BAYLESS

Our Why: Every student will be *Smart, Good,* and *Strong.*

Our How: Founded in 1868, Bayless School District exists to create greater opportunities for all its students so that through those experiences they will continue to discover the best possible versions of themselves.

Our What: 5-Year Strategic Goals

STUDENT SUCCESS
Ensure that each student is purposefully engaged and provided rigorous instruction, meaningful supports, and relevant educational experiences.

CARING CULTURE
Provide an inclusive, safe, and caring environment that promotes the academic success and well-being of each student.

PREMIER WORKFORCE
Recruit, support, and retain the highest-quality employees to provide an exceptional education to all Bayless students.

RESOURCE STEWARDSHIP
Optimize resources and secure funding to achieve and sustain district goals as responsible stewards of taxpayer dollars.

COMPREHENSIVE SCHOOL IMPROVEMENT PLAN 2021-2026

GOAL 1: STUDENT SUCCESS

Ensure that each student is purposefully engaged and provided rigorous instruction, meaningful supports, and relevant educational experiences.

Defining Objectives:

1. Students and identified student groups will demonstrate on-track performance on multiple measures of success by meeting or exceeding the state standard and/or demonstrating significant measurable improvement.

2. Students will demonstrate the ability to be collaborative communicators, creative and critical thinkers, problem solvers and global citizens in the classroom and community.

3. The school system's teachers will implement a comprehensive, rigorous, guaranteed and viable curriculum for all instructional courses aligned to the Missouri Learning Standards or relevant national standards.

4. The school system will provide a comprehensive multi-tiered system of support that addresses the academic, emotional, social, behavioral, and physical needs of each student.

5. The school system will ensure opportunities for students to be part of one or more extracurricular activities, leadership opportunities, or Career and Technical Student Organizations.

GOAL 1: STUDENT SUCCESS

Relevant Data Measures:
- ➢ APR, MAP and ACT reports, local and common assessments
- ➢ Subgroup achievement data
- ➢ Intervention plan progress in *Student Success Data Dashboard*
- ➢ Network for Educator Effectiveness (NEE)
- ➢ Parent and student survey data
- ➢ Attendance data
- ➢ Graduation rate and follow-up data
- ➢ College and Career Readiness data
- ➢ Activity participation

MSIP 6 Alignment: Continuous and Innovative Improvement (DB2), School-Based Collaborative Teams (DB4), Viable Curriculum Aligned to Missouri Learning Standards (AS1), Comprehensive Assessment System (AS2), Success-Ready Students (TL1), High-Quality Early Learning (TL2), High-Quality Career Education (TL3), Effective Instructional Practices (TL6), Multi-Tiered System of Support (TL7), Academic Achievement (EA1), Graduation Rate (EA2), Follow-Up Rate of Graduation (EA3), Equity of Educational Experiences (EA4)

GOAL 1: STUDENT SUCCESS

Goal/ Objective	Strategic Action	Timeline Start/End	Champions	Professional Development	Funding/ Resources	Progress Monitoring
Goal 1, Obj. 1-4	1. Building principals and teachers will ensure the written, taught, and assessed curriculum are aligned and support evidence-based practices in reading, writing, listening, and speaking.	August 2021	Assistant Superintendent Federal Programs Coordinator Principals Curriculum Chairs Reading Specialists ELL Specialists Teachers	*Planning and Teaching in the Standards-Based Classroom* *Rigorous Curriculum Design* *Learning Acceleration Institutes* CERCA Reader's and writer's workshop *Sheltered Instruction Observation Protocol (SIOP)* *Science of Reading*	District Title I, II, III ESSER	NEE Classroom Walkthroughs Common Assessments Writing calibration *i-Ready*, MAP, ACT data *FastBridge* Professional Development Plans (PDPs)
	2. Building principals and teachers will ensure that evidence-based practices in mathematics are implemented and monitored in all grades.	August 2021	Assistant Superintendent Federal Programs Coordinator Principals Curriculum Chairs Math Specialist Teachers	Math workshop Discourse: *Try It, Discuss It, Connect It Routine* *Building Fact Fluency* Productive struggle	District Title I, II, III ESSER	NEE *i-Ready*, MAP, ACT Classroom Walkthroughs PDPs

