

Comprehensive School Improvement Plan 2014-2019

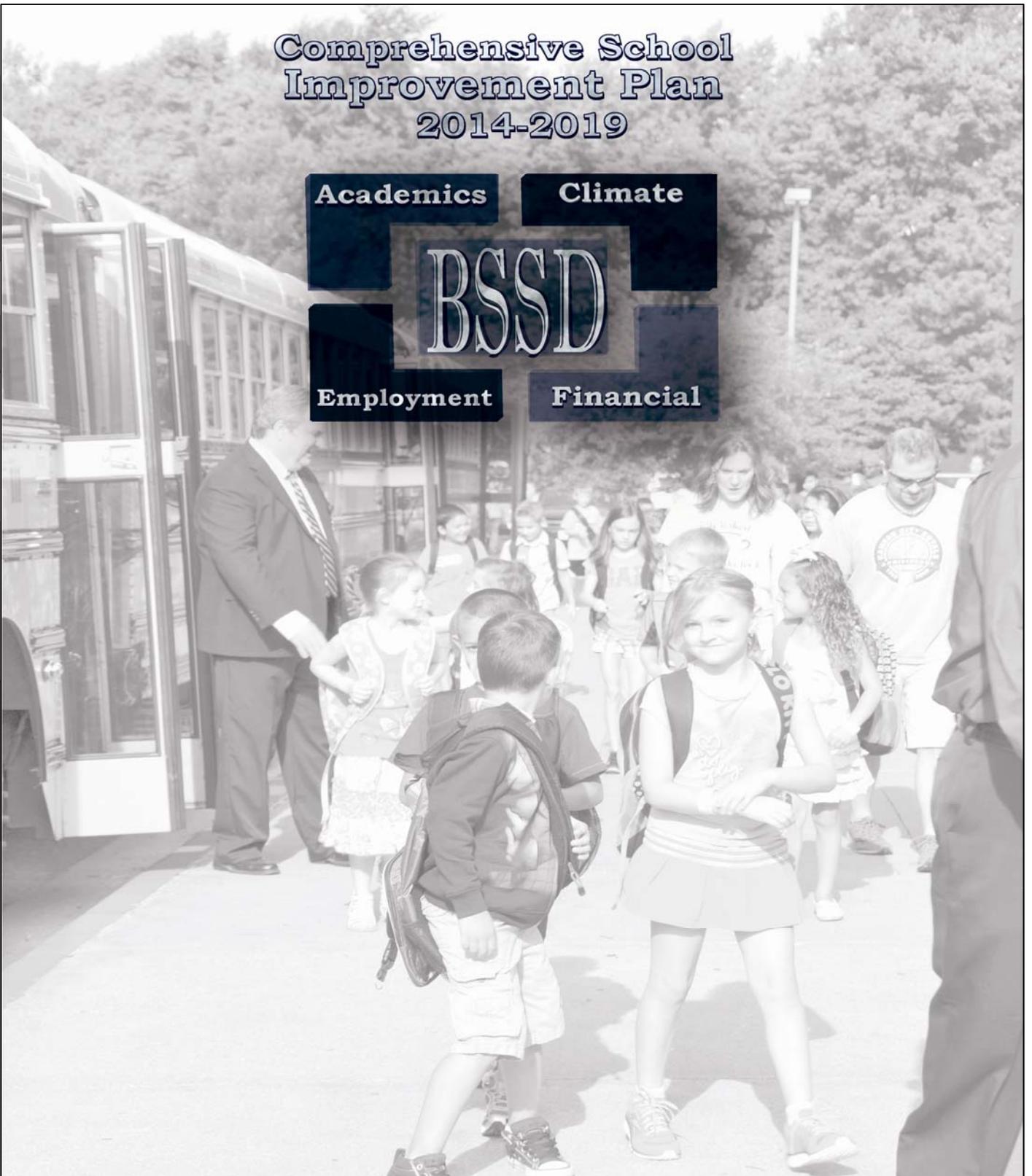
Academics

Climate

BSSD

Employment

Financial



Board Approved 6/9/2014

COMPREHENSIVE SCHOOL IMPROVEMENT PLAN (CSIP)

I. Description of the Planning Process

Process Overview

The Blue Springs R-IV School District's Comprehensive School Improvement Plan (CSIP) is aligned with annual Missouri Department of Elementary and Secondary Education performance and accreditation requirements and the Blue Springs Standards. Overall, the CSIP design process entails a thorough examination of key present and future challenges, expectations, influences, opportunities, and risks that affect internal and external stakeholders - students, parents, staff, community members, taxpayers, business community members, and colleges and universities. This approach provided a relevant, realistic, and strategic context for developing a stakeholder- and market-focused plan of action. The same approach guides ongoing decision-making, resource allocation, and overall CSIP facilitation, and allows for concerted effort in relation to academic performance, data management, customer service, curriculum adoptions, instructional strategies, supervision and support of employees, technology enhancements, and facility upgrades. In essence, the CSIP is developed and implemented for the dual purposes of strengthening the quality and effectiveness of the district and supporting its vision of long-term, sustainable excellence for students, staff, and programs.

