

MILAN C-2 SCHOOLS

Comprehensive School Improvement Plan (CSIP)



**STRIVING FOR EXCELLENCE IN EVERY-
THING!**



MILAN C-2

373 SOUTH MARKET STREET
MILAN, MO 63556
Phone — 660-265-4414

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DISTRICT LEADERSHIP TEAM

MR. JARRED SAYRE	HIGH SCHOOL	MRS. ANDREA DABNEY	HIGH SCHOOL
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MRS. MARY JO SAWYER	ST. SERVICES	MRS. ASHLEY PAULEY	ELEM
MRS. LISA SCHOONOVER	CURR./TECH	MRS. HEATHER JAQUES	ELL
MRS. TINA (AYERS) MARRS—	SPED	DR. BEN YOCOM	DISTRICT
MS. SUZANNE EASLEY	HIGH SCHOOL	MRS. ASHLEY HOERRMANN	TECH
MRS. MELISSA VAN DUSSELDORP	HIGH SCHOOL	MR. JUSTIN DUFFY	HIGH SCHOOL

CSIP TEAM —B. Dodson, T. Marrs, M. Tipton, B. Yocom, S. Easley, M. Van Dusseldorp, J. Richardson, C. Vreeland, A. Pauley, M. Sawyer, M. Hostetter, J. Tipton

Planning Process

Stakeholders have been involved in the planning process by contributing to the respective *Building Improvement Plans (BIPs)*. Since the beginning of the academic year, the principals have been actively working to establish BIPs in their respective areas. The BIPs are constructed with guided assistance from the leadership team and administrators. Each BIP address the three (3) over-arching goals of the district:

- **Student Performance and Achievement of Excellence** – the district WILL strive to improve continuously and constantly in EVERY activity and/or event.
- **Resources, Staff and Facility Improvement** – the district will prioritize and allocate the available resources to ensure the environment is conducive to excellence – staff decisions will support the fundamental mission and purpose to maintain an atmosphere of high productivity – district facilities will be addressed to provide an outstanding educational landscape for students, staff and the community at-large.
- **Parent, Student and Community Engagement** – the district will instill a climate of engagement with all pertinent stakeholders: parents, students and patrons.

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MISSION

Striving for excellence in everything!

VISION

Our organization will constantly improve in EVERY facet and continuously seek EXCELLENCE every day.

CORE BELIEFS and VALUES

- We will consistently set HIGH EXPECTATIONS for students and staff
- We will relentlessly pursue excellence in all facets of the school community
- We will work to ensure ALL students are reading at grade level
- We will make a commitment to update technological opportunities for students
- We will strive to engage the community in the educational process
- We will continually evaluate our practices (instructionally, procedurally, etc.) to maintain excellence
- We will consistently improve our physical plant for the betterment of the educational process
- We will commit to *Learning for All* within our educational community
- We will provide a safe and warm environment for students and staff
- We will maintain a progressive mentality to meet the needs of the ever-changing global landscape

GOALS

Develop and enhance quality educational and instructional programs to improve student performance.

Measurable Indicators:

- Annual Performance Report (APR) –
 - Elementary – K-6
 - High School – 7-12
 - District/Legal Educational Authority (LEA) – Pre-K-12
- Missouri Assessment Program Results –
 - Grade Level Assessments – Grades 3 --- 6
 - End of Course Assessments – Grades 7--- 12
- Grade Level Reading Assessments
 - STAR Assessments – Grades 2 --- 12
- Curriculum
 - Implement curricular revision calendar
 - Revise curriculum per calendar
 - Evaluate curriculum and adjust accordingly

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Improve instructional resources, staff, and facilities.

Measurable Indicators:

Technology –

- Develop and implement a *Long-Range Technology Plan*
- Implement 1:1 Process to 9-12 by 2018-19 (ideally 7-12 if funds allow)
- Increase district bandwidth to 250 gigabytes by 2019
- Review options for Bring Your Own Device (BYOD) in grades 3-6

Human Resources –

- Hire certified faculty for certifiable positions
- Assign qualified staff to professional positions
- Continue to utilize the *Professional Learning Communities* process
- Maintain base salaries for all positions within one percent of area school districts

Facility Improvement –

- Maintain current facilities through daily custodial and maintenance efforts
- Establish a *Long-Range Master Facility Plan*
- Evaluate current facilities for educational adequacy
- Oversee all physical structures to obtain maximum efficiency
- Sustain plan to implement NEW CONSTRUCTION project(s)

Promote, facilitate, and enhance parent, student, and community engagement.