3. Teachers will ensure classroom assessments include the use of higher-order thinking and problem-solving skills as well as complex reasoning skills.	August 2021	Assistant Superintendent Federal Programs Coordinator Principals Curriculum Chairs Teachers	*Planning and Teaching in the Standards-Based Classroom* ACT *Certified Educator* Item Specifications CERCA *Assessment Capable Learners*	District Title I, II, III	Common Assessments Student Achievement Data NEE
4. Library media specialists will collaborate with teachers to integrate digital and informational literacy resources into the instructional program.	August 2021	Assistant Superintendent Federal Programs Coordinator Principals Curriculum Chairs Library Media Specialists	*Missouri Association of School Librarians* *Secondary Writing and Research Handbook*	District Title I	NEE PDPs Lesson plans Research writing data Circulation and database usage
5. The school system will provide access to high-quality early learning experiences, birth through prekindergarten.	August 2021	Superintendent Assistant Superintendent Early Childhood Principal PAT Coordinator	*Conscious Discipline* Birth-5 Curriculum *Project Construct* Developmental Assessment	District	PAT program data ECC program data

	6. EC-12 teams will collaboratively analyze student data to provide, document, and progress monitor evidence-based interventions for students' needs.	August 2021	Assistant Superintendent Federal Programs Coordinator Principals Counselors Curriculum Chairs Reading Specialists Math Specialists Teachers	*Phonics First* *Reading Recovery* *Leveled-Literacy Intervention* (LLI) READ 180 Math intervention *Power Hour* *Level Up* PBIS Developmental Assessment	Title I, II ESSER 1% PDC District VICC	*Student Success Dashboard* and Intervention Plans VICC Reports SSD Reports ELL Program Data ECC Program Data
	7. The school system will expand and improve alternative instructional programs to meet students' unique, individual needs.	August 2021	Superintendent Assistant Superintendent Principals Counselors Alternative Education Specialists	*Jobs for America's Graduates* (JAG) *Missouri Alternative Education Network*	District JAG Grant	FLEX CBVI *Missouri Options* *Jobs for America's Graduates* *Learning Lab* *Virtual Academy*

Goal 1, Obj. 1-5	8. The school system will provide relevant, high-quality career technical education and advanced professional studies based upon students' ICAPs.	August 2021	Superintendent Assistant Superintendent Principals Counselors CTE Curriculum Chair	FCCLA training CTE mentorship PLTW Core Training	District Perkins	STL CAPS *PLTW: Computer Science* *FCCLA* Dual-Credit/ Enrollment STLCC *Make It Count*
	9. The school system will provide a variety of academic and extracurricular opportunities for students to promote school engagement and regular attendance.	August 2021	Superintendent Assistant Superintendent Principals Activities Director Athletic Directors Coaches/Sponsors	*InsideOut Coaching* *GameChanger*	District Academic Foundation	Participation Attendance Student surveys

GOAL 2: CARING CULTURE

Provide an inclusive, safe, and caring environment that promotes the academic success and well-being of each student.

Defining Objectives:

1. Students will demonstrate growth mindset, social awareness, emotional regulation, and character.

2. The school system will establish a culture focused on learning, characterized by high academic and behavioral expectations for each student.

3. Staff and students will share the responsibility for being actively engaged in learning and demonstrating appropriate standards of behavior and attendance.

4. The school system will intentionally engage families and community organizations to create effective partnerships that support students' development and achievement.

Relevant Data Measures:
  ➢ Culture and climate surveys
  ➢ *Student Social-Emotional Learning and Well-being Survey*
  ➢ *Positive Behavior Interventions and Supports* (PBIS) data
  ➢ Character Education application feedback

MSIP 6 Alignment: Intra- and Interpersonal Skills (TL4), Comprehensive School Counseling Program (TL10), Climate and Culture Data (DB3), Safe, Orderly and Caring Environment (CC1), Culture of High Academic and Behavioral Expectations (CC2), Collaborative Partnerships (CC3), Parent/Guardian Involvement (CC4), Communication (L8), Equity of Educational Experiences (EA 4)

