

Concordia R-2 School District CSIP Plan



2024-2029

Board Approved: March, 2024

Mission Statement

The mission of the Concordia R-II School District is for students to strive for academic and personal excellence.

Pillars of Concordia R-II School District

Academic

Community
Engagement

Governance &
Leadership

Infrastructure

Relationships

Vision Statements of Concordia R-II School District

All students can learn

Learn critical thinking skills to make positive civic and personal choices

Improve teaching practices for teachers to improve learning

Support lifelong learning in a collaborative environment

Provide opportunities for all students to learn, grow, and succeed.

Communicate effectively

Work collaboratively to challenge students

Maximize students' abilities & creativity

Take responsibility for his or her own actions

Develop policies and procedures that support student, staff, and community striving for excellence

Create an environment that is a safe and supportive place to learn

Adapt technology to improve instruction

Prioritize student learning

Create an environment of mutual respect between students, adults, and the community

2024-2029 CSIP Goals & Objectives

1. Improve Student Performance as measured by state testing standards and other nationally normed tests
 - a. Curriculum & Instruction
 - b. Professional Development
 - c. Instructional Resources & Technology
 - d. Programs & Services
2. Improve the overall district climate and safety in district facilities
 - a. Maintaining Positive School Culture
 - b. Improve communications with the community
3. Improve and maintain infrastructure for the district including facilities, safety, and technology
 - a. Monitor and Improve district grounds and facilities
 - b. Monitor and Improve district safety procedures

CSIP Strategy & Action Steps Form

GOAL I. Improve student performance as measured by state testing standards, nationally normed tests and locally developed assessments.

STRATEGY A: Improve curriculum, instructional practices & assessment to better meet the needs of our students.

Academic

MSIP 6 Indicator	Action Step	Person Responsible	Time Frame	Funds	Date Completed
	Continue to provide district paid opportunities for CCR/Success Ready Assessments including, IRC, TSA, ACT, ACT WORK KEYS, ASVAB, etc.	Curr. Dir.	<i>Ongoing</i>	Local	Annually
	Develop and refine common assessments for grades K-12 in math, communication arts, science, and social studies.	Principals Curr. Dir.	24-25 through 27-28	Local	
	Refine PLC process PK-12 to use student data to monitor progress and provide opportunity for academic growth, interventions, remediation, and extension for all students.	Principals Curr. Dir.	Ongoing	Local	Annually
	Review course offerings 7-12 to ensure schedule reflects opportunities for students in all areas, particular focus should be in the area of Science and Technology	Principals Curr. Dir. Counselor	Ongoing	Local	

Governance & Leadership

MSIP 6 Indicator	Action Step	Person Responsible	Time Frame	Funds	Date Completed
	Continue to provide curriculum days in the summer for teachers to create or improve current/new curriculum for all courses taught.	Superintendent Principals Curr. Dir.	Ongoing	Local	Annually
	Provide training and resources for PLC Teams to continue data driven decision making and collaboration to improve student learning.	Superintendent Principals Curr. Dir. PDC	Ongoing	Local	Annually

CSIP Strategy & Action Steps

GOAL I: Improve student performance as measured by state testing standards, nationally normed tests and locally developed assessments.

STRATEGY B: Provide timely and relevant professional development for staff to enhance student learning.

Academic

MSIP 6 Indicator	Action Step	Person Responsible	Time Frame	Funds	Date Completed
	Develop research based professional learning opportunities for all staff	Principals Curr. Dir. PDC	Ongoing	PDC Local Title II.A	Ongoing
	Provide science of reading and literacy professional learning for all staff	Principals Curr. Dir.	24-25	Local Title II.A	
	Provide 1:1 instruction for new staff on curriculum development	Curric. Coord. PDC	Ongoing	Local	Ongoing
	Provide professional development for staff regarding STEM/STEAM initiatives	Principals Curr. Dir.	24-26	Local/PDC	

Technology

MSIP 6 Indicator	Action Step	Person Responsible	Time Frame	Funds	Date Completed
DB4	Provide staff development for utilizing software/hardware to increase skill development of students.	Principals Curr. Dir.	24-25	Local/PDC	Annually

Governance & Leadership

MSIP 6 Indicator	Action Step	Person Responsible	Time Frame	Funds	Date Completed
	Provide paid summer institutes for teachers on various PD topics: curriculum writing, Missouri Learning Standards, and instructional strategies	Superintendent Principals	24-29	Local/PDC	Annually
	Provide financial support for after school study groups & the development of professional libraries	Superintendent Principals	24-29	Local/PDC	Not Met
CC2	Provide behavior management and classroom management training for all new staff annually and update/revisit with returning staff.	Building Teams Principals	24-29	Local	Annually
TL5	Provide an effective induction & mentoring process for all instructional staff.	Admin. Curr. Dir.	24-29	Local	Annually

CSIP Strategy & Action Steps Form

GOAL I: Improve student performance as measured by state testing standards, nationally normed tests and locally developed assessments.