The Blue Springs R-IV School District's Comprehensive School Improvement Plan (CSIP) Committee is comprised of students, (i.e., when applicable and age-appropriate), staff, school board members, parents, business leaders, and patrons. It is representative of local schools, the greater community, and all segments of the stakeholder population. The CSIP committee develops the district's Comprehensive School Improvement Plan (CSIP), a single, written, accountability map, as required in conjunction with the Missouri School Improvement Program (MSIP). The CSIP is reviewed annually and contains short- and long-term goals, including those that extend at least five years beyond the current date. The CSIP Committee meets a minimum of twice per school year to review progress, address the effects of major district adoptions, changes, improvements, and/or implementations, and determine if plan modifications are warranted.

Key district facilitators coordinate oversight of CSIP implementation. Facilitators utilize a systematic process to monitor progress related to focus area goals and corresponding strategies and recommend necessary changes or improvements. Established focus area goals and strategies are targeted both internally and externally and reflect stakeholder, market, program, service, facility, and/or technological opportunities and challenges. Facilitators use the CSIP to prioritize district resource allocations, guide decision-making, and set the course for present and future success. Broadly stated, facilitators implement the CSIP in a manner ensuring that the Blue Springs School District remains competitive and continues to perform with distinction.

Incorporating Broad-Based Community Participation

In order to report upon CSIP goal attainment progress, heighten the degree of basic understanding and two-way communication, and provide additional opportunities for stakeholder brainstorming, input, and/or feedback, designated members of the Superintendent's cabinet level team meet periodically each school year with representatives from teacher advisory and advocacy groups, teacher professional organizations and committees, and the presidents of all district PTA units. In addition, CSIP updates are provided during Community Advisory Committee (CAC) sessions for participant consideration and discussion, and to generate recommendations for improvement. CSIP progress reports are made to the general public in editions of the district's *R-IV News*, which are mailed to patrons in newspaper format periodically during the school year and posted on the district's website. A status report related to targeted CSIP goals is delivered bi-annually to the School Board for consideration and input. This report and the resulting actions appear in the recorded School Board meeting minutes and are presented to local news media outlets for dissemination. In October, the Annual Report provides stakeholders extensive information about the district, as well as individual schools and programs.

II. Individual Building Planning

Individual buildings gain input and focus by a Building Leadership committee, which oversees the formulation of a yearly School Improvement Plan. School level committees are also responsible for appropriating the building's annual allocation of professional development funds in alignment with pertinent curriculum, instruction, and/or program initiatives. Professional development activities relate directly to both building and district goals; enable staff to prepare students for the rigor and relevance associated with adoption and implementation of the Blue Springs Standards; help district students, staff, and schools reach the performance and accreditation targets stipulated by the Missouri Show Me Standards; address key elements of the district's CSIP; and focus on areas of concern from the previous year's MAP and EOC assessment evaluation results.

III. Belief/Vision

The Blue Springs School District is responsible for providing opportunities for all students to acquire the knowledge, skills, and experiences necessary to:

- * Maximize learning potential;
- * Gather, analyze, and apply information and ideas;
- * Communicate effectively within and beyond the classroom;
- * Recognize and solve problems;
- * Make critical decisions; and
- * Act as a responsible and contributing member of society.

Programs and Services

Diverse programs:

1. Produce students who are decision-makers, problem-solvers, socially and culturally aware, and appreciative of the arts;
2. Produce students who are communication- and technology-literate;
3. Produce students who know how to access information, are motivated and self-directed, and committed to becoming life-long learners;
4. Prepare students to effectively enter an ever-changing workplace and global economy;
5. Prepare students to develop cooperative group techniques, organizational skills, and an understanding of how complex systems work;
6. Develop positive self-esteem and promote mutual respect and responsibility; and
7. Provide quality stakeholder interactions, including student-teacher.

Integration of School and Community

To better integrate the school and community:

1. Leadership Teams should be responsive;
2. School- and district-level programs should offer supports and services to the total community;
3. Local community, organizations, and businesses should function as extensions of the classroom and provide realistic, relevant, and true-to-life learning experiences for students; and
4. The district should explore and implement innovative ways of funding programs and/or projects.

III. Teaching/Learning

For teaching and learning to be effective in all classrooms and at all grade levels, it should be:

1. Rigorous and relevant and incorporate strategies, activities, and assessments that are multi-step and outcome-, standards-, and performance-based ;
2. Supported by ongoing, pertinent, and aligned professional development offered to all staff;
3. Require higher-order critical thought, problem-solving, and creative thinking by all students;
4. Engaging, facilitative, real-world, reflective, student-directed, and technology-supported; and
5. Flexible, adapted to individual student needs, innovative, and ever-changing.

IV. Technology

Technology:

1. Is used as a tool by students and staff to enhance learning and instruction; improve communication and decision-making; and facilitate access and sharing across global information systems;
2. Enables students and staff to conduct meaningful research and prepare and conduct high-quality presentations;
3. Is used to connect the school, home, community, and world; and
4. Impacts not only what students learn, but also how and when they learn.