Measurable Indicators:

Parent Engagement –

- Schedule three (3) parent activities per year per building
- Hold two (2) sessions of *Parent-Teacher Conferences* (Spring and Fall)
- Proactively contact each parent at least once per quarter (verbal or in-writing)

Student Engagement –

- Instructional evaluations will constantly review student engagement
- Ensure a wide-variety of school-sponsored activities are available
- Promote student involvement at all levels

Community Engagement –

- Implement two *Community Activities* per school year
- Ensure monthly information is submitted into local media outlets
- Annually survey the community – via website – to obtain feedback
- Implement ‘Business/Organization’ engagement activities



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DISTRICT IMPROVEMENT PLAN

GOAL #1 — STUDENT PERFORMANCE

Develop and enhance quality educational and instructional programs to improve student performance.

Objectives:

1. The number of students (each subgroup) scoring proficient/advanced will increase by five (5) percent annually.
2. The average ACT composite score will exceed the national average by 1.0 each year.
3. Student attendance rates will increase to the MSIP 5/6 standard.
4. The graduation rate meets or exceeds MSIP 5/6 target standard.

Evaluations could be determined by using the following methods:

1. Analyzing data from MAP Tests, EOC Exams, ACT scores, and/or common assessments.
2. Comparing national, state, and local scores.
3. Analyzing scores of subgroups to determine strengths/concerns.



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DISTRICT IMPROVEMENT PLAN

Strategy:	Action/Activity	Timeline Start/End Date	Persons(s) Responsible
<p>Programs and instructional models will serve the individual needs of students.</p>	<p>1. The written curriculum will meet state standards, and End of Course Exams, and is implemented throughout the instructional programs.</p>	<p>On-going</p>	<p>Teachers, Principals</p>
	<p>2. A PK-12 research-based, systemic reading model/program will be developed, implemented, and monitored.</p>	<p>On-going</p>	<p>Teachers, Principals</p>
	<p>3. Common assessments will be implemented and utilized in PK-12.</p>	<p>18-19 school year-on-going</p>	<p>Teachers, Principals</p>
	<p>4. Each school building will identify and promote incentives for regular attendance.</p>	<p>On-going</p>	<p>Principals, Leadership Teams</p>
	<p>5. A variety of academic and activity opportunities will be available for students to encourage regular attendance and engage in extracurricular activities.</p>	<p>On-going</p>	<p>Principals, Teachers</p>
	<p>6. Alternative instructional programs will be available to meet students' unique, individual needs. (MO Options, Title I, Extended Learning Opportunities, Tutoring Program, Systematic Intervention Processes, etc.)</p>	<p>18-19 school year-on-going</p>	<p>Principals, Alternative Instructor, Title Staff, Instructional Staff</p>
	<p>7. Students in grades 5-12 will participate in career-awareness activities (College days and A+ Programs, etc.)</p>	<p>On-going</p>	<p>Principals, Counselors, Teachers</p>
	<p>8. The district will continue to utilize the Positive Behavior Support (PBS) model at all Levels.</p>	<p>On-going</p>	<p>Principals, Teachers, Support Staff</p>
	<p>9. The district will continue to review/implement and provide multiple instructional growth options for students that have English as a Second Language</p>	<p>On-going</p>	<p>Principals, Student Services Director, Teachers</p>



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DISTRICT IMPROVEMENT PLAN

GOAL #2 — RESOURCES, STAFF AND FACILITIES

Improve instructional resources, staff, and facilities.

Objectives:

1. All district facilities and resources will be appropriate for present and future students' programming needs.
2. Recruit, attract, develop, and retain highly-qualified staff.
3. Increase Technological resources each year until full 1:1 implementation PK-12.

