



Franklin County R-II

Comprehensive School Improvement Plan

Updated December, 2021

Board Approved December 14, 2021

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Introduction

As a component of the implementation of the Sixth Cycle of the Missouri School Improvement Program (MSIP) review process, all districts are required by the Missouri Department of Elementary and Secondary Education (DESE) to develop a Comprehensive School Improvement Plan (CSIP) that directs the overall improvement of its educational programs and services.

The Franklin County R-II School District began this process in October, 2021. The purpose of the CSIP is to prioritize objectives and goals that will be developed and implemented over the course of the next five years. It is a plan that centers on the improvement of the district from all perspectives with the major thrust on enhancing student achievement and performance levels.

Planning Process

In the fall of 2021, a committee of district stakeholders, including school board members, administrators, teachers, parents, and community members, convened for four meetings to create an updated Comprehensive School Improvement Plan (CSIP). The committee first worked to identify the Franklin County R-II School District's specific needs, deficits, and priorities for improvement. They then created measurable objectives and specific action steps to guide decisions and plans moving forward.

This CSIP plan is in full accordance with MSIP 6 and will be implemented beginning in the 2022-2023 school year.

Utilization of the Plan

The Comprehensive School Improvement Plan (CSIP) is a road map to our future. The plan is designed to identify important, long range improvement issues and describes a specific set of actions to be undertaken, relative to these issues, over a five year period.

The CSIP is intended to identify "what" the goals for improvement will be; it is not intended to identify "how" the district intends to make the desired improvements. The Franklin County R-II school board, administration, and staff will work alongside parents, community members, and subject area experts to identify and implement programs and enact changes to work towards reaching the goals outlined in the school's CSIP.

CSIP Committee

The following individuals were members of the 2021 CSIP Committee.

Kathy Oetterer	Superintendent/Principal
Conner Shockley	Technology Coordinator
Jean Oetterer	Director of Special Education/ Parents as Teachers
Kristen Bretzke	Administrative Assistant
Teresa Poe	Teacher
Maggie Brune	Teacher/ Parent
Erica Freitag	Teacher/ Parent
Sydnee Pate	Teacher
Megan Poe	Teacher
Hannah Hauser	Teacher
Christy Groppe	School Board Member/ Parent
Kelly Theiss	School Board Member/ Parent
Amanda Yates	School Board Member/ Parent
Sue Liggett	Parent
Amanda Nilges	Parent
Erin Scheer	Parent
Karen Scheer	Parent
Jenny Southerland	Parent
Kelsey Kotthoff	Community Member/R-II Alumna

Required Review & Revisions

The CSIP should be reviewed and amended annually with a report to the Board of Education and with a “Plan on a Page” being provided to staff and community partners. The entire document will be revised every five years.

Missouri School Improvement Program (MSIP) 6

The sixth version of the Missouri School Improvement Program (MSIP 6), the state’s accountability system for reviewing and accrediting public school districts, is focused on continuous improvement for all schools. For more information about MSIP 6, visit

<https://dese.mo.gov/quality-schools/mo-school-improvement-program/msip-6>.

Data Analysis

The CSIP Planning Committee will annually review the data listed below. The analysis of this data will help the committee identify strengths and concerns of the Franklin County R-II School District. Copies of the results and reports will be distributed to committee members prior to the annual planning meeting. Copies can also be obtained by accessing The Missouri Department of Elementary and Secondary Education Website (dese.mo.gov).

<p style="text-align: center;"><u>Internal Analysis</u></p> <p>Sources of internal assessment data are both locally created/tracked, and state/national normed items, including:</p>	<p style="text-align: center;"><u>External Analysis</u></p> <p>External factors are outside the District’s direct control, but will be recognized in the District’s planning and include some of the following:</p>
<ul style="list-style-type: none"> → Missouri Assessment Program (MAP) Results → ACT and ACT WorkKeys Results → Prior MSIP Summary Reports → District Scorecard Data (Attendance, demographics, discipline, graduation rate, financial reports) → The District’s Annual Performance Report (APR) → MSIP Advance Questionnaire → Stakeholder Survey Results → Building Level Performance/Growth Data 	<ul style="list-style-type: none"> → Changing Demographic Studies → Advances in Technology → Changes in Legal Requirements (i.e. Every Student Succeeds Act, Senate Bill 319) → State & Federal Program Requirements (i.e. ESEA Title I, II, IID, etc.) → MSIP 6 Standards and Indicators → National Standards / Studies → Missouri Learning Standards → Changes in Political/Social Landscape → Large-Scale Societal Threats (COVID19)