V. Management/Decision-Making

Management and decision-making should be based upon the following tenets:

1. Learning is not confined to traditional settings such as the classroom or school, or traditional time structures such as a class or course period, school day, or school year;
2. Students attain mastery through challenge, performance, demonstration, a wide variety of learning approaches and strategies, and the use of real-world tools, technology, and applications;
3. District stakeholders, including school-age and adult learners, should have access to year-round, traditional, and non-traditional learning opportunities;
4. School management should be decentralized, self-directive, and district supported.
5. Evaluation of staff, operations, and programs should promote accountability and be reflective, goal-oriented

5. Evaluation of staff, operations, and programs, should promote accountability and be reflective, goal-oriented, and performance-based;
6. Open communication is encouraged, highly valued, and an integral part of the decision-making process at all levels within the district; and
7. Viable, rigorous, and relevant assessment structures must be in place to measure performance, gauge success related to students, staff, programs, schools, and the district, and ensure accountability.

IV. Philosophy and Mission Statement

Philosophy: The Blue Springs School District is dedicated to the proposition that each student, regardless of gender, economic or social status, geographic location, race, culture, or individual difference, should experience an accessible, balanced, and comprehensive education. In order to accomplish this goal, a variety of diverse, dynamic, and flexible programs, coupled with customized, innovative, and challenging teaching approaches, will be employed to meet the various needs, differences, and ability levels of students, nurture each student's special gifts and talents, and maximize achievement, performance, and academic success.

Mission Statement: The mission of the Blue Springs School District is to create an educational community in which all students acquire knowledge, develop skills, function as literate, contributing citizens, and achieve personal goals.

VI. Analysis of District Factors

A. Comparative Analysis

District Strengths:

1. In the 3-5 grade span, students demonstrate high achievement in ELA, Math, and Science.
2. In the 6-8 grade span, students demonstrate high achievement in ELA, Math, and Science.
3. In the 9-11 grade span, students demonstrate high achievement in all subject areas.
4. A majority of the district's seventh-grade students are reading at the proficient level or above.
5. The percent of graduates who scored at or above the national average on the ACT is at a high level.
6. The percent of advanced courses taken by juniors and seniors is at a high level.
7. The percent of graduates enrolled in post-secondary education opportunities is at a high level.
8. The percent of vocational completers who were placed in related employment, or continued their education after graduation, is at a high level.
10. The district's written curriculum is aligned to the Show-Me Standards in math, communication arts, social studies, and science.
11. The district focuses on improving student achievement as evidenced by the integration of curriculum, instruction, staff-designed common and formal assessments, and professional development processes.
12. Advanced questionnaire responses indicate the district has established a positive climate for learning.
13. The district has developed and implemented a well-rounded, comprehensive K-12 guidance program.
14. The district provides a variety of exploratory classes for seventh and eighth-grade students.
15. The district meets State statutory, State Board of Education, and Department of Elementary and Secondary Education guidelines and offers the required number of high school credits in all core and ancillary subject areas. In addition, the district provides classes in six of the seven vocational areas.
16. The district offers students a wide variety of educational options related to STEM related subject areas (e.g., Bio- and Ag-sciences, Project Lead the Way).

District Considerations

1. Based upon 2013-2014 school year professional development opportunities and research related to adoption and implementation, continuing alignment is required between the district's curriculum, instructional practices, assessments, and the Blue Springs Standards.
2. In order to more effectively meet the digital-age learning and teaching needs of students and staff; personalize the learning experience; improve teacher expertise, familiarity, and confidence related to technology use; expand technology access; increase the integration/role of technology in the instructional setting; better determine the impact of technology on teaching practice, student outcomes, and environmental factors; align professional development so that it supports technology-related strengths and/or alleviates technology-related deficits; and elevate academic achievement across all grade levels and subject content areas; the district will leverage existing proofs points and/or build new educational models to rethink and repurpose how schools work and put the individual student at the center.
3. As a result of state level education funding cuts and modified Parents as Teachers National Center curriculum (i.e., new Foundational Curriculum), eligibility, reporting, and affiliation status requirements, the district's Parents as Teachers program will focus services on the needs of at-risk families.

Goal 1: The district will increase adequate yearly progress/proficiency student achievement rates (i.e., No Child Left Behind) by 4 percent on Blue Springs Standards aligned assessments (i.e., Missouri Assessment Program/MAP, End-of-Course/EOC, district developed common assessments and College and Career Readiness Assessments).

Measurement: Data collected, stored, monitored, and reported, including Blue Springs Standards aligned MAP, EOC, and district developed common assessment scores.

MSIP Standard Indicator	Strategy	Strategy Description	Time Line	Person(s) Responsible	Resources	Completed
	1	The district will formally assess students' reading level, accumulate and analyze performance data (K-12), and adjust/align curriculum and instruction based on the results.	On-going	Dept Supt. C&I	Dist. Funds, State Funds	
		<i>Professional Development</i>				
		Dibels	X			
		Pathways	X			
		SRI	X			
		Reading A-Z frequency passages	X			
		District-developed K-12 grade level common assessments	X			
	2	The district will utilize a Professional Development Leadership Team (PDLT) to facilitate and improve achievement and address the learning needs of all students. 1. Disaggregated data analysis (i.e., by: race/ethnicity, gender, social economic status, English as a Second Language, and Free and Reduced Lunch) 2. Curriculum and PD-driven instruction adjustment/alignment with the Blue Springs Standards 3. FergFlor Data Warehouse information access, analysis, and dissemination	On-going	Dept Supt. C&I	Title II(a), Dist. PDC Funds, Local Funds	
		<i>Professional Development</i>				
		Math Cadre	X			
		Science Cadre	X			
		English/Language Arts Cadre	X			
		Social Studies (K-5) & American History (6-12) Cadres	X			
		Reading Cadre	X			
	3	The district will purchase translation software and instructional materials to facilitate English language mastery and communication for ELL students and parents. 1. Rosetta Stone/Website access 2. Lexiled Reader expansion 3. Mass communication translation device acquisition and implementation	On-going	Dept Supt. C&I	Title III and Local Funds	
		<i>Professional Development</i>				
		ELL Training	X			