STRATEGY C: Provide the appropriate instructional resources, including technology, for the staff to provide an appropriate education for our students,

Academic

MSIP 6 Indicator	Action Step	Person Responsible	Time Frame	Funds	Date Completed
	Annually evaluate the textbook revision cycle currently based on age Principals and effectiveness in meeting the curriculum standards.	Curr. Dir.	Annually	Local	Ongoing
	Provide credit recovery, extension courses, and access to college classes through Launch as well as provide opportunities for dual credit classes.	Principals	24-29	Local	Annually

Technology

MSIP 6 Indicator	Action Step	Person Responsible	Time Frame	Funds	Date Completed
	Develop and fund a replacement cycle so all staff have access to a computer that is less than 5 years old.	Superintendent IT Coord.	24-29	Local	Annually
	Purchase additional laptops and carts for utilization at both buildings	IT Coord. Principals	24-29	Local	Annually
	Upgrade and maintain the District's network to ensure access to internet based instructional resources	Tech Director	Ongoing	Local Federal	Annually

CSIP Strategy & Action Steps Form

GOAL I. Improve student performance as measured by state testing standards, nationally normed tests and locally developed assessments.

STRATEGY D. Provide the appropriate programs and services for our students to be successful in school and graduate with the skills necessary to pursue their goals.

Academic

MSIP 6 Indicator	Action Step	Person Responsible	Time Frame	Funds	Date Completed
	Provide more opportunities for our special education students to job shadow and enter work study programs.	SPED Director	24-29	Local	Annually
	The district will consider other extra-curricular/co-curricular activities in which students could participate to help them stay motivated to maintain higher grades.	Principals	24-29	Local	Ongoing
	Maintain or increase the number of dual credit offerings for our students.	Principal Counselor	24-29	Local	Ongoing
	Continue to provide a summer school program K-12.	Superintendent Principals	24-29	Local	Annually
	Provide training to A+ tutors and mentor teachers to ensure tutors are reinforcing classroom instruction appropriately.	Principals A+ Director	24-29	Local	Annually

	The district will continue to offer early learning opportunities for our families, such as Parents As Teachers, Preschool, and Early Childhood Special Education.	Principal SPED Director Superintendent	24-29	Local State Federal	Annually
	Continue to get support from the Vocational Rehabilitation/MU Transition Specialist for our students.	SPED Director	24-29	Local	Annually
	Provide opportunities for students to connect classroom instruction to real world and lifespan situations.	Curr. Dir. SPED Director Principals	24-29	Local	

Governance & Leadership

MSIP 6 Indicator	Action Step	Person Responsible	Time Frame	Funds	Date Completed
	Provide annual program evaluation data to the board to help determine the effectiveness of district programs.	Superintendent	24-29	Local	Annually

CSIP Strategy & Action Steps

GOAL II: Improve the overall district climate and ensure all facilities & students are safe.

STRATEGY A: Maintain and improve an overall positive school culture.

Academic

MSIP 6 Indicator	Action Step	Person Responsible	Time Frame	Funds	Date Completed
	Review current behavior management systems (Building Teams). Continue to train and improve fidelity of implementation or consider other behavior management systems/strategies. Create a handbook for each school as a resource for staff. Review handbook annually	Principals Building Teams	24-29	Local	Annually
	Implement Behavior Management system/strategies with fidelity.	Principals Building Teams	24-29	Local	Ongoing

Governance & Leadership

MSIP 6 Indicator	Action Step	Person Responsible	Time Frame	Funds	Date Completed
	The district will develop a competitive salary package for the staff to be in the top half of the 1-70 Conference.	Superintendent CTO	24-29	Local State Federal	Annually

	The district will review and improve the mentor/buddy program for new teachers and teachers new to the district.	Principals Curr. Dir. PDC Committee	24-25	Local	
	The district will look for new ways to recognize student attendance and achievement.	Principals OS Committee	24-25	Local	
	The district will look for new ways to recognize staff achievements.	OS Committee	24-25	Local	

Community Engagement

MSIP 6 Indicator	Action Step	Person Responsible	Time Frame	Funds	Date Completed
	The district will continue to develop activities through Oriole Strong to encourage school pride.	Superintendent O.S. Committee	24-29	Local	Annually
	The district will through Facebook, newspaper articles, the district website and other forms of communication share positive things about the district, staff, students, & all stakeholders.	Superintendent Principals IT Director	24-29	Local	Annually
	The district will look for more ways to engage families in the education of their students.	Principals Title Funds	24-29	Local Federal	
	Develop programs to encourage patrons without students to become involved in school activities.	Board Superintendent Principals	24-29	Local	

CSIP Strategy & Action Steps

GOAL II: Improve the overall district climate and ensure all facilities & students are safe.