SWOT Analysis Results

Each year, the CSIP committee will consider external and internal data as well as conduct a SWOT analysis to determine the Strengths, Weaknesses, Opportunities, and Threats to the district. During the 2021 CSIP planning process, the following areas were identified in the SWOT analysis:

Strengths	
<i>What do we do well? What are the resources and assets that set us apart from the crowd?</i>	
Academics	<ul style="list-style-type: none"> ● Small Class Sizes ● Updated Curriculum ● Algebra offered to 8th grade students ● Multiple opportunities for student academic support ● Multiple opportunities for extracurricular involvement
Staff	<ul style="list-style-type: none"> ● Strong Staff ● High percentage of certified staff ● Low Staff Turnover Rate ● Positive staff relationships school-wide ● Financial Support for classroom and student resources ● Structure and support for Teachers
Culture and Climate	<ul style="list-style-type: none"> ● Inclusiveness ● Social-Emotional Resources ● Positive Teacher-Student Relationships ● Supportive Parents and Community ● Family Atmosphere ● Unity amongst School Board
Facilities	<ul style="list-style-type: none"> ● Facility updates have begun ● Support from stakeholders to continue making improvements

Weaknesses	
<i>What are our limitations? What are others likely to see as a weakness?</i>	
Academics	<ul style="list-style-type: none"> ● No Gifted Program ● Limited Math Intervention ● Lack of High School level classes ● Lack of STEAM opportunities ● Difficulty meeting all student needs (due to small classes, small staff, etc.) ● Specials Curriculum
Staff	<ul style="list-style-type: none"> ● Small staff - Fewer opportunities for collaboration ● Staff communication division between K-4 and 5-8 ● Comfortable with Status Quo ● Professional Development
Small Class Sizes	<ul style="list-style-type: none"> ● Limited Culture and Diversity ● Fewer opportunities for Explo and Clubs ● Combined Sports
Facilities	<ul style="list-style-type: none"> ● Long Bus Rides ● Spacing and Infrastructure ● Cyber Security

Opportunities	
<i>What opportunities are open to us? What are resources of which we could take advantage?</i>	
Academics and Student Achievement	<ul style="list-style-type: none"> ● Explo and Extra Classes ● Middle School Transition ● Student Mentor Program ● Technology/Paper-Pencil Balance ● Increase Special Education Services Staffing ● School-Wide Broadcast ● Start a Gifted Program ● Modified PBIS ● High School Opportunities ● Pre-School Opportunities
Staff	<ul style="list-style-type: none"> ● Professional Development Activities ● Staff Team Building ● Modified PD Hours
Culture and Climate	<ul style="list-style-type: none"> ● Increase Community Involvement ● Increasing Parent Involvement
Facilities	<ul style="list-style-type: none"> ● Create Long-Term Facility Plan ● Upgrade Playground Area

Threats	
<i>What threats do our weaknesses expose us to? What external factors threaten our success?</i>	
Staff	<ul style="list-style-type: none"> ● Teacher Shortage ● Competitive Teacher Salaries ● Substitute Teachers ● Fear of Change ● Lack of time or resources to push towards growth and improvement
External Threats	<ul style="list-style-type: none"> ● Lack of Real Estate ● Enrollment ● School Choice and Charter Schools ● Government regulations impacting teacher time due to requirements
COVID-19 Repercussions	<ul style="list-style-type: none"> ● Learning Loss ● Technology Balance ● Virtual Learning Options
Facilities and Finances	<ul style="list-style-type: none"> ● Financial Support for Start-Ups ● Building Safety ● Lawsuit Protection ● Transportation



FRANKLIN COUNTY R-II

Better Together...

Our Community Empowers Students

VISION

**CREATING A COMMUNITY
WHERE ALL CHILDREN
FEEL LOVED, RESPECTED,
AND ENCOURAGED TO
DEVELOP TO THEIR
FULLEST POTENTIAL.**

MOTTO

WE ARE
Family

We believe in providing social, emotional, and physical safety to all students and staff. We believe in facilitating a growth mindset in our school community to foster the development of lifelong learners. We believe in empowering our students, families, staff, administration, and school board members to be prominent leaders within our school and community. We believe in providing instruction that accommodates individual learning styles and diverse student needs by utilizing a variety of resources to ensure all learning standards/objectives are met. We believe in building positive relationships with students, staff, and stakeholders through open and transparent communication. Franklin County R-II School District believes in remaining financially sound and maintaining safe and secure facilities.