	<p>The district will provide PD to enable staff to implement the Missouri Standards and Blue Springs Standards-aligned MAP, EOC, and district-developed common assessments.</p> <p>1. MAP, EOC, and district-developed common assessment prep, administration, and analysis</p> <p>2. Reading comprehension development</p> <p>3. Differentiated/Personalized instruction strategies implementation</p> <p>4. Instructional technology access and utilization</p> <p>5. Non-assessed content area support strategies implementation (e.g., special education, guidance/counseling, and physical education)</p>	On-going	Dept Supt. C&I	Title II(a) District PDC Funds Local Funds	
4	<p><i>Professional Development</i></p> <p>Sue Gendron (Smarter Balanced Assessment Consortium)</p> <p>Tim Rasinski</p> <p>Jim Knight</p> <p>Samantha Bennett</p> <p>Katherine Bomer</p> <p>Ruth Culham</p> <p>Ellin Keene</p> <p>Debbie Miller</p> <p>Cris Tovani</p> <p>Greg Tang</p> <p>Instructional Coaches E/LA, Math, Science K-12</p> <p>i-Tech team</p> <p>Farhad Jadali</p> <p>E/LA Cadre</p> <p>Math Cadre</p> <p>Science Cadre</p> <p>Am. History Grant</p> <p>Science Grant</p> <p>Blue Springs Standards Teams</p>	X			
5	<p>The district will provide PD to prepare staff to assist all students with mastery of Blue Springs Standards aligned MAP and EOC concepts and to meet annual AYP targets.</p> <p>1. District-developed common assessment prep, administration, and analysis</p> <p>2. MAP and EOC assessment prep, administration, and analysis</p> <p>3. Reading comprehension development (i.e., targeted at-risk readers)</p> <p>4. Differentiated/Personalized instruction strategies implementation</p> <p>5. Instructional technology access and utilization</p> <p>6. Writing process strategies implementation and evaluation</p> <p>7. Action research strategies implementation and evaluation</p> <p>8. Data collection/Analytics (i.e., comparative analysis) access, analysis, and dissemination</p>	X	Dept Supt. C&I	Dist. Funds, Title I, PDC	
	<p><i>Professional Development</i></p> <p>Sue Gendron</p> <p>Tim Rasinski</p> <p>Jim Knight</p> <p>Samantha Bennett</p> <p>Katherine Bomer</p> <p>Matt Glover</p>	X			
	<p>Ruth Culham</p> <p>Ellin Keene</p> <p>Debbie Miller</p> <p>Cris Tovani</p> <p>Greg Tang</p> <p>Instructional Coaches E/LA, Math, Science K-12</p> <p>i-Tech team</p>	X			

	6	<p>The district will use multiple data management systems to evaluate class and/or course offerings for all K-12 students and focus on areas that are deficient or misaligned with Blue Springs Standards aligned formative assessments (e.g., MAP, EOC, district developed common assessments).</p> <p>1. Data collection/Analytics (i.e., comparative analysis) access, analysis, and dissemination</p> <p>2. Data management tools (e.g., data portfolio) utilization</p> <p>3. Student management sytem (e.g., PowerSchool) utilization</p> <p>4. FergFlor data warehouse information access, analysis, and dissemination</p>	On-going	Dept Supt. C&I	Dist. Funds, PDC	
		<p><i>Professional Development</i></p> <p>Farhad Jadali</p> <p>Instructional Coaches E/LA, Math, Science K-12</p> <p>i-Tech team</p> <p>E/LA Cadre</p> <p>Math Cadre</p> <p>Science Cadre</p> <p>Am. History Grant</p> <p>Science Grant</p> <p>Blue Springs Standards Teams</p>	X X X X X X X X X			
	7	<p>The district will evaluate K-2 standardized assessment instruments and results to determine their reliability as predictors and identify strengths and deficits related to curriculum and instruction.</p> <p>1. Technology access, utilization, and analysis</p>	On-going	Dept Supt. C&I	Dist. Funds, Assessment Funds	
		<p><i>Professional Development</i></p> <p>Instructional Coaches E/LA, Math, Science K-12</p> <p>i-Tech team</p> <p>Literacy Coaches</p> <p>E/LA Cadre</p> <p>Math Cadre</p> <p>Science CadreAm.</p> <p>Science Grant</p> <p>CCSS Teams</p>	X X X X X X X			
	8	<p>The district will utilize student performance committees at the building and system levels to evaluate and improve K-12 academic achievement.</p> <p>1. Dropout prevention strategies implementation and analysis</p> <p>2. Credit recovery strategies implementation and analysis</p> <p>3. Study skills/Test prep strategies implementation and analysis</p> <p>4. At-risk/Gifted services strategies implementation and analysis</p> <p>5. RtI/PBS strategies implementation and analysis</p> <p>6. Needs assessment design, utilization, and analysis</p> <p>7. Policy revision</p> <p>8. Before- and after-school tutoring strategies implementation and analysis</p> <p>9. LMC access (e.g., extended hours, open weekends, WEE Bus)</p>	On-Going	Dept Supt. C&I	Local Funds, PDC Funds, SIG Funds	
		<p><i>Professional Development</i></p> <p>Care Team</p> <p>Community Resource Specialists</p> <p>Policy Review Committee</p>	X X X			
	9	<p>The district will improve Library Media Center (LMC) services, staffing, technology access, and facilities to meet digital-age requirements, enable Library Media Specialists to collaborate effectively with peers and classroom teachers, and improve K-12 student performance.</p> <p>1. LMC collection expansion/update</p> <p>2. Digital hardware expansion/update (e.g., mobile labs, iPad/tablet computers, computer kiosk, laptop computers)</p> <p>3. Digital software expansion/update (e.g., NetTrekker, Safari Montage)</p> <p>4. eBooks, online textbooks implementation and access</p> <p>5. Web literacy (e.g., copyright) awareness and dissemination</p> <p>6. LMC access (e.g., extended hours, open weekends, WEE Bus)</p> <p>7. Policy revision</p>	On-going	Dept Supt. C&I	Local Funds, PDC Funds	
		<p><i>Professional Development</i></p> <p>LMC Committee</p> <p>i-Tech Team</p> <p>Policy Review Committee</p>	X X X			

