee	August 2023	October 2023, then annually	Completed & returned surveys
3. Collect, review, and analyze the results of the district survey.	Communication Team/committee	Oct. 2023	Dec. 2023, then annually	Present results to BOE 2023
4. Share survey results with the Macon Co. R-1 Staff.	Communication Team/Committee	Jan. 2024 PD day	Jan. 2024, then annually	District website Meeting agenda
5. Share results of the district survey with district stakeholders: students, parents, community.	Communication Team/Committee	Jan. 2024	March 2024, then annually	Letter from Superintendent District website

SMART GOAL 3.2: Annual MCR-1 district survey results will increase by 2% in the areas of internal and external district communication.
Funding Source(s): Local
MSIP 6 Indicators: DB2a-c, DB3a-d

Focus Area 3 : Intentional Communication and Transparency

Action Steps: The Macon Co. R-1 School District will:	Person(s) Responsible	Start Date	Progress Check	How measured/monitored
1. Target district survey questions on the internal and external communication methods utilized by the district.	Communication Team/committee	Jan. 2023	May 2023, then annually	Completed survey
2. Administer the district survey to teachers/staff, students, and community via the platform.	Communication Team	Oct. 2023	December 2023, then annually	Survey return %
3. Evaluate survey data to determine baseline data for future increases/improvements	Communication Team	Jan. 2024	May 2024, then annually	Survey results
4. Adjust methods utilized based on survey results.	Communication Team/Committee	Jan. 2024	Annually	Updated methods/plan

Focus Area 3 : Intentional Communication and Transparency

SMART GOAL 3.3: The teacher/staff, parent, and community survey participation rate will increase by 3-5% annually.
Funding Source(s): Local
MSIP 6 Indicators: L8, CC4a, DB3a,c,d

Action Steps: The Macon Co. R-1 School District will:	Person(s) Responsible	Start Date	Progress Check	How measured/monitored
1. Select a survey platform(s) to enable the highest return from stakeholders—Survey Monkey, Google Forms, etc.	Communication Team/Committee Technology Dept.	Jan. 2023	May 2023	Completed survey
2. Educate district stakeholders on the importance of feedback for continuous district improvement.	Communication Team/Committee	August 2023	October 2023, then annually - 2025	Letter from Superintendent
3. Provide numerous opportunities for survey completion at district events: P/T Conferences, Title I Nights, banquets, athletic events.	Communication Team Committee Technology Dept.	October 2023	Dec. 2023, then annually- 2025	Survey return rates and increase from 2023 baseline
4. Provide incentives for completion of the survey.	Communication Team/Committee	October 2023	Dec. 2023, then annually - 2025	Survey return rates and increase from 2023 baseline
5. Partner with Macon Co. Economic Development or Chamber of Commerce to administer survey the community.	Communication Team/Committee	Aug. 2023	Dec. 2023, then annually - 2025	Survey return rates and increase from baseline in 2023
6. Share results of district survey with all district stakeholders.	Communication Team/Committee	Jan. 2024	Annually -2025	Board presentation, district website, newspaper

Focus Area 4 : Recruitment and Retention of Highly Qualified Personnel

SMART GOAL 4.1: MCR-1 will have 100% of certified staff positions filled with “appropriately certified” staff in content areas by 2025.
Funding Source(s): Local, State, Federal, PD
MSIP 6 Indicators: L7, L9, TL5

Action Steps: jThe Macon Co. R-1 School District will:	Person(s) Responsible	Start Date	Progress Check	How measured/monitored
1. Investigate the addition of an HR Director: <ul style="list-style-type: none"> Form committee Survey staff of interest/need Cost analysis/budget Develop job description/responsibilities 	Administration Committee	January 2023	Each semester - 2025	Report to Superintendent Board of Education Selinda Pavlica Job Description 24-25 Staff Proposal
2. Expand the Pathways for Paras Program: <ul style="list-style-type: none"> Promote program on social media/news/radio Expand into other content areas if possible Research/apply for additional grants for teacher stipends Promote for Masters 	Administration SPED Director	August 2023	Spring 2024, then annually	Participation and completion #s
4. Participate in college job fairs: <ul style="list-style-type: none"> Research area college job fairs Prepare district promotional information for prospective employees Set goal for number attended each year Gather data of effectiveness in hiring 	Administration	January 2023	Each semester - 2025	Evaluate # of positions filled as a direct result of Participation Truman Job Fair
5. Increase Base Salary for Certified Teachers: <ul style="list-style-type: none"> Research area schools base salaries Explore funding/budget analysis 	Superintendent Administration Board of Education	Jan. 2023	July 2023, then annually	Salary information 24-25 Salary Recommendations(TBD) Budget Forecasting