Evaluations could be determined by using the following methods:

1. Staff feedback tools, needs assessments, and professional development activity logs — (implement weekly collaboration time)
2. Student achievement scores
3. Crisis Plan evaluations and revisions
4. Instructional resource rotation schedule



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DISTRICT IMPROVEMENT PLAN

GOAL #2 — RESOURCES, STAFF AND FACILITIES

Strategies:	Action/Activity	Timeline Start/End Date	Persons(s) Responsible
Provide a safe and secure learning environment for all students and staff.	1. District crisis plan will be reviewed annually.	Annually	Emergency/Safety Director, Crisis Team
	2. Practice drills (tornado, fire, earthquake, and intruder) will be conducted annually.	Annually	Administrators, Instructional Staff
Provide systematic professional development activities focused on student achievement and professional growth.	3. The Comprehensive School Improvement Plan will be revised, as needed, to direct the overall actions of the district toward needed improvements.	On-going	Administrators, Dist. Leadership Team, CSIP Team
	4. Building School Improvement Plans will be developed and updated as needed.	On-going	Administrators, Leadership Teams
	5. Core/grade level and vertical teams of teachers will collaborate about best practices, analyze data, monitor progress, and adjust strategies.	On-going	Administrators Teachers
	6. Based on student population growth and financial data, decreasing or increasing staff positions will be considered yearly.	Annually	Superintendent
	7. Provide High Quality and Job-Embedded Professional Development for Staff weekly or twice per month	Weekly 18-19 School year, On-going	Superintendent, Administrators, PD Committee, Leadership Teams
	8. Add at least two-hundred (200) Chromebooks for 1:1 Implementation, and after initial implementation—continue to address the tech needs/equipment as needed annually	Beginning 18-19 School Year, on-going each year thereafter	Tech Director(s), Principals, Teachers, Tech Team, Supt, etc.
	9. Provide Bring Your Own Device (BYOD) options for students in grade levels that do not have the 1:1 process	Beginning 18-19 School Year, on-going each year thereafter	Tech Director(s), Principals, Teachers, Tech Team, Supt, etc.



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DISTRICT IMPROVEMENT PLAN

GOAL #3—PARENT, STUDENT AND COMMUNITY ENGAGEMENT

Promote, facilitate, and enhance parent, student, and community involvement.

Objectives:

1. Gauge and monitor parent, student, and community involvement at academic events to establish baseline participation.

Evaluations could be determined by using the following methods:

1. Guest books/Sign In Sheets at ALL community activities facilitated by school district
2. Report student attendance percentage at various *Co-Curricular Activities*
3. Report parent attendance by teacher/classroom at PT Conferences, Open House, Title Activities, ELL-Parental Advisory Committee
4. Improve parental/community access via various technological platforms (School Announcement, Website, other social media platforms, etc.)
5. Engage specific activities with businesses throughout the community



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DISTRICT IMPROVEMENT PLAN

Strategy:	Action/Activity	Timeline Start/End Date	Persons(s) Responsible
<p>The integration of home-school-community will be supported by the school district, in which learning opportunities are offered and partnerships are encouraged.</p>	<p>1. Regular communication will be provided to parents about their child’s educational progress.</p>	<p>On-going</p>	<p>Principals Teachers</p>
	<p>2. Information will be provided to parents and the community about educational programs, activities, and events.</p>	<p>On-going</p>	<p>Administrators Teachers Staff</p>
	<p>3. Implement Business engagement strategies to further strengthen the relationship between businesses and the school—(IE-Business spotlights, Business sponsorships at games/activities, etc.).</p>	<p>18-19 School Year, On-going</p>	<p>Administrators, District Leadership Team, Teachers</p>
	<p>4. Review and sustain an appropriate process to equitably share information throughout the community</p>	<p>On-going</p>	<p>Administrators, Central Office, District Leadership Team</p>
	<p>5. Expand College/Career opportunities for students in grades 6-12</p>	<p>18-19, On-going</p>	<p>Counselors, Administrators, District Leadership Team</p>
	<p>6. Specific ‘Transition’ meetings for students entering Kindergarten, 7th Grade and 9th Grade</p>	<p>18-19, On-going</p>	<p>Counselors, Administrators, Teachers</p>