	10	<p>The district will update and expand technology.</p> <ol style="list-style-type: none"> District Technology Plan review, revision, implementation, and evaluation Staff grants access (e.g., BSSD Education Foundation) Technology access, utilization, analysis, and PD (e.g., software, hardware/equipment, wiring, WiFi, wireless laptops for K-12 Title students) PD Lab setting implementation and analysis Policy revision 	On-going	Dept Supt. C&I	Dist. Funds, PDC	
		<i>Professional Development</i>				
		Technology Committee	X			
		i-Tec team	X			
		Policy Review Committee	X			
	11	<p>The district will expand services to gifted/talented students, faculty, administrators, and support staff.</p> <ol style="list-style-type: none"> Instructional technology (e.g., whiteboards, laptops, desktop computers, e-Instruction, document cameras, wireless labs) implementation and analysis Honors classes (i.e., both the MS and HS levels) implementation and analysis Technology access, utilization, analysis, and PD 	On-going	Dept Supt. C&I	Dist. Funds	
		<i>Professional Development</i>				
		Gifted & Talented Education Committee	X			
		i-Tech team	X			
	12	<p>The district will expand fine arts opportunities and best practices for students to improve achievement.</p> <ol style="list-style-type: none"> Summer Creative Arts Program(s) implementation, evaluation, and refinement (e.g., plays, musicals, puppetry, photography, computer design, digital media) Summer Performing Arts Program(s) implementation, evaluation, and refinement (e.g., band, strings, vocal) Fine Arts Academy 9-12 implementation, evaluation, and refinement Arts Partners K-5 implementation, evaluation, and refinement Arts Partnership K-12 implementation, evaluation, and refinement (e.g., KC Art Institute, BS Arts League, Nelson-Atkins Museum) PD 	On-going	Dept Supt. C&I	Dist. Funds, Science Grant	
		<i>Professional Development</i>				
		K-12 Arts Cadres	X			
		Summer School Committee	X			
	13	<p>The district will provide instructional supports to assist school subgroup population students with meeting or exceeding state and federal annual measurable assessment targets.</p> <ol style="list-style-type: none"> Tutoring access (i.e., instructional staff) K-8 club access CCSS aligned MAP, EOC, and district developed common assessment focus objectives practice activities/events A+ tutoring access (i.e., student-led, at K-5 level, year-round) High school Success Lab access Instructional software and hardware implementation and analysis (e.g., Plato, CPS systems, Clickers, tablets, I Can Learn, Study Sync, Gizmos) Lexiled/Support library access for at-risk students LMC access (e.g., extended hours, open weekends, WEE Bus) 	On-going	Dept Supt. C&I	Gifted Funds, Dist. Funds	
		<i>Professional Development</i>				
		Sue Gendron	X			
		Tim Rasinski	X			
		Jim Knight	X			
		Samantha Bennett	X			
		Katherine Bomer	X			
		Matt Glover	X			
		Ruth Culham	X			
		Ellin Keene	X			
		Debbie Miller	X			
		Cris Tovani	X			
		Greg Tang	X			
		Instructional Coaches E/LA, Math, Science K-12	X			
		Literacy Coaches	X			
		i-Tech team	X			

Goal 1A: Students at all formally assessed grade levels will demonstrate one year's growth in reading proficiency.

Measurement: Data collected, stored, monitored, and reported, including Blue Springs Standards aligned MAP, EOC, Reading, and district developed common assessment scores.

