

Orrick R-XI School District
Comprehensive School Improvement Plan
2021-2026



BEARCATS
—ORRICK—

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Orrick R-XI School District

2021-2026

Comprehensive School Improvement Plan Summary

The Orrick R-XI School District Comprehensive School Improvement Plan (CSIP) is a five-year strategic plan which provides a framework intended to identify and lay out the focus of the district. Strategic planning is a critical step in the establishment of a holistic plan intended to allow the district to develop long-term improvement structures as opposed to reactionary stop-gaps. The District's CSIP is a vital part of not only the State's evaluation process, but more importantly, serves as the driving document linking the vision and goals established by the District with the improvement plans developed by the buildings. The district has worked diligently to ensure that the CSIP is the driving document of the district by aligning Building Improvement Plans, the District Professional Development Plan, District Facilities Plan as well the Assessment Plan, District Technology Plan, and District Health and Wellness Plan all to the district CSIP. All plans (CSIP and aligned plans) are implemented with fidelity through frequent review and annual approval by the board of education. Although the CSIP undergoes a comprehensive review on a five-year cycle, the plan is reviewed and progress is evaluated quarterly. If new information indicates mid-cycle revisions are necessary, revisions will be incorporated into the current plan.

The strategic plan is founded on thoughtful input from stakeholders including parents, community members, and dedicated education professionals who share a common mission - to develop well-rounded students through rigorous academic programming supported by a focus on the whole student (physical, mental, and social development). The process was structured through committee work including the following:

- Data-based needs assessment conducted by the district:
 - State Reported Data (testing, attendance, demographics, free and reduced numbers, staff certification and education, discipline, graduation rate, college and career readiness)
 - Staff, student and parent survey results
 - Anecdotal committee data
 - Facility audit
 - Financial audit
- Identification of Priority Areas: After evaluating available data the committee identified "priority areas," or areas of focus for the district.
- Developing Goals: After identifying Priority Areas the committee developed goals specifically focused on the long-term improvement of the district within priority focus areas.

- Action Plan: Following the development of goals, action steps were created to identify tangible steps the district plans to take to achieve the established goals.

The CSIP will guide the district in the development of its annual improvement plans, building improvement plans, budget development, and facility planning. The 2021-2026 Comprehensive School Improvement Plan is a working document intended to guide the Orrick School Board, administration, and faculty and staff in the operations of the school district.

Comprehensive School Improvement Plan Development Team

The Development Team or CSIP Committee was formed through careful consideration in an attempt to involve a number of varied stakeholders from within and outside of the school. The assembled team included school board members, administration, staff and community stakeholders representing local businesses, and parents of both regular education and special education students. Individuals were selected through consultation with the administration, school board, and community patrons actively involved in the school. Ongoing progress monitoring will be conducted by the Development Team with feedback from stakeholders within and outside of the school (see CSIP Timeline).

Board of Education Members

Jenny Duncan, Mandy Floyd

District Administration

Scott Archibald (Superintendent), Angela Bright (Elementary Principal), Michelle Wityk (High School Principal)

District Staff

Paul Giffin (High School Guidance Counselor), Becca Mason (Elementary Guidance Counselor), Tom Pierce (High School Teacher), Tricia Peters (High School Teacher)

Community Stakeholders

Jodi Dugan (Parent, Local Business Representative, Charitable/Non-Profit representative), Holly Vassmer (Parent), James Hulsey (Parent)

Comprehensive School Improvement Plan Timeline

February 2021 Conduct S.W.O.T. Analysis, Develop Agreed Upon Core Beliefs, Revise District’s Mission and Vision, Identify Priority Areas, and Develop Goals and Action Steps.