Mission, Vision, and Beliefs

As a part of the CSIP creation process, the CSIP Committee identified the district's core values and beliefs and crafted new Mission, Vision, and Belief statements that more closely align with our goals for the future. These statements will continue to act as a guide in determining the policies, rules, and regulations of the school district as we work to enact our CSIP plan.

Mission Statement

Better Together...Our community empowers students.

Vision Statement

Creating a community where all children feel loved, respected, and encouraged to develop to their fullest potential.

Beliefs

1. We believe in providing social, emotional, and physical safety to all students and staff.
2. We believe in facilitating a growth mindset in our school community to foster the development of lifelong learners.
3. We believe in empowering our students, families, staff, administration, and school board members to be prominent leaders within our school and community.
4. We believe in providing instruction that accommodates individual learning styles and diverse student needs by utilizing a variety of resources to ensure all learning standards/objectives are met.
5. We believe in building positive relationships with students, staff, and stakeholders through open and transparent communication.
6. The Franklin County R-II School District believes in remaining financially sound and maintaining safe and secure facilities.

FRANKLIN COUNTY R-II CSIP PLAN-ON-A-PAGE

PILLAR 1: ACADEMIC FOCUS

GOAL 1: STUDENT ACHIEVEMENT

1.1.1	The District scores on state assessments will be at or above the state average on an annual basis.
1.1.2	Each student will be able to show reading growth of 2-3% from Beginning of Year (BOY) to End of Year (EOY) annually on district assessments.
1.1.3	Each student will be able to show math growth of 2-3% from BOY to EOY annually on district assessments.
1.1.4	90% of students will be in attendance 90% of the time annually.

GOAL 2: PROFESSIONAL DEVELOPMENT

1.2.1	100% of certified and non-certified staff will participate in development opportunities aligned to district goals and targeted to what they are assigned to accomplish annually.
1.2.2	100% of new to the district teachers will receive a minimum of two years of orientation, professional learning, mentoring and coaching support.
1.2.3	100% of certified staff will be provided one PD day annually to shadow a job alike from a partnering district.

PILLAR 2: CULTURE AND CLIMATE

GOAL 1: PHYSICAL, SOCIAL, AND EMOTIONAL SAFETY

2.1.1	Favorable results from students, staff, parent/community surveys regarding physical and emotional safety will increase by 3% on an annual basis.
2.1.2	Develop a student peer mentoring program that will be evaluated by staff and students annually by a survey.

GOAL 2: COMMUNITY

2.2.1	90% of staff and families will indicate school communication is favorable as measured by the annual climate/culture survey.
2.2.2	Increase school and local community outreach by participating in area events annually.

PILLAR 3: LEADERSHIP

GOAL 1: FINANCIAL

3.1.1	The Board of Education will reduce funds in Fund 1 by 10% annually to maintain a level of 50 - 60% as reported on the ASBR.
3.1.2	The district will increase base salary schedules by a minimum of 2% and allow for step annually until 2025.

GOAL 2: FACILITY

3.2.1	The Board of Education will develop a facility plan that will be evaluated annually.
3.2.2	The district will develop a Technology Plan that will be evaluated annually.
3.2.3	Maintain a safe environment in all district facilities by assessing physical safety measures each school year.

PILLAR 1: ACADEMIC FOCUS

GOAL 1: STUDENT ACHIEVEMENT

STUDENT ACHIEVEMENT						
Objective 1.1.1						
The District scores on state assessments will be at or above the state average on an annual basis.		21-22	22-23	23-24	24-25	25-26
Action Step 1	Curriculum plans will be developed during a summer workshop. Stipends will be paid for curriculum work outside of contract time.					
Action Step 2	Vertically align curriculum and develop pacing guides for all grade levels.					
Action Step 3	Re-evaluate reading curriculum and update as necessary.					
Action Step 4	Ensure teachers maintain high quality instruction practices.					
Action Step 5	Maintain Title I reading interventions and increase math interventions.					
Action Step 6	Collect and store all curriculum documents in a district managed Google Drive					

STUDENT ACHIEVEMENT						
Objective 1.1.2						
Each student will be able to show reading growth of 2-3% from Beginning of Year (BOY) to End of Year (EOY) annually on district assessments.		21-22	22-23	23-24	24-25	25-26
Action Step 1	Review current and new ELA curriculum.					
Action Step 2	Re-evaluate current assessments (iReady) and use more benchmark assessments.					
Action Step 3	Provide Title I reading group for students identified by ongoing assessments.					
Action Step 4	Provide PALS after school reading program (at least an hour 3 times a week).					
Action Step 5	Provide reading interventions for students identified by ongoing assessments.					
Action Step 6	Continue providing differentiated instruction to ensure student growth.					
Action Step 7	Track student growth through data sheets.					

STUDENT ACHIEVEMENT						
Objective 1.1.3						
Each student will be able to show math growth of 2-3% from Beginning of Year (BOY) to End of Year (EOY) annually on district assessments.		21-22	22-23	23-24	24-25	25-26
Action Step 1	K-2 will complete the math iReady diagnostic within the first month of school.					
Action Step 2	3-8 will complete the math iReady diagnostic within the first three weeks of school.					
Action Step 3	Classroom teachers will review diagnostic data to determine tiered interventions.					
Action Step 4	Students identified in the bottom two tiers will be recommended for interventions and after school programs.					
Action Step 5	Explore the option of hiring a math intervention teacher to help with students in the bottom two tiers.					
Action Step 6	Work on number sense at the early elementary level and fact fluency in upper elementary and middle school levels.					
Action Step 7	Evaluate math curriculum annually.					

STUDENT ACHIEVEMENT						
Objective 1.1.4						
90% of students will be in attendance 90% of the time annually.		21-22	22-23	23-24	24-25	25-26
Action Step 1	Contact legal guardians when students are absent.					
Action Step 2	For any absence over 8 consecutive days, a doctor's note will be required.					
Action Step 3	Create class-wide and school-wide incentive programs to encourage students to arrive at school on time.					
Action Step 4	Excessive unexcused absences, 10 or more per semester, will result in an educational neglect hotline call.					
Action Step 5	Promote school spirit with attendance incentives (TREND, Student Council)					
Action Step 6	Evaluate and clearly communicate school attendance policies.					
Action Step 7	Explore parent absent communication systems.					

GOAL 2: PROFESSIONAL DEVELOPMENT

PROFESSIONAL DEVELOPMENT						
Objective 1.2.1						
100% of certified and non-certified staff will participate in development opportunities aligned to district goals and targeted to what they are assigned to accomplish annually.		21-22	22-23	23-24	24-25	25-26
Action Step 1	Increase professional development training opportunities in social-emotional education by completing 6 hours of training annually.					
Action Step 2	Provide classroom teachers with professional development opportunities to maintain best practices in all instruction.					

PROFESSIONAL DEVELOPMENT						
Objective 1.2.2						
100% of new to the district teachers will receive a minimum of two years of orientation, professional learning, mentoring and coaching support.		21-22	22-23	23-24	24-25	25-26
Action Step 1	Follow the DESE mentor/mentee protege' program					
Action Step 2	Invite all new staff members to the August board meeting to be introduced.					
Action Step 3	Publish an article in local media to introduce new staff.					
Action Step 4	Teachers with prior years of experience start the mentorship program in year 2.					

PROFESSIONAL DEVELOPMENT						
Objective 1.2.3						
100% of certified staff will be provided one PD day annually to shadow a job alike from a partnering district.		21-22	22-23	23-24	24-25	25-26
Action Step 1	Certified staff members will complete a request form, reflection form, and will share their experience at the next PD meeting.					
Action Step 2	The PD committee will commit budget dollars to support this goal.					

PILLAR 2: CULTURE AND CLIMATE

GOAL 1: PHYSICAL, SOCIAL, AND EMOTIONAL SAFETY

PHYSICAL, SOCIAL, AND EMOTIONAL SAFETY					
Objective 2.1.1					
Favorable results from students, staff, parent/community surveys regarding physical and emotional safety will increase by 3% on an annual basis.	21-22	22-23	23-24	24-25	25-26
Action Step 1	Create a survey to send to students and parents.				
Action Step 2	Establish a timeline in the 2021-2022 school year, to send out the survey and review the collected data within the established time frame.				
Action Step 3	Offer an incentive to complete the surveys.				
Action Step 4	Create a committee to review survey data.				
Action Step 5	Evaluate results, make a plan, and address unfavorable results.				

PHYSICAL, SOCIAL, AND EMOTIONAL SAFETY					
Objective 2.1.2					
Develop a student peer mentoring program that will be evaluated by staff and students annually by a survey.	21-22	22-23	23-24	24-25	25-26
Action Step 1	Create a timeline for implementation of a peer buddy program.				
Action Step 2	Create guidelines to establish initial mentor groups.				
Action Step 3	Establish goals for the mentor program.				
Action Step 4	Host a middle school transition night for incoming/new students				
Action Step 5	Develop relationships within our high school consortium to allow for high school visits.				
Action Step 6	Allow for high school visits for 8th grade student.				

GOAL 2: COMMUNITY

COMMUNITY								
Objective 2.2.1								
90% of staff and families will indicate school communication is favorable as measured by the annual climate/culture survey.				21-22	22-23	23-24	24-25	25-26
Action Step 1	Create a survey to send to students and parents.							
Action Step 2	Establish a timeline in the 2021-2022 school year, to send out the survey and review the collected data within the established time frame.							
Action Step 3	Offer an incentive to complete the surveys.							
Action Step 4	Create a committee to review survey data.							
Action Step 5	Evaluate results, make a plan, and address unfavorable results.							
Action Step 6	Develop a checklist for staff, family, and community for communication.							
Action Step 7	.Utilize School Messenger to send phone and email blasts to parents.							
Action Step 8	Research and utilize a common system to communicate with parents, grades K-8.							
Action Step 9	Implement a press-release system.							
Action Step 10	Increase and improve in-building communication to staff by implementing a protocol for staff communication.							

COMMUNITY								
Objective 2.2.2								
Increase school and local community outreach by participating in area events annually.				21-22	22-23	23-24	24-25	25-26
Action Step 1	Continue hosting school events such as: Chili Supper, Grandparents Day, concerts, Family Reading Night, Muffins with Mom/Donuts with Dad, Veterans Day Assembly, etc.							
Action Step 2	Develop service-learning projects and build relationships with local businesses.							
Action Step 3	Encourage field trips/outings that support our local businesses.							
Action Step 4	Bring in community members to help support the explo classes.							

Action Step 5	Share our talents with the community by hosting or participating in community events.
Action Step 6	Recruit volunteers to help with tutoring (OASIS tutoring)
Action Step 7	Host a night for parents/guardians to partake in parental development and social emotional well being workshops.
Action Step 8	Compile a database calendar of all community events.
Action Step 9	Create a free little library and food pantry on FCR2 school campus.

PILLAR 3: LEADERSHIP

GOAL 1: FINANCIAL

FINANCIAL								
Objective 3.1.1								
The Board of Education will reduce funds in Fund 1 by 10% annually to maintain a level of 50 - 60% as reported on the ASBR.				21-22	22-23	23-24	24-25	25-26
Action Step 1	Develop and carry out our facility plan by transferring funds from Fund 1 to Fund 4.							

FINANCIAL								
Objective 3.1.2								
The district will increase base salary schedules by a minimum of 2% and allow for step annually until 2025				21-22	22-23	23-24	24-25	25-26
Action Step 1	Evaluate the budget and create a plan to assign additional funds to salaries.							
Action Step 2	Evaluate horizontal movement on the salary schedule.							
Action Step 3	Evaluate and establish tuition incentives for teachers seeking their Master's Degree.							

GOAL 2: FACILITY

FACILITY						
Objective 3.2.1						
The Board of Education will develop a facility plan that will be evaluated annually.		21-22	22-23	23-24	24-25	25-26
Action Step 1	Conduct a facility audit on an annual basis.					
Action Step 2	Board members will take part in yearly building evaluations to ensure that the facility plan is on track.					
Action Step 3	Review budget and allocate funds for building improvement projects.					

FACILITY						
Objective 3.2.2						
The district will develop a technology plan that will be evaluated annually.		21-22	22-23	23-24	24-25	25-26
Action Step 1	Form a technology committee to develop and carry out the plan.					
Action Step 2	Survey parents for reliable internet access for all students annually.					

FACILITY						
Objective 3.2.3						
Maintain a safe environment in all district facilities by assessing physical safety measures each school year.		21-22	22-23	23-24	24-25	25-26
Action Step 1	Conduct fire, hazardous weather, and intruder drills regularly as required by local and state guidelines.					
Action Step 2	Ensure compliance of the American with Disabilities Act for our facility.					
Action Step 3	Purchase emergency rope ladders for appropriate classrooms and provide staff with the appropriate training.					