MSIP 5 Standard Indicator	Strategy	Strategy Description	Time Line	Person(s) Responsible	Resources	Completed
	1	The district will utilize a variety of learning approaches, including personalized (i.e., individualized/independent), collaborative, mentoring/peer coaching, inquiry/action research teams, study groups, lab settings, and workshops, to help teachers investigate, implement, model, evaluate and build upon best reading practices.	On-going	Dept Supt. C&I	Dist. Funds, Local Funds, SIG Funds	
		<i>Professional Development</i>				
		District PD Committees	X			
		Instructional Coaches E/LA K-12	X			
		Literacy Coaches	X			
		i-Tech Team	X			
	2	The district will provide a personalized plan of action to all K-12 students who have been identified as reading below the proficient level. 1. Pre- and post-testing (traditional and digital format) 2. Blue Springs Standards aligned MAP, EOC, and district developed E/LA common assessment administration and evaluation (traditional and digital format) 3. Technology-assisted instruction, assessment, and evaluation (e.g., Read 180, Discovery Island) 4. Tutoring access (i.e., instructional staff) 5. Literacy coach support 6. Instructional coach support 7. Reading across content area, discipline, subject, and/or field of study strategy implementation and analysis 8. Reading complex, high-quality literary works closely and attentively for comprehension and enjoyment strategy implementation and analysis 9. Reading informational, technical, and/or vocational text carefully and critically for deep, wide, and thoughtful engagement and understanding strategy implementation and analysis 10. Reading to build knowledge, enlarge experiences, and broaden world views strategy implementation and analysis 11. RtI/PBS supports	On-going	Dept Supt. C&I	Dist. Funds, Local Funds, SIG Funds	
		<i>Professional Development</i>				
		Reading Plus (READ 180)	X			
		Instructional Coaches E/LA, Math, Science K-12	X			
		Literacy Coaches	X			
		Ellin Keene	X			
		Debbie Miller	X			
		Greg Tang	X			
		RtI	X			
	3	The district will personalize reading instruction to increase the degree of proficiency and/or level of academic performance for all K-12 students. 1. District reading curriculum and E/LA common assessments aligned with Blue Springs Standards and State standards requirements 2. Professional development focused on the literacy content area (e.g., Pathways to Reading program/SRI/ Reading 180/MAP and EOC targeted) 3. Class size reduction at targeted grade levels using Title IIa funding 4. SRI software upgrade 5. RtI/PBS supports 6. Community-wide reading promotion campaign 7. Non-fiction reading library expansion at all school levels K-12 8. Library Media Center access expansion 9. WEE Bus access 10. K-12 Reading Committee facilitation	On-going	Dept Supt. C&I	Title I, PDC, Title Iia, SIG Funds	
		<i>Professional Development</i>				
		Mentor Training	X			
		Reading Plus (READ 180) Training	X			
		Ellin Keene	X			
		Laura Robb	X			
		RtI	X			

	Sue Gendron	X			
	Debbie Miller	X			
	Cris Tovani	X			
4	<p>The district will provide a comprehensive reading program that meets the needs of students and families from early childhood through grade 12.</p> <ol style="list-style-type: none"> 1. PAT educator early literacy information dissemination 2. SB6 Family Literary Center access expansion (e.g., publicity campaign) 3. Cub-Care early literacy program implementation 4. Scholastic and/or Pathways Reading Inventories administration to all grades 2-12 students, including those new to the district 5. DIBELS administration as an additional K-2 assessment 6. Reading Plus (Read 180) program participation for qualifying grades 6-8 students 7. Reading Plus (Read 180) program participation for qualifying grades 9-12 students 8. Rosetta Stone utilization for ELL students 9. Library Media Center access expansion 10. WEE Bus implementation and access 11. Literacy library expansion at elementary level 12. Pathways intermediate level implementation 13. Professional development focused on the literacy content area. 	On-going	Dept Supt. C&I	District PDC, Local Funds	
	<i>Professional Development</i>				
	Pathways Training	X			
	Reading Plus (READ 180) Training	X			
	SRI Training	X			
	Scott Foresman Authors	X			
	Parent Training on Reading	X			

Goal 1B: The Blue Springs School District will increase student attendance by 5% annually.

Measurement: Data collected and reported, including MSIP APR-related.

