

Oak Hill R-1 School District

Growing capable learners, inspiring lifelong leaders.



Continuous School Improvement Plan

Approved by the Oak Hill R-I Board of Education – May 11, 2023

Table of Contents

Content	Page Number
Introduction	3
Planning Process	3
CSIP Committee Members	4
Oak Hill School Board Monitoring Process	4
Mission Statement	5
Beliefs/Vision	5
Data Analysis	5
Focused Goal 1- Student Performance Strategies and Action Steps	6-10
Focused Goal 2- High Quality Teachers Strategies and Action Steps	10-12
Focused Goal 3- Family and Community Involvement Strategies and Action Steps	12-15
Focused Goal 4- Learning Environment and Instructional Supports Strategies, and Action Steps	15-18

Introduction

As a component of the implementation of the Missouri School Improvement Program Sixth Cycle (MSIP 6) review process, all school districts are required by the Missouri Department of Elementary and Secondary Education (DESE) to develop a Continuous School Improvement Plan (CSIP). The CSIP functions as the overall strategy plan that will direct Oak Hill R-I's educational programs and services. The Oak Hill R-I School. The objective of this plan is to focus on the present and future goals of the District that need to be developed, implemented, monitored, and reviewed over the next three years. This plan centers on the improvement of the District with a strong central focus on improving student performance and achievement.

Planning Process

The CSIP committee, composed of internal and external stakeholders, will meet at the beginning of the school year to reflect, review, and discuss objectives set and completed during the previous school year. During this meeting, the committee will discuss the current objectives, prioritize objectives, and to develop present and future goals for the District. The Committee identifies data sources to analyze to help determine areas for improvement. **The committee has identified areas of focus and combined those areas into 4 focused goals. These goals are:**

- 1: **Student Performance:** The District will develop and enhance high quality educational programs to improve students' performance as measured by the Missouri Assessment Program (MAP) test
- 2: **High Quality Teachers:** The District will attract, retain, and develop a high quality staff.
- 3: **Family and Community Involvement:** The District will promote, facilitate, and enhance parent and community involvement in the District to support a safe and effective learning environment.
- 4: **Learning Environment and Instructional Supports:** The District will provide and maintain a positive learning environment, functional and safe facilities, support services, and appropriate instructional resources.

CSIP Committee Members

Aibeen Holland- Superintendent
 Timothy Todd- Special Education Teacher
 Stephanie Williams- Parent/Support Staff
 Nathan Ragsdale- Board Member
 Maria Jensen- Counselor
 Charlie Terrill- Student
 Rhonda Hutsell- Parent
 Dr. April Greener- Parent
 Jerry Norris- Parent
 Sarah Hoffman- Community Member

Breanna Taylor- Assistant Principal/Teacher
 Jessica Eaton- Instructional Aide
 Amy Terrill-Teacher/Parent
 Amanda Dooley- Board Member
 Sheena Terrill- Parent/ Local Business Owner
 Makynzie Eaton- Students
 Samantha Tomlinson- Parent
 Daniel England- Parent/Board Member
 John Hoodenpyle- Parent/Board Member

Oak Hill School Board Monitoring Process

The Oak Hill School Board of Education will adopt a CSIP annually at the beginning of each school year. The Board will review and monitor implementation of the action steps outlined in the CSIP during regularly scheduled school board meetings held at each second Thursday of the month. Internal and external stakeholders are welcomed and invited to attend these meetings. Outcomes of the CSIP that focus on student performance and overall well-being of students will be reviewed as data becomes available throughout the school year. The District's data team will present student academic data to the Board of Education for review following the schedule outlined in the District's Assessment Plan. Information gathered from the data review by the CSIP committee and the Board will be utilized to modify goals, objectives, and action steps accordingly as well as drive budgetary decisions by the Board.

Mission Statement

By providing a positive learning environment, Oak Hill R-1 School, in partnership with parents and community, is committed to the academic, physical, emotional, and social well-being of ALL students. Our focus is the implementation of scientifically research-based practices and integration of technology to ensure each individual student achieves his or her fullest potential for lifelong learning.

Beliefs/Vision

Oak Hill R-1 School District's Board of Education believes that each child should be accepted into the education program and provided with a nurturing environment and learning experiences that will provide him or her essential skills to succeed in life. Oak Hill R-I School District believes that education is a means of developing in the individual a feeling of self-worth. Each individual has dreams and desires, and it is the District's responsibility to assist in the realization of these goals. Opportunities shall be provided to every student so that he or she can obtain academic skills, learn citizenship and democracy, develop physically, emotionally, and socially so that he or she is increasingly able to cope with life's challenges and be a positive contributor to society. It is the District's goal to engage in ***growing capable learners, inspiring lifelong leaders*** every day.

Data Analysis

The CSIP committee focuses on increasing student achievement by conducting data review and analysis. The committee used data results from the following factors to determine areas needing improvement and to develop main goals, objectives, strategies, and specific action steps in order to achieve continuous improvement.

Internal Factors

Annual Performance Report (APR)
Missouri Assessment Program (MAP) Results
Discipline Data
Attendance Data
Teacher and Staff Evaluation
i-Ready and STAR Data

Student Growth
Technology Availability
Program Evaluation Reports
Parent and Student Surveys
Staff Surveys

External Factors

Data Poverty
Community Demographics
State Requirements
Federal Requirements
Missouri Learning Standards

1. STUDENT PERFORMANCE

FOCUSED GOAL 1: The District will develop and enhance high quality educational programs to improve students' performance as measured by the Missouri Assessment Program (MAP) test. (MSIP 6: TL1.A-F; TL2.B,D; TL3.C; TL4.A-C; TL6.A-C; TL7.A-D; TL8.A-B; TL9.A-D; TL10.A-F; TL12.A-D; DB2.A&D; DB4.A-I; AS1.A-D; AS2.A-H; EA1.A-C, EA4.A&D)

Funding Sources: Title I, Local Funds, Basic Formula-State Monies, ESSER Funds, Donated Funds

Strategy 1: The District will develop a rigorous curriculum using research-based instructional strategies aligned to Missouri Learning Standard-Expectations.

Action Steps	Timeline/ Monitoring	Person Responsible
1. The District will develop and implement with fidelity, a comprehensive Literacy Plan and district-wide Assessment Plan, to significantly reduce the percentage of students not reading on grade level by the end of third grade.	Ongoing	Board of Education, Administration, Teachers
2. Teachers will be provided with professional development (PD) opportunities on curriculum development for all content areas and research-based instructional strategies that will address improving instruction on basic reading foundational skills.	Ongoing, beginning 2022-2023 school year.	Administration, PD Chair
3. Teachers will develop a written one core-content curriculum during a school year. Curriculum director will monitor the development and implementation of the curriculum.	End of 2023-2024 school year.	Administration, PD Chair, Curriculum Director
4. Curriculum, assessment, and instruction will be aligned to the rigor of state standards.	Ongoing basis.	Administration, Curriculum Director

5. English Language Arts curriculum and teaching practices based on Structured Literacy/Science of Reading will be developed and consistently implemented at all grade levels.	Ongoing basis.	Administration, Curriculum Director, Classroom Teachers
Strategy 2: The District will monitor and analyze pre and post test results to determine the need for changes in curriculum, instruction, or assessment.		
Action Steps	Timeline/ Monitoring	Person Responsible
1. Assessment data analysis will be completed and results will be used to develop instructional strategies and guide curriculum development.	Ongoing basis.	Administration, Curriculum Director, District Testing Coordinator, Data Teams
2. District will use data teams, meeting at least once a week, to ensure mastery of standards at each grade level, adjust instructional practices, discuss, and monitor progress.		
Strategy 3: All teachers will implement research-based literacy strategies in all content areas.		
Action Steps	Timeline/ Monitoring	Person Responsible
1. State-recommenended reading instructional programs and assessments will be implemented with fidelity.	Monitoring is on an ongoing basis throughout the school year.	Administration, PD Chair, Curriculum Director, Teachers
2. Students will write expository, opinion, and narrative pieces at each grade level.		
3. Teachers will engage students in rich and rigorous conversations around common text.		

4. PD on implementing Structured Literacy/Science of Reading strategies will be provided to teachers.		
5. Students' quarterly reading goals and incentives will be implemented.		
Strategy 4: The District will provide a comprehensive multi-tiered system of academic support to students and provide learning opportunities for all groups of students.		
Action Steps	Timeline/ Monitoring	Person Responsible
1. Title I funds will be used to supplement instruction through the intervention program based on Structured Literacy/Science of Reading and Title I services will be offered to all students.	Monitoring is on an ongoing basis throughout the school year.	Administration, Title 1 Teacher, Data Teams, Curriculum Director, Classroom Teachers, Special Education Teacher
2. The District will maintain classroom size at the minimum level as defined by MSIP 6.		
3. Criteria for intervention will be identified and developed. Effectiveness of the intervention support will be evaluated on a monthly basis		
4. Students who are considered at-risk will be referred to District Intervention Team for screenings, and students who are identified as at-risk will receive support.		
5. Grade levels and vertical teams will meet weekly to collaborate about student needs and develop plans to differentiate instruction.		
6. Highly qualified instructional aides will work on identified needs and goals with students in the classroom individually or in small group settings.		

Strategy 5: The District will implement an attendance plan to increase students' attendance in the building.		
Action Steps	Timeline/ Monitoring	Person Responsible
1. The District will partner with parents, Parent Teacher Community (PTC) and Community Teacher Association (CTA) to provide incentives for excellent attendance.	Monitoring is on an ongoing basis throughout the school year.	Administration, Counselor, Central Office, Classroom Teachers
2. Policies on attendance and students eligibility requirements for rewards and incentives will be established and communicated to parents at the beginning of the year and on a regular basis throughout the school year.		
3. Attendance will be monitored daily and policy outlined in the Student Handbook will be implemented consistently.		
Strategy 6: The District will create a variety of learning opportunities for students.		
Action Steps	Timeline/ Monitoring	Person Responsible
1. Teachers will employ collaborative learning as a strategy in teaching content areas on a weekly basis, engaging students in collaborative problem solving and practices in public speaking.	Monitoring is on an ongoing basis throughout the school year.	Administration, Classroom Teachers, Counselor
2. The District will continue to offer new opportunities for students to be part of one or more co-curricular, extracurricular, or leadership opportunities by partnering with different community organizations.		
Strategy 7: The District will stay current on effective and engaging online resources.		
Action Steps	Timeline/	Person Responsible

	Monitoring	
1. Administration, teachers, and other key personnel will engage in an ongoing PD and network with other Districts to stay up to date with best practices and innovative teaching strategies.	Ongoing basis.	Administration, PD Chair, Teachers, Staff

2. HIGHLY-QUALITY TEACHERS

FOCUSED GOAL 2: The District will attract, retain, and develop a high quality staff. (MSIP 6: L9.A-C, L7.A-C; TL4.A-D; TL5.A-D)		
Funding Sources: Title I, Local Funds, Basic Formula-State Monies, ESSER Funds		
Strategy 1: Certified staff will participate in job-embedded, systemic, professional development activities which are focused on increasing student achievement and critical in developing high quality staff.		
Action Steps	Timeline/ Monitoring	Person Responsible
1. The District will support a comprehensive Mentor-Mentee program for teachers new to the District and the profession. Mentor-Mentee will meet weekly.	Monitoring is on an ongoing basis throughout the school year.	Administration, PD Chair
2. The PD Committee will use student data and needs assessments to plan PD activities on a quarterly basis.		Administration, Classroom Teachers, PD Chair
3. Vertical teams will meet weekly to allow teachers time to collaborate on student achievement, best practices, and progress monitoring.		Administration, Data Teams, Classroom Teachers,

4. Certified staff will create and implement growth plans as a part of the performance evaluation process.		Administration, Classroom Teachers
5. Student achievement and growth will be a part of every certified staff summative evaluation.		Administrations, Data Teams, Classroom Teachers
Strategy 2: The District will develop, deploy, and maintain consistent recruiting and selection processes that support a high quality workforce.		
Action Steps	Timeline/ Monitoring	Person Responsible
1. Administrators and the Interview team will interview prospective candidates.	Prior to hiring.	Administration, Interview Team
2. The District will post open certified positions on Successlink, the district website, and Facebook page and partner with area universities in finding suitable candidates for open positions.		Administration, Central Office
Strategy 3: The District will develop and retain highly qualified staff as defined by DESE.		
Action Steps	Timeline/ Monitoring	Person Responsible
1. The District will implement an educator evaluation process aligned to Essential Principles of Effective Evaluation for all instructional staff and administrators. Evidence of professional growth will be part of all certified performance evaluations in the district prior to renewal.	Ongoing	Administration

2. The district will develop strategies that enhance staff satisfaction and recognition and provide leadership development opportunities for all educators.	Ongoing basis.	Administration
3. Administration will closely monitor teacher certification. The Core Data Coordinator will check course codes and teacher certification.	Prior to hiring and on an ongoing basis.	Administration, Central Office
4. Any teacher in the emerging category on any indicator on the teacher evaluation process will participate in an improvement process.	Annually	Administration
Strategy 4: The District will increase teacher base pay to compete with area schools.		
1. Increasing certified base pay and improving certified salary schedule will be a budgetary priority.	Within the next 3 years.	Administration, School Board

3. FAMILY AND COMMUNITY INVOLVEMENT

<u>FOCUSED GOAL 3:</u> The District will promote, facilitate, and enhance parent and community involvement in the District to support a safe and effective learning environment. (MSIP 6: CC3.A-B, CC4.A-D; DB2.B&C; DB3.A-D, EA4.C)		
Funding Sources: Title I, Local Funds, Basic Formula-State Monies, ESSER Funds		
Strategy 1: The integration of home-school-community will be supported by the District, in which communication, partnership and involvement are encouraged.		
Action Steps	Timeline/ Monitoring	Person Responsible

1. The District will provide mid-quarter and end of quarter reports cards to parents to communicate their child's educational progress. Teachers will send home weekly newsletters to inform parents of educational events and activities in the District.	Monitoring is on an ongoing basis throughout the school year.	Administration, Classroom Teachers
2. Aside from hard-copies of pamphlets that will be sent home, the District will continue to keep the school website and FB page updated to keep families and the community informed and updated of school requirements, reading and attendance incentive plans, functions, and events.		Administration, Technology Director
3. Teachers will update TeacherEase weekly and progress reports will be sent midway through each quarter.		Administration, Classroom Teachers
4. Teachers will keep track of students' completion of class work on a daily basis and partner with families to ensure students stay on track in completing class work.		Administration, Classroom Teachers, Counselor
5. Family involvement/activity nights at least once a quarter will be offered to families.		Administration, Classroom Teachers, Title I Teacher
6. Signed parent compact that outlines the shared responsibility of how the parent/school/student relationship will work will be provided to families.		Administration, Classroom Teachers, Title I Teacher
7. Teachers will conference with each family at the end of first quarter or as needed.		Administration, Classroom Teachers, Title I Teacher
8. To gather input and improve and refine performance, family and student surveys will be conducted regularly and results will be communicated to all stakeholders.		Administration, Classroom Teachers,

		Title I Teacher, Technology Director
Strategy 2: The District will utilize community resources to support a safe, nurturing, and engaging environment.		
Action Steps	Timeline/ Monitoring	Person Responsible
1. The District will continue to contract with the Dent County Sheriff’s department to provide security and training.	Monitoring is on an ongoing basis throughout the school year.	Administration, Safety Committee
2. The District will utilize community resources to support at-risk students and to provide exploratory classes to students that will focus on basic life skills and engaging and productive hobbies.		Administration, Exploratory Class Teachers
Strategy 3: The District will enhance the Parents as Teachers Program to improve early childhood services in the District.		
Action Steps	Timeline/ Monitoring	Person Responsible
1. The District will utilize the Parents as Teachers program effectively, regularly inform families about the importance of early learning experiences, and continuously evaluate the effectiveness of early learning experiences for improvement.	Ongoing basis.	Administration, PAT Educator