- May 2021 Present Rough Draft to Board of Education
- June 2021 Prepare and Review Final Draft
- July 2021 Present to Board of Education
- August 2021 Present to Orrick R-XI Faculty/Staff

Calendar for ongoing Progress Monitoring, Updates, Adjustments & Revisions

** District administration will present a status update quarterly to the board of education through a review of programs tied to the district CSIP (some program evaluations may occur between status months noted below). These program reviews will include the review of academic data for the district, both annual data collected through state academic testing, and bi-annual data collected through academic progress checks at the elementary and high schools. District administration will coordinate with the CSIP Development team on Status Updates to the Board of Education and at a minimum will convene as a team prior to the annual July Update to review data and make necessary revisions as a team.*

Month	Action	Team Members Involved
December 2022	CSIP Update to Board of Education	Administration with Feedback from Development Team
April 2023	Status Update to Board of Education Through Program Evaluation	Administration with Feedback from Development Team
July 2023	CSIP Update/Revision	Full Development Team
October 2023	Status Update to Board of Education Through Program Evaluation	Administration with Feedback from Development Team
January 2024	Status Update to Board of Education Through Program Evaluation	Administration with Feedback from Development Team
April 2024	Status Update to Board of Education Through Program Evaluation	Administration with Feedback from Development Team
July 2024	CSIP Update/Revision	Full Development Team
October 2024	Status Update to Board of	Administration with Feedback

	Education Through Program Evaluation	from Development Team
January 2025	Status Update to Board of Education Through Program Evaluation	Administration with Feedback from Development Team
April 2025	Status Update to Board of Education Through Program Evaluation	Administration with Feedback from Development Team
July 2025	CSIP Update/Revision	Full Development Team
October 2025	Status Update to Board of Education Through Program Evaluation	Administration with Feedback from Development Team
January 2026	Status Update to Board of Education Through Program Evaluation	Administration with Feedback from Development Team
April 2026	Status Update to Board of Education Through Program Evaluation	Administration with Feedback from Development Team
July-August 2026	NEW CSIP Implemented	Full Development Team

Vision - Mission - Core Beliefs - Commitments

Vision

ENCOURAGE-EMPOWER-EDUCATE

The Orrick School District will be a district dedicated to encouraging students to reach their full potential, and empowering students to take ownership of their success while focusing on educating the whole student.

Mission

Dedicated to every student every day

Core Beliefs

We believe each student should feel safe and supported.

We believe students should feel prepared for success beyond school.

We believe it takes everyone working together to ensure student success.

We believe each student's unique needs should drive instruction and our decisions.

Commitments

We are committed to engaging relationships that promote confidence and selflessness.

We are committed to providing relevant and rigorous experiences for all students.

We are committed to providing essential resources to ensure the success of every student.

We are committed to preparing our teachers to ensure student growth.

Improvement Plan Priorities

<u>PRIORITY AREA: STUDENT ACADEMIC ACHIEVEMENT</u>	
GOAL ONE: By 2026, all courses and grade levels will test above the state average on MAP and EOC assessments. Individually, at least 90% of students will demonstrate improvement on MAP and EOC assessments.	
<i>Timeline: 5 years, reviewed with state data annually</i>	
<i>Funding: Funding will be set aside where applicable as part of the Professional Development Budget. Resources necessary outside of the professional development budget (i.e. curriculum, testing software, etc.) will be prioritized in the district budget as part of the district's primary goal of improving student academic achievement in the general operating budget.</i>	
<i>Tied to: District Assessment Plan, Building Improvement Plans, Program Evaluation for Instructional Practices, Program Evaluation for Curriculum, ESEA Consolidated Plan, Technology Plan</i>	
<i>ACTION PLAN: Increase academic achievement for ALL students</i>	<i>Persons Responsible</i>
TASK 1: Students will receive literacy instruction through a variety of evidenced-based practices at all grade levels	Building Principals, Teachers, and Counselor
Timeline: Beginning August 2021. Ongoing Monitoring. Annual Evaluation April. Final Evaluation April 2026.	
TASK 2: Students will receive numeracy instruction through a variety of evidenced-based practices at all grade levels	Building Principals, Teachers, and Counselor
Timeline: Beginning August 2021. Ongoing Monitoring. Annual Evaluation April. Final Evaluation April 2026.	
TASK 3: Staff will analyze yearly data looking for trends of improvement and adjust curriculum and instruction accordingly	Building Principals, Teachers, and Counselor
Timeline: Beginning August 2021. Annual October review/evaluation of prior years data.	

Final Evaluation April 2026.	
<i>ACTION PLAN: Focus on individual student academic and personal growth</i>	<i>Persons Responsible</i>
TASK 1: Staff will administer NWEA to students in Kindergarten thru 10th grade 3 times a year	Teachers
Timeline: Beginning September 2021. Ongoing every September, January, and May annually through the cycle. Annual July Evaluation. Final Evaluation April 2026.	
TASK 2: The district will provide a variety of classes and electives to meet student needs	Administration
Timeline: Beginning August 2021. Ongoing Monitoring. Annual April Evaluation. Final Evaluation April 2026.	
TASK 3: The school district will continue the availability of Career and Technical Education opportunities	Administration
Timeline: Beginning August 2021. Ongoing Monitoring. Annual April Evaluation Final Evaluation April 2026.	
TASK 4: Monthly, teachers will assess Missouri Learning Standards that are being taught	Teachers
Timeline: Beginning August 2021. Monthly monitoring throughout the cycle. Annual October Evaluation. Final Evaluation April 2026.	
TASK 5: The school district will establish an incentive program for students to improve scores	Building Principals and Teachers
Timeline: Beginning May 2022. Annual October Evaluation. Final Evaluation April 2026.	
TASK 6: Annually schools will review course offerings to meet student's goals	Building Principals and Counselors
Timeline: Beginning October 2021. Ongoing Monitoring. Annual October Evaluation. Final Evaluation April 2026.	
TASK 7: The district will implement research-based support for students struggling in academic, behavioral, and/or social areas	Building Principals, Teachers, and Counselor
Timeline: Beginning August 2021. Ongoing Monitoring. Annual January Evaluation. Final Evaluation April 2026.	
<i>ACTION PLAN: Improve staff instructional practice and strategy ***Also found under Staff Recruitment, Retention, and Development***</i>	<i>Persons Responsible</i>
TASK 1: Building-level administrators will have a focused effort on improving the classroom instruction of teachers, and will be evaluated on this goal annually by the superintendent.	Administration
Timeline: Beginning August 2021. Ongoing Monitoring. Annual March Evaluation. Final	

Evaluation April 2026.	
TASK 2: Administrators will collaborate with the RPDC to provide training on instructional best practices to teachers.	Administration, RPDC
Timeline: Beginning November 2022. Ongoing Monitoring. Annual July Evaluation. Final Evaluation April 2026.	
TASK 3: Administrators will set aside focused time for teachers monthly during Wednesday PD time for teachers to reflect on instructional strategies being implemented in the classroom. Administrators will also make instructional strategy a key “look for” during classroom observations.	Administration
Timeline: Beginning August 2021. Ongoing Monitoring. Annual January Evaluation. Final Evaluation April 2026.	
TASK 4: Teachers will attend training in collaboration with the RPDC on best instructional practices, implement research-based instructional techniques, and be provided time for self and peer reflection on the implementation of instructional strategy.	Teachers
Timeline: Beginning January 2023. Ongoing Monitoring. Annual July Evaluation. Final Evaluation April 2026.	

PRIORITY AREA: STAFF RECRUITMENT, RETENTION & DEVELOPMENT

GOAL TWO: High-quality professional development will be established and maintained throughout the district.

Timeline: 1st Year of implementation and continuing annually

Funding: Professional Development Budget

Tied to: Building Improvement Plans, Professional Development Plan, Building Improvement Plans, Teacher Professional Development Plans

<i>ACTION PLAN: The district will provide targeted professional development to increase student achievement and improve staff quality, staff self-efficacy, and staff morale.</i>	<i>Persons Responsible</i>
TASK 1: The district will create a school calendar that intentionally sets aside time for professional learning communities	Administration, Calendar Committee
Timeline: Beginning December 2021. Ongoing Monitoring. Annual April Evaluation. Final Evaluation April 2026.	
TASK 2: The district’s Professional Development Committee will conduct an annual needs evaluation to identify areas of growth for staff in the district.	District Professional Development Committee
Timeline: Beginning May 2022. Ongoing Monitoring. Annual July Evaluation. Final Evaluation April 2026.	
TASK 3: The district’s Professional Development Committee will establish a Professional Development calendar focused on student and staff growth.	District Professional Development Committee
Timeline: Beginning August 2021. Ongoing Monitoring. Annual October Evaluation. Final Evaluation April 2026.	
TASK 4: The district’s Professional Development Committee will compose an annual, targeted, professional development plan, focused on specific needs addressed in the PDC’s needs assessment.	District Professional Development Committee
Timeline: Beginning August 2021. Ongoing Monitoring. Annual October Evaluation. Final Evaluation April 2026.	
TASK 5: Develop and provide meaningful and relevant professional development focused on staff best practices for student growth.	Administration, Professional Development Committee
Timeline: Beginning August 2021. Ongoing Monitoring. Annual July Evaluation. Final	

Evaluation April 2026.	
TASK 6: Develop and provide meaningful and relevant professional development focused on staff quality, staff self-efficacy, and staff morale	Administration, Professional Development Committee
Timeline: Beginning August 2021. Ongoing Monitoring. Annual July Evaluation. Final Evaluation April 2026.	
TASK 7: The district will provide funds for district staff to attend or receive training targeted at student growth, staff improvement, staff self-efficacy and/or staff morale	Superintendent
Timeline: Beginning August 2021. Ongoing Monitoring. Annual July Evaluation. Final Evaluation April 2026.	
GOAL THREE: Hire and retain qualified and effective staff members in the district.	
<i>Timeline: Year 1 of Implementation and continuing annually</i>	
<i>Funding: Salary Schedule, Stipends, and Staff Development and Morale in General Operating Budget</i>	
<i>Tied to: Evaluation of Salary Schedule Competitiveness, Building Improvement Plans, Professional Development Plan, Technology Plan</i>	
<i>ACTION PLAN: The district will strive to create a climate and culture which retains current staff and serves to recruit new staff when necessary.</i>	<i>Persons Responsible</i>
TASK 1: Maintaining a mentor program for beginning teachers	Administration, Teachers
Timeline: Beginning August 2021. Ongoing Monitoring. Annual July Evaluation. Final Evaluation April 2026.	
TASK 2: Use a culture and climate staff survey yearly	Administration
Timeline: Beginning April 2022. Ongoing Monitoring. Annual July Evaluation. Final Evaluation April 2026.	
TASK 3: Provide staff team-building opportunities, staff morale-building opportunities, and staff recognitions	All Staff
Timeline: Beginning August 2021. Ongoing Monitoring. Annual July Evaluation. Final Evaluation April 2026.	
TASK 4: Maintain a competitive salary schedule that keeps the district on pace with surrounding districts	Superintendent and School Board
Timeline: Beginning August 2021. Ongoing Monitoring. Annual January & April Evaluation. Final Evaluation April 2026.	

TASK 5: Utilize opportunities such as student teaching to expose potential staff to the school district	Administration
Timeline: Beginning January 2023. Ongoing Monitoring. Annual January Evaluation. Final Evaluation April 2026.	
TASK 6: Develop a new website and utilize social media to influence future potential employees	Administration
Timeline: Beginning February 2023. Ongoing Monitoring. Annual January Evaluation. Final Evaluation April 2026.	
<i>ACTION PLAN: Improve staff instructional