MSIP 5 Standard Indicator	Strategy	Description	Time Line	Person(s) Responsible	Resources	Completed
	1	<p>The district will provide resources, supports, and programs that promote the health (i.e., physical and mental) and welfare of students and staff.</p> <ol style="list-style-type: none"> 1. District partnerships with outside agencies and/or providers in support of K-12 general or specialized curriculum, subject, program, and/or project areas 2. District activities, events, offerings, and/or projects in support of student and staff wellness programs 3. District practices and procedures aligned with federal nutritional and local food handling, preparation, and serving guidelines 4. Policy revision 	On-going	Dept Supt. C&I	Local Funds	
		<p><i>Professional Development</i></p> <ul style="list-style-type: none"> District curriculum, K-12 guidance, and Health Services Department committees District Wellness Department Facilitator and committees Food Services Department committees District Policy Review Committee 	X X X X			
	2	<p>The district will provide a safe environment for students and staff.</p> <ol style="list-style-type: none"> 1. Olweus anti-bullying program PD, implementation, evaluation, and revision 2. First aid, CPR, and AED PD, evaluation, and revision 3. RtI, Blue Springs BEST, BIST, Leader in Me PD, implementation, evaluation, and revision 4. Emergency preparedness and safe crisis management/response PD and evaluation 5. Play, instructional, and safety equipment installation, inspection, repair/upkeep, and removal 6. Policy revision 	On-going	Dept Supt. C&I	Local Funds, Matching Funds, SIG Funds	
		<p><i>Professional Development</i></p> <ul style="list-style-type: none"> K-12 Safety Committee Health Services Advisory Committee School and/or student education center CARE Teams Department of Public Safety (DPS) Buildings & Grounds and Maintenance Department District Policy Review Committee 	X X X X X X			
	3	<p>The district will provide interventions, services, strategies, and supports for students, including those who are at-risk.</p> <ol style="list-style-type: none"> 1. School and/or education center CARE Team offerings 2. Tutoring and/or mentoring (e.g., Difference Makers) offerings 3. Alternative school programs 4. District developed CCSS-, ACT-, and SAT-related practice tests 5. Computer/Web-based application access (e.g., Plato, Study Island) 6. Virtual school offerings (MoVIP), PLATO, transition activities, differentiated 	On-going	Dept Supt. C&I	Local Funds	
		<p><i>Professional Development</i></p> <ul style="list-style-type: none"> CARE Team facilitator Difference Makers facilitator and building contacts and high school A+ Coordinators District Instructional Coaches District Technology Department and i-Tec Team 	X X X X			
	4	<p>The district will evaluate its K-12 at-risk supports, including policies, procedures, and programs related to daily attendance, and make necessary improvements.</p> <ol style="list-style-type: none"> 1. Grant funding research, application, implementation, and evaluation 2. Alternative education program expansion, including the elementary level 3. Local government and court sytem truancy diversion program implementation 4. Tutoring supports at the elementary and middle school levels 5. Data management practices review, including accuracy/quality assurances 6. Policy revision 	On-going	Dept Supt. C&I	Local Funds	
		<p><i>Professional Development</i></p> <ul style="list-style-type: none"> DPS Care Team District Grant Cadre High school A+ Coordinators District Policy Review Committee 	X X X X			

5	<p>The district will provide interventions, strategies, supports, and services for students and families, including at-risk, by coordinating internal programs with those available through the following external agencies and organizations:</p> <ol style="list-style-type: none"> 1. Greater Kansas City Cooperating School Districts (PDN) 2. Greater Kansas City Regional Professional Development Center (GKCRPDC) 3. City of Blue Springs 4. Blue Springs PD, including Youth Outreach Unit 5. BSSD K-12 Guidance Team 6. BSSD Community Resource Specialists 7. BSSD Department of Public Safety (DPS), including counseling support 8. BSSD CARE Team Program 9. BSSD Difference Makers Project 10. BSSD Parent Connect electronic communication portal 11. The Closet clothing pantry 12. BS area churches and faith community 13. Community Services League 14. Comprehensive Mental Health Services 15. Harvesters 16. Division of Social Services 17. Parents as Teachers National Center 	On-going	Dept Supt. C&I	Local Funds, Dist. PDC Funds	
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Goal 1C: The Blue Springs School District will meet or exceed all Missouri Department of Elementary and Secondary Education Annual Performance Review (APR) targets related to college and/or career readiness standards.
Sub Goal 1: Rigorous Course Offerings - AP, IRC's, Dual Credit, Dual Enrollment
Sub Goal 2: College and Career Readiness Testing - ACT, SAT, ASVAB, COMPASS, Workkeys
Sub Goal 3: College and Career Follow-Up

Measurement: DESE APR collected and reported college and/or career readiness standards indicators status data

MSIP5 Standard Indicator	Strategy	Description	Time Line	Persons Responsible	Resources	Completed
	1	The district will assist all students with development and annual review of a personalized plan of study (i.e., 7th through 12th grade). 1. Research projects 2. Student and parent workshops 3. Sequencing of classes, activities, IRC's, and college and career testing	On-going	Dept Supt. C&I	Local Funds, Dist. Funds, Grants	
		<i>Professional Development</i> Career Committees Curriculum Committees Instructional Coaches PLTW District Counselors	X X X X X			
	2	The district will offer and expand AP, IRC's (TSA), Dual Credit, and Dual Enrollment opportunities based on an annual review of current regular and summer school offerings, student interest inventories, college entrance requirements, etc. 1. Expand Dual Credit to additional college 2. Expand Dual Credit 3. Investigate Dual enrollment	On-going	Dept Supt. C&I	Local Funds, Dist. Funds	
		<i>Professional Development</i> District Curriculum Committees District Career Technical and College Partnership Committees	X X X			
	3	The district will continue offer and expand test-taking strategies focusing on the ACT, SAT, ASVAB, COMPASS, and/or Workkeys. 1. ACT - ACT prep class ACT prep days ACT prep via ASPIRE Tests ACT type questions on district common assessments 2. SAT - PSAT summer prep days 3. ASVAB - ASVAB testing at district high schools 4. COMPASS - COMPASS prep days PLATO COMPASS review COMPASS testing at district high schools	On-going	Dept Supt. C&I	Local Funds, CTC	
		<i>Professional Development</i> District Assessment Coordinators	X			