STRATEGY B: Monitor and Improve district grounds and facilities

Facilities

MSIP 6 Indicator	Action Step	Person Responsible	Time Frame	Funds	Date Completed
	Annually update the district buildings and maintenance plan to address future and needed improvements to ensure both functional and safe facilities.	Superintendent B&M Committee	24-29	Local	Annually
	Meet with the district buildings and maintenance committee on an annual basis.	Superintendent	24-29	Local	Annually
	District buildings, maintenance, and special project needs will be prioritized with the help of the buildings and maintenance committee and the administration team annually.	B&Grounds Dir. Admin Team B&M Committee	24-29	Local	Annually
	Survey the staff annually regarding overall repair, cleanliness, and safety of the buildings on an annual basis.	Principals	24-29	Local	Annually
	Set up a yearly checklist of maintenance inspections and when they need to be completed.	Superintendent Principals B&G Dir.	24-29	Local	Annually

Governance & Leadership

MSIP 6 Indicator	Action Step	Person Responsible	Time Frame	Funds	Date Completed
	District buildings, maintenance, and special project needs will be prioritized with the help of the buildings and maintenance committee and the administration team annually.	B&Grounds Dir. Admin Team B&M Committee	24-29	Local	Annually
	Survey the staff annually regarding overall repair, cleanliness, and safety of the buildings on an annual basis.	Principals	24-29	Local	Annually

Community Engagement

MSIP 6 Indicator	Action Step	Person Responsible	Time Frame	Funds	Date Completed
	Ensure that district facilities meet the needs of our students, district programs, and community.	Admin. Team	24-29	Local	Annually

CSIP Strategy & Action Steps

GOAL II: Improve the overall district climate and ensure all facilities & students are safe.

STRATEGY C: Monitor and Improve District Safety Procedures

Academic

MSIP 6 Indicator	Action Step	Person Responsible	Time Frame	Funds	Date Completed
	The district will develop, implement, and review calm down procedures for students to manage their surroundings when needed.	Principals Counselors SPED Dir. Building Teams	24-25	Local	Ongoing

Facilities

MSIP 6 Indicator	Action Step	Person Responsible	Time Frame	Funds	Date Completed
	The district will provide a monthly check to ensure that all emergency bags/equipment have all necessary items in working condition.	Facilities Dir. Principals	24-29	Local	

Governance & Leadership

MSIP 6 Indicator	Action Step	Person Responsible	Time Frame	Funds	Date Completed
	Develop a board approved safety plan using ERIP that is updated to include medical lock down procedures and how to handle students missing during an emergency lockdown.	Safety Coord Safety Comm	24-25	Local	
	Provide required safety training for staff & students on an annual basis Staff: student discipline, seclusion & restraint, sexual harassment, allergic reactions & use of epi-pens, symptoms of alcohol or drug abuse, mental health issues, identification of suicidal behaviors, identification of child abuse, bullying, universal precautions, intruder/SafeDefend training Students: Code of Conduct, CIPA, nondiscrimination and sexual harassment, First Aid/CPR, intruder/SafeDefend	Safety Coord Superintendent Principals	24-29	Local	Annually
	The district will conduct an internal safety audit on an annual basis and report the findings to the board.	Safety Coord	24-29	Local	
	The district will provide annual first aid, CPR & defib training to staff in each building,	Superintendent School Nurse	24-29	Local	

. CSIP Strategy & Action Steps

GOAL II: Improve the overall district climate and ensure all facilities & students are safe.

STRATEGY D: Improve communications with parents and patrons of the district.

Academic

MSIP 6 Indicator	Action Step	Person Responsible	Time Frame	Funds	Date Completed
	Annually recognize the contributions of our parents and patrons.	OS Committee	24-29	Local	Annually
	Provide parent information nights about different topics on an annual basis.	Principals	24-29	Local	Annually

Technology

MSIP 6 Indicator	Action Step	Person Responsible	Time Frame	Funds	Date Completed
	The district will continue to investigate options for on-line access and payments for parents.	Superintendent Bus. Manager Tech. Director	24-25	Local	

Community Engagement

MSIP 6 Indicator	Action Step	Person Responsible	Time Frame	Funds	Date Completed
	Utilize Facebook and the district web page on a more regular basis to provide updates on district activities.	Superintendent Principals AD	24-29	Local	
	Improve communication with parents & patrons (e-mail, twitter, apps, text-me, etc.), and annually survey them for their preferences (end of year by admin).	Superintendent Principals AD	24-29	Local	
	Produce a district level calendar a semester in advance that is updated with all events, and exact dates and times will be updated as they become available.	Principals Athletic Director	24-29	Local	