4. LEARNING ENVIRONMENT AND INSTRUCTIONAL SUPPORTS

<u>FOCUSED GOAL 4: The District will provide and maintain a positive learning environment, functional and safe facilities, support services, and appropriate instructional resources. (MSIP 6: L10.A-G; TL 7.A-F; TL.A-C; CC2.A-C, CC3.B; EA4.B&C)</u>		
Funding Sources: Local Funds, Basic Formula-State Monies, ESSER Funds, Grants		
Strategy 1: The District will provide multi-tiered and coordinated positive behavioral support to students		
Action Steps	Timeline/ Monitoring	Person Responsible
1. The District will continue to implement building-wide Positive Behavioral and Intervention Support (PBIS).	Monitoring is on an ongoing basis throughout the school year.	Administration, Counselor, Staff
2. Staff will be provided with PD training on PBIS and de-escalation strategies to manage behavior and model positive behavior to students.		Administration, Counselor,
3. The District will partner with PTC and CTA to provide PBIS incentives to students.		Administration
4. Discipline data will be analyzed to evaluate effectiveness of the program.		Administration, Counselor, Central Office
5. Staff meetings will be utilized for uniformity and consistency of PBIS implementation.		Administration, Counselor
Strategy 2: The District will increase the safety and security of students and staff		
Action Steps	Timeline/ Monitoring	Person Responsible

1. The District Safety Coordinator will attend safety conferences, maintain and annually review school emergency operations plan, and provide safety training for district personnel and students.	Ongoing basis.	Administration, Safety Committee
2. The District will continue to provide for capital improvements to update the building for energy efficiency and safety.	By the end of the 3-year cycle (2026).	Administration, Board of Education
Strategy 3: The District will provide clean and functional facilities.		
Action Steps	Timeline/ Monitoring	Person Responsible
1. The District will maintain a competent maintenance staff who will ensure that the building is kept clean, well-maintained, energy efficient, safe, and healthful.	Ongoing basis.	Administration
3. Outdoor spaces will be updated to provide a safe and functional recreational area for students and staff.	Prior to 2023-2024 school year.	Administration
Strategy 4: The District will continue to update technological tools and connectivity and maintain appropriate access to technological devices.		
Action Steps	Timeline/ Monitoring	Person Responsible
1. Technological infrastructure will be upgraded and internet connectivity in the building will be improved and increased.	Before 2023-2024 school year commences.	Administration, Technology Director

2. Staff will be provided with PD training to effectively utilize current technologies and digital resources in teaching and learning.	Ongoing basis.	Administration, Technology Director
3. Technological tools will be upgraded and updated to support teaching and learning in the building.	Ongoing basis.	Administration, Technology Director
Strategy 5: The District will provide a multi-level support system that addresses the academic, emotional, behavioral, social, and physical needs of all students.		
Action Steps	Timeline/ Monitoring	Person Responsible
1. Guidance and counseling will be an integral part of all instructional activities providing education to all grade levels on drug prevention, social-emotional skills, bullying, cyber-bullying, and character education.	Ongoing basis.	Administration, Counselor
2. The District will maintain the recommended counselor to student ratio.		Administration
3. Counselor will provide students with career training and exploration at all grade levels. Students will develop Individual Career Academic Plans by 8th grade.		Administration, Counselor
4. The District will provide PD training to staff to support social-emotional learning, culturally responsive teaching, and trauma-informed practices based on student needs.	Prior to the beginning of each school year.	Administration, PD Chair
5. Students will be provided with opportunity to join social-emotional support group within the school.	Ongoing	Administration, Teachers
Strategy 6: The District will provide high-quality library media that supports high-quality instruction		
Action Steps	Timeline/ Monitoring	Person Responsible

1. Library media staff will collaborate with teachers to support classroom instruction.	Ongoing basis.	Administration, Library Teacher
2. District library will continue to develop and maintain a diverse collection of appropriate resources to support curriculum and specific instructional classroom activities.		Administration, Library Teacher