GOAL 2: CARING CULTURE

Goal/ Objective	Strategic Action	Timeline Start/End	Champions	Professional Development	Funding/ Resources	Progress Monitoring
Goal 2, Obj. 1-4	1. The school system will ensure that social-emotional skills and character education principles aligned with the Missouri Early Learning Standards, the Missouri Learning Standards, and the Missouri Comprehensive School Counseling Program are integrated into the teaching process.	August 2021	Assistant Superintendent Principals Social Worker Guidance Counselors	*Second Step* *1,2,3 Wellness* *CharacterPlus* Secondary advisory programs Blended Families	District ESSER *Missouri Healthy Schools Grant*	SEL data Character Education feedback
	2. The school system will implement trauma-informed methodologies and provide responsive services based upon student need.	August 2021	Social Worker Guidance Counselors Principals School Resource Officers	Trauma-informed pedagogy	District *Care to Learn*	SEL data Counseling program data PBIS Data SIT Team Data
	3. Culture and climate data will be used to develop and revise systemwide improvement goals and implementation strategies.	August 2021	Superintendent Assistant Superintendent Director of Human Resources Principals	*Data-based decision-making*	District	Building Improvement Plans Culture and climate survey

	4. The school system will increase parent and community engagement through building and district-level activities and regular communication.	August 2021	Superintendent Assistant Superintendent Director of Public Relations Federal Programs Coordinator Principals	*ParentSquare*	Title I, III District	*ParentSquare* Event attendance Parent survey *Bayless Magazine* *Google Classroom* *Infinite Campus* Social media

GOAL 3: PREMIER WORKFORCE

Recruit, support, and retain the highest-quality employees to provide an exceptional education to all Bayless students.

Defining Objectives:
1. The school system will provide competitive benefits and compensation.

2. The school system will provide sufficient staffing of qualified and highly-effective personnel to achieve the vision, mission, and goals.

3. The school system will provide ongoing, job-embedded professional learning focused on evidence-based instructional practices, staff growth goals, and student performance goals.

Relevant Data Measures:
➢ Staff surveys, needs assessments, and log of professional development activities
➢ Student achievement data
➢ *Network for Educator Effectiveness* reports

MSIP 6 Alignment: Teacher/Leader Standards (TL5), Professional Learning (TL8), Continuous Innovative Improvement (DB3), Personnel and Program Evaluation (L7), Personnel (L9)

GOAL 3: PREMIER WORKFORCE

Goal/ Objective	Strategic Action	Timeline	Champions	Professional Development	Funding/ Resources	Progress Monitoring
Goal 3, Obj. 1-3	1. The school system will provide a competitive tuition reimbursement program for certified and classified staff with a focus on high-need certification areas.	August 2021	Superintendent Assistant Superintendent Chief Financial Officer Director of Human Resources PD Committee	N/A	District 1% PDC *Recruitment and Retention Grant*	Applications in *Frontline Professional Growth* Certifications
Goal 3, Obj. 2	2. District and building leaders will conduct a yearly assessment of staffing needs based upon student enrollment, financial data, and student performance data.	August 2021	Superintendent Chief Financial Officer Director of Human Resources Federal Programs Coordinator Principals School Guidance Counselors	N/A	District Title I, II, III	Class sizes Budget Program outcomes
Goal 3, Obj. 2, 3	3. District and building leaders will develop a system for personalized self-driven growth through structured self-reflection (including individual performance data and student achievement data), collaboration and coaching.	August 2021	Superintendent Assistant Superintendent Federal Programs Coordinator Principals PD Committee Instructional Coaches Curriculum Chairs	*The Art of Coaching* *Swivl* *Leveraging Video for Learning*	District 1% PDC Title I, II, III	NEE Coaching logs *Instructional Coach Organizer* Achievement data

4.	The school system will provide an effective induction and mentoring process for instructional staff and administrators.	August 2021	Assistant Superintendent Federal Programs Coordinator Principals PD Committee Instructional Coaches Curriculum Chairs	*Collaborative New Teacher Partnership* with area districts and Lindenwood	District 1% PDC Title II	Mentoring logs and observations Conference data
5.	District and building leaders will utilize an intentional feedback system to improve and refine performance.	August 2021	Superintendent Assistant Superintendent Director of Human Resources Federal Programs Coordinator Principals	*NEE Feedback Paths*	District 1% PDC Title II	NEE Good Employee Standards
6.	District and building leaders will create a leadership development plan to ensure continuity for staff turnover and succession.	August 2021	Superintendent Assistant Superintendent Director of Human Resources Federal Programs Coordinator Principals Lead Curriculum Chairs Curriculum Chairs PD Committee	*Dare to Lead* *Teacher Leader Model Standards* *Aspiring Administrators* Programs *StrengthsFinder*	District 1% PDC Title II	NEE Curriculum Chair Program Data

GOAL 4: RESOURCE STEWARDSHIP

Optimize resources and secure funding to achieve and sustain district goals as responsible stewards of taxpayer dollars.

Defining Objectives:

1. All district facilities will be safe and appropriate for present and future students' programming needs.

2. The school system will provide high-quality instructional and library media resources that effectively serve learners and educators.

3. The school system will support teaching and learning by providing adequate technology infrastructure, connectivity, personnel, and digital resources.

4. The school system will conduct appropriate community outreach and engagement to communicate the value of our schools.

Relevant Data Measures:
➢ Program evaluations

MSIP 6 Alignment: Use of Technology to Improve Instruction (TL9), Library Media Services (TL11), Operations and Resource Management (L4), School Safety (L10)

GOAL 4: RESOURCE STEWARDSHIP

Goal/ Objective	Strategic Action	Timeline	Champions	Professional Development	Funding/ Resources	Progress Monitoring
Goal 4, Obj. 1	1. Maintain a rolling five-year Maintenance and Facility Plan.	August 2021	Assistant Superintendent Director of Maintenance and Grounds	Facilities Committee	District	Facilities Committee
	2. District and building-level crisis plans will be developed and reviewed annually and practice drills (tornado, fire, intruder) will be conducted as required.	August 2021	Superintendent Assistant Superintendent Principals	Safety Committee 4E Safety Training Principal Meetings CPI Training	District	Safety Committee
	3. Implement building programs utilizing bond funding and Capital accounts which will enhance safety, security and extend the utility of our existing buildings for decades to come.	August 2021	Superintendent Assistant Superintendent Director of Maintenance and Grounds Director of Business and Finance	N/A	District Bond Funding Fund Transfer State	Facilities Committee

Goal 4, Obj. 1-3	4. Continue to strategically leverage grant and/or other funding opportunities to support our students and community.	August 2021	Superintendent Assistant Superintendent Director of Business and Finance	MOASBO FedPro	Federal grants *Alumni Association* *Academic Foundation,* BEST, *Music Boosters* *Care to Learn*	Maintenance of Effort Student achievement A+ Program Program evaluations
Goal 4, Obj. 1, 4	5. Periodically review facility needs with administrators, faculty, staff, students, parents and community members to ensure that our facility goals conform to the needs of our CSIP.	August 2021	Superintendent Assistant Superintendent	Facilities Committee	District	Scheduled and ongoing Facilities meetings,periodic review with principals
Goal 4, Obj. 2, 3	6. Provide access to current technologies, digital resources, and ongoing professional learning for all instructional staff.	August 2021	Assistant Superintendent Technology Director Federal Programs Coordinator Principals	Infinite Campus Learning Suite 1:1 Implementation *ClearTouch* panels	District Title I, II, III	*Frontline Professional Growth* PD evaluations *Academic Foundation*

GOAL 5: GOVERNANCE

Govern the school system in an efficient and effective manner providing leadership and representation to benefit the students, staff, and patrons of the district.

Defining Objectives:

    1. The Board of Education and the Superintendent will work together to effectively manage and lead the schools to higher levels of student achievement.

Relevant Data Measures:

- ➤ Board Docs
- ➤ National, state, and local student achievement
- ➤ Infinite Campus data (i.e., attendance, discipline)

MSIP 6 Alignment: School Board Leadership (L1), Ethics (L2), Continuous School Improvement (L3), Operations and Resource Management (L4), School Board Policy (L5), Superintendent Roles, Responsibilities and Evaluation (L6), Personnel and Program Evaluation (L7)
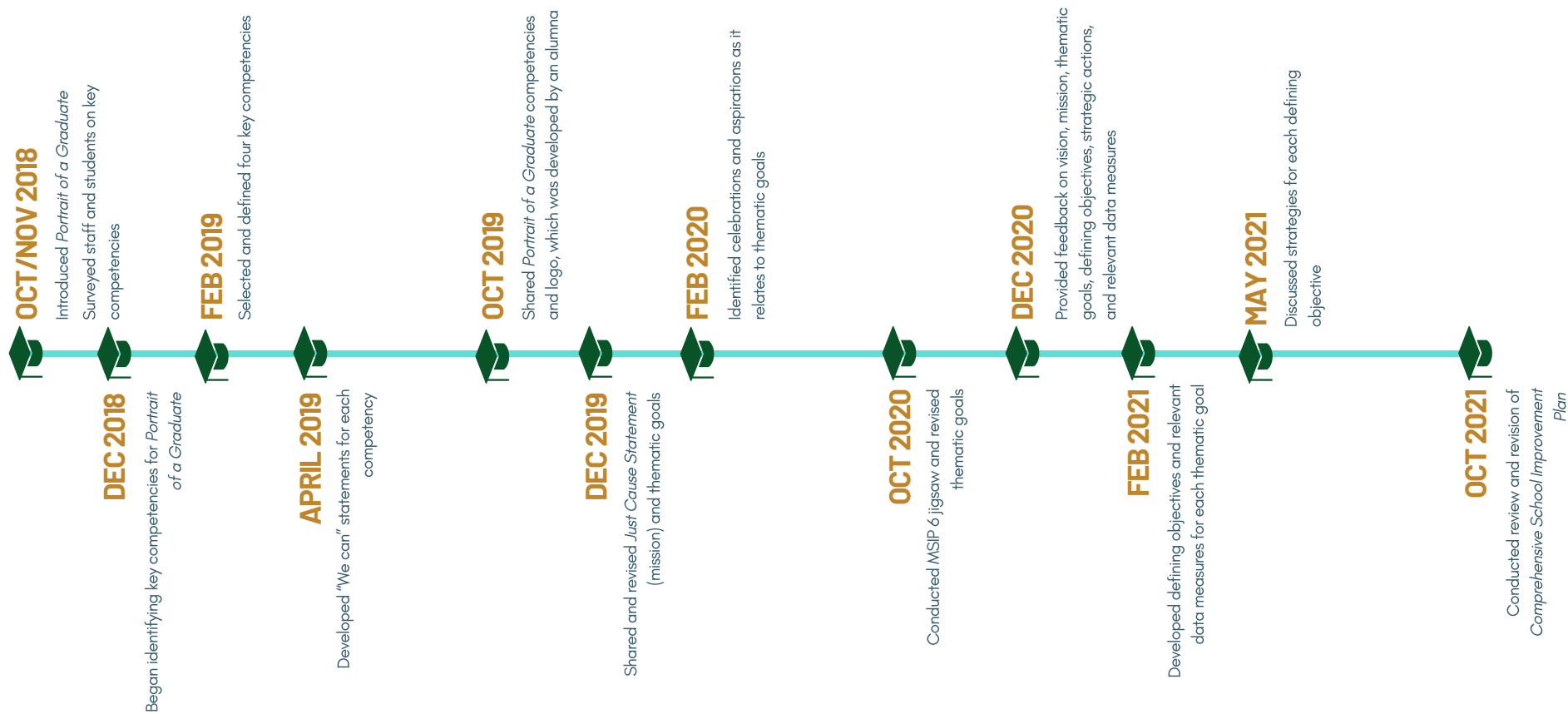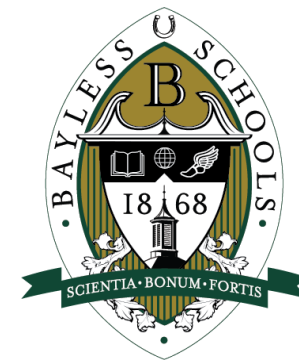
GOAL 5: GOVERNANCE

Goal/ Objective	Strategic Action	Timeline Start/End	Champions	Professional Development	Funding/ Resources	Progress Monitoring
Goal 5, Obj. 1	1. The Building School Improvement Plans will be updated yearly and specific goals and objectives will be determined based upon disaggregated student data and needs assessments.	August 2021	Superintendent	NEE	District	Implemented and ongoing (quarterly meetings, BOE workshops)
	2. The Board and administration will follow a systematic process for establishing, adopting, and revising policies so that they are clear, current, and legally compliant.	August 2021	Superintendent	MSBA	District	Implemented and ongoing Board policies
	3. Systematic procedures will be in place to ensure fiscal accountability and management of District funds.	August 2021	Superintendent Director of Business and Finance	MOASBO	District	Implemented and ongoing (Audit Committee, Ext. Audit)
	4. Board members will complete all legally-required board training within the mandated time frame.	August 2021	Board of Education	MSBA	District	Ongoing

	5. The Board and Superintendent regularly evaluate governance team strengths and opportunities for improvement.	August 2021	Superintendent Board of Education	MSBA	District	Board retreat agendas

BAYLESS CSIP

OCT/NOV 2018
Introduced *Portrait of a Graduate*
Surveyed staff and students on key competencies

DEC 2018
Began identifying key competencies for *Portrait of a Graduate*

FEB 2019
Selected and defined four key competencies

APRIL 2019
Developed "We can" statements for each competency

OCT 2019
Shared *Portrait of a Graduate* competencies and logo, which was developed by an alumna

DEC 2019
Shared and revised *Just Cause Statement* (mission) and thematic goals

FEB 2020
Identified celebrations and aspirations as it relates to thematic goals

OCT 2020
Conducted MSIP 6 jigsaw and revised thematic goals

DEC 2020
Provided feedback on vision, mission, thematic goals, defining objectives, strategic actions, and relevant data measures

FEB 2021
Developed defining objectives and relevant data measures for each thematic goal

MAY 2021
Discussed strategies for each defining objective

OCT 2021
Conducted review and revision of *Comprehensive School Improvement Plan*

2021-2026

Portrait of a Graduate and Strategic Plan Development Participants

Jeff Preisack, Board of Education President

Sarah Reece, Board of Education Vice President

Tom Wood, Board of Education

Ron Tucker, Superintendent

Mike Hawkns, Assistant Superintendent

Amy Ruzicka, Assistant Superintendent

Preston Sterett, Director of Business and Finance

Kim Arnold, Director of Human Resources

Melanie Rouggly, High School Principal

Eric Lawrence, High School Assistant Principal and District Activities Director

Suzanne Richardson, High School Assistant Principal

Christine Prosser, Junior High Principal

Andrew Mertens, Junior High Assistant Principal

Aaron Kohler, Elementary Principal

Dr. Amanda Middendorf, Elementary Assistant Principal

Chel'Lee Whitten, Elementary Assistant Principal

Kelly Klocke, Elementary Assistant Principal and Federal Programs Coordinator

Crisi Ly, Early Childhood Principal

Amra Hadzic, Parent and Administrative Assistant

Kathy Lohse, Early Childhood Speech and Language Pathologist

Kara Buckeridge, Early Childhood Teacher Assistant

Natalie Unger, Early Childhood Teacher

Sue Lucas, Parent and Early Childhood Teacher Assistant

Kim Grempler, K-5 Reading Curriculum Chair

Bob Efken, High School English Language Arts Teacher

Dr. Monika Hasanbasic, High School German and ELL Teacher

Debbie Hobbs, Elementary Teacher

Lindsay Jovanovich, Secondary Library Media Specialist

Krista Schmidt, Early Childhood Teacher

Nathan Williams, Secondary Science Teacher

Todd Brooks, Parent

Kelly Case, Parent

Aubrey Fridley, Parent

Angelina Miller, Parent

Asia Abkemeier, Student

Amina Catic, Student

Cam-Ly Huong, Student

Adelina Huric, Student

Irma Hrsic, Student

Leila Jackson, Student

Doanh Lung, Student

Crystal Luong, Student

Belma Mujezinovic, Student

Ashley Nguyen, Student

Bao Nguyen, Student

Ena Pilipovic, Student

Miranda Reese, Alumna

We Believe:

- High expectations inspire higher performance.

- Diversity builds character and strength, knowledge enhances freedom and opportunity, and commitment leads to success.

- Learning is enhanced by a positive and supportive environment that fosters a growth mindset, self-confidence, and success.

- Dynamic and supportive partnerships among students, parents, educators, and the community are critical to meet student needs and provide enriching experiences.

- A well-rounded PK-12 education develops students who are *problem solvers, collaborative communicators, creative and critical thinkers, and global citizens.*

PROBLEM SOLVER

CRITICAL + CREATIVE THINKER

COLLABORATIVE COMMUNICATOR

GLOBAL CITIZEN

Portrait of a

BAYLESS
Graduate