Focus Area 4 : Recruitment and Retention of Highly Qualified Personnel

SMART GOAL 4.2: MCR-1 will have 100% of classified staff-capable of meeting specific program needs-employed by 2025 (SPED, transportation, dietary, custodial, maintenance, technology).
Funding Source(s): Local
MSIP 6 Indicators: L7, L9

Action Steps: The Macon Co. R-1 School District will:	Person(s) Responsible	Start Date	Progress Check	How measured/monitored
1. Host a job fair/open house to recruit classified staff: <ul style="list-style-type: none"> ● Promote advancement opportunities ● Promote benefits/schedule ● Promote positive working environment ● Promote non-teaching positions 	Administration	January 2023	Spring 2023, then each semester - 2025	Participation #s Hires from fair Feedback from participants
2. Offer competitive pay for classified positions: <ul style="list-style-type: none"> ● Research pay/benefits of local job market ● Research pay/benefits of local school districts ● Explore funding/budget analysis/need 	Superintendent Administration Board of Education	January 2023	May 2023, then each semester - 2025	Budget presentation Needs analysis Salary Analysis 23-24 Salary Analysis 24-25
3. Train classified staff in Trauma Informed Practices, job specific topics, and the district CSIP.	PD Committee Administration	January 2023	Each semester - 2025	Participation #s 24-25 Staff Proposal
4. Provide training for bus driver licensing to district and local area school employees.	Superintendent Transportation Director	January 2023	Each semester - 2025	Participation #s

Focus Area 4 : Recruitment and Retention of Highly Qualified Personnel

SMART GOAL 4.3: MCR-1 will meet a staff attendance rate of 95% annually.
Funding Source(s): PD funds, Local
MSIP 6 Indicators: L7

Action Steps: The Macon Co. R-1 School District will:	Person(s) Responsible	Start Date	Progress Check	How measured/monitored
1. Improve/lower discipline rates: <ul style="list-style-type: none"> ● Update student handbook ● Explore alternative classrooms for disruptive students ● Continue Trauma Informed Practices ● Create discipline flow chart (who/when to call for assistance) 	Administration Teachers	January 2023	Each semester - 2025	Discipline data in SIS
2. Improve culture in buildings: <ul style="list-style-type: none"> ● Provide opportunities for staff social time ● Theme days ● Team building activities ● Attendance rewards 	Administration Teachers	January 2023	Each semester - 2025	Survey results
3. Offer retirement incentives: <ul style="list-style-type: none"> ● Research other district's pay out policy for sick days/roll over ● Educate/promote current district policy ● Explore possibility of increasing district pay out \$/budget impact 	Superintendent Administration Teachers	Fall 2023	Spring 2025, then annually	Research information Budget impact report

Focus Area 4 : Recruitment and Retention of Highly Qualified Personnel

SMART GOAL 4.4: MCR-1 will retain 90% of certified staff annually.
Funding Source(s): PD funds, Local, State, Federal
MSIP 6 Indicators: L7, L9

Action Steps: The Macon Co. R-1 School District will:	Person(s) Responsible	Start Date	Progress Check	How measured/monitored
1. Focus on mental health awareness for staff: <ul style="list-style-type: none"> Educate on warning signs/self recognition Promote utilization of counseling services through district insurance <ul style="list-style-type: none"> Research on providing wellness checks Attend the DESE Wellness Symposium for ideas/resources 	Administration Counselors Trauma Informed Teams	January 2023	Each semester - 2025	District survey results Retention #s
2. Provide teacher training to adequately prepare them for employment in MCR-1: <ul style="list-style-type: none"> Expand current mentorship program Research other district mentor programs (S.H.I.N.E. in Moberly SD) Review/revise PD plan and mentor expectations/training 	PD Committee Administration	January 2023	August 2023, then annually	District survey results Exit interviews Program evaluations 24-25 Staff Proposal
3. Continually analyze district calendar options to retain highly qualified teachers.	Superintendent Calendar committee	January 2023	Each semester - 2025	Survey results Committee recommendations 24-25 School Calendar
4. Offer competitive salaries and benefits.	Superintendent Board of Education	January 2023	Spring semester each year	Budgetary Impact Salary Analysis 23-24 Salary Analysis 24-25

Focus Area 5 : Parent and Community Partnerships

SMART GOAL 5.1: Opportunities for MCR-1 Parents to directly connect with staff will increase to three opportunities by the 2024-2025 school year.
Funding Source(s): Local
MSIP 6 Indicators: CC4

Action Steps: The Macon Co R-1 School District will:	Person(s) Responsible	Start Date	Progress check	How measured/monitored
1. Expand “Back to School” events to all district buildings– Elementary currently.	Administrators	August 2023 August 2024 August 2025	Each semester	Participation #s/sign-in sheets Feedback info.
2. Host a “Tech Fest” parent resource night.	Administrators, Tech. Dept., and Counselors	August 2023	Each semester	Participation #s/sign-in Feedback info.
3. Develop formal orientation/transition programs for students and parents. 8th grade to HS Orientation Night: ex. a. 8th to HS b. 5th to MS c. K Readiness	Administrators, Tech. Dept., Counselors, HS, MS students	January 2023	Each semester	Participation #s/sign-in Feedback info.
4. Develop a Parent Connect/event calendar.	Administrators	August 2023	Update at semester - 2025	Participation #s/sign-in sheets Feedback info.

Focus Area 5 : Parent and Community Partnerships

SMART GOAL 5.2: Opportunities for MCR-1 stakeholders to directly connect with staff will increase to three opportunities by the 2024-2025 school year.
Funding Source(s): Local
MSIP 6 Indicators: CC4

Action Steps: The Macon Co. R-1 School District will:	Person(s) Responsible	Start Date	Progress check	How measured/monitored
1. Develop a communication plan for events and publicity.	District Communication team	January 2023	Each semester - 2025	Participation #s, Feedback info, Annual review of plan
2. Host an Alumni Breakfast to update on district information.	Administration	Aug. 2024	Each semester - 2025,	Participation #s, Feedback info.
3. Host a Veterans' Day Breakfast/Assembly– Culinary Arts Program.	Administration	Aug. 2023	Nov. 2023 Annual, then annually	Participation #s, Feedback info.
4. Host a Civic Organizations' Luncheon to provide district information.	Administration	Aug. 2023	May 2024, then annually	Participation #s, Feedback info.
5. Develop a feedback form for district-sponsored community events.	Administrations	Jan. 2023	Each semester - 2025	Feedback analyzed to improve future events

Focus Area 5 : Parent and Community Partnerships

SMART GOAL 5.3: Collaborative partnership opportunities between MCR-1 and local business/organizations will increase by one annually.
Funding Source(s): PD funds, local
MSIP 6 Indicators: CC 3a; CC4c; TL1, TL3

Action Steps: The Macon R-1 School District will:	Person(s) Responsible	Start Date	Progress Check	How measured/monitored
1. Host post-secondary exploration activities for students, parents, and local business/organizations: a. Job Fair b. College	Administration Counselors	January 2023	Each semester - 2025	Participation #s Feedback info.
2. Investigate successful workforce development programs in Missouri schools.	Superintendent Career Center Director	January 2023	May 2023	Scheduled visits/phone calls
2. Create a district workforce development committee and plan.	Superintendent	Summer 2023	Each semester - 2025	Participation #s, agendas, feedback info.
3. Increase local business partnerships to provide learning experiences for students.	Superintendent	Fall 2023	Each semester - 2025	Participation #s, meeting dates
4. Partner with Macon Co. Workforce Development Committee.	Career Center Director Superintendent	Spring 2023	Each semester - 2025	Meeting attendance/agendas
5. Increase opportunities for internships/job shadowing for students.	Administration Counselors	January 2023	Each semester - 2025	Participation #s, Survey feedback, performance reviews from employers
6. Provide career exploration opportunities for middle school students in preparation for ICAP completion.	Counselors Career Center Director Administration	January 2023	Each semester - 2025	Completed ICAPs