	4	The district will expand its data collection system to include ACT, SAT, ASVAB, COMPASS and Workkeys results and develop strategies to improve student performance based upon the compiled information.	On-going	Dept Supt. C&I	Local Funds, PDC	
		<i>Professional Development</i> District Secondary Level Instructional Coaches District Counselors	X X			
	5	The district will continue to assist students with opportunities to research and learn about college and/or career fields. 1. College and/or career fairs (i.e., elementary, middle, and high school) 2. College and/or work place field trips/visits 3. Career Day events at the elementary level 4. College- and/or career-related guest speakers 5. Early college experience credit at the high school level - Trail Blazers	On-going	Dept Supt. C&I	District Funds	
		<i>Professional Development</i> Counselors Career Technical and/or College Partnership Committees Staff-Career Planning	X X X			

	6	The district will continue to collect career- and/or college-related data on high school graduates. 1. 180-day graduate follow-up survey 2. College survey information 3. Employer survey information	On-going	Dept Supt. C&I	District Funds	
<i>Professional Development</i> Student information system support personnel			X			

Goal 2:		The District will provide quality facilities and programs.				
Measurement: Discussions and reports will be made to the Board as requested						
MSIP 5 Standard Indicator	Strategy	Strategy Description	Time Line	Person(s) Responsible	Resources	Completed
	1	The district will research trends and shifts in population of the district which impact facilities and expansion	On-going	Dept Supt. C&I	Dist. Funds, Local Funds, SIG Funds	
<i>Professional Development</i> Identify elementary and middle school enrollment hotspots Determine percentage of growth for next 10 years and ways to address growth Work with demographic expert			X X X			
	2	The district will maintain, renovate and construct facilities as district needs require and the public supports financial demands	On-going	Dept Supt. C&I	Dist. Funds, Local Funds, SIG Funds	
<i>Professional Development</i> Work closely with outside sources to determine equipment and facilities Maintain master facilities plan Research new/improved/more economical equipment and facilities			X X X			

Goal 3: The District will continue to hire, retain and monitor high quality personnel.

Measurement: An annual report will be made to the board by Assistant Superintendent of Human Resources

MSIP 5 Standard Indicator	Strategy	Strategy Description	Time Line	Person(s) Responsible	Resources	Completed
	1	The district will continue to provide an excellent work atmosphere with high expectations and strong benefits for employees	On-going	Dept Supt. C&I	Dist. Funds, Local Funds, SIG Funds	
		<i>Professional Development</i> Review and revise personnel policies as needed Gain input from administrators at the building level Conduct site visits by Superintendent and Leadership Team	X X X			
	2	The district will review and implement changes as needed to employee benefits for certified and classified staff	On-going	Dept Supt. C&I	Dist. Funds, Local Funds, SIG Funds	
		<i>Professional Development</i> Improve salary rankings of District as finances allow Expand wellness program based on funds Examine models of benefits from other districts and organizations for comparison and implementation Modify as needed job descriptions, extra duty and extended contract days Analyze cost and benefits of the health clinic and develop long range expansion plan Communicate to staff benefits of Employee Assistance Program	X X X X X X			

Goal 4: The District will improve the financial outlook.

Measurement: Periodic reports will be made by the CFO and the the district will work to control spending and implement cost savings over time.

MSP 5 Standard Indicator	Strategy	Strategy Description	Time Line	Person(s) Responsible	Resources	Completed
	1	The district will analyze funding options to build facilities.	On-going	Dept Supt. C&I	Dist. Funds, Local Funds, SIG Funds	
		<i>Professional Development</i> Capital Projects funding through transfers	X			
		Future high, middle and two elementary site secured through negotiation with developer	X			
		FEMA funding for multipurpose rooms/safe shelter-secured JWE, JLE	X			
	2	The district will research new/improved/more economical equipment and facilities.	On-going	Dept Supt. C&I	Dist. Funds, Local Funds, SIG Funds	
		<i>Professional Development</i> Review of use of solar panels	X			
		Energy Manager and Energy Star award focus	X			

Goal 5: The District will promote the organization, staff and students and strengthen positive public opinion.

Measurement: Periodic reports will be to the Board

MSP 5 Standard Indicator	Strategy	Strategy Description	Time Line	Person(s) Responsible	Resources	Completed
	1	The district will allocate appropriate resources for public relations	On-going	Dept Supt. Oper.	Dist. Funds, Local Funds, SIG Funds	
		<i>Professional Development</i> Review budget annually	X			
		Prioritize additions to the department as they relate to budget and effectiveness	X			

	2 The district will streamline and enhance publications and visual media	On-going	Dept Supt. Oper.	Dist. Funds, Local Funds, SIG Funds	
<i>Professional Development</i>					
Create informative publications for patrons and new community members		X			
Support web page development for teachers to inform parents of events and student class information (assignments, automated messaging)		X			
Distribute weekly newsletter for staff about school and staff member events		X			
Utilize Channel 15 to broadcast information about the district and events		X			
Maintain the district website to keep up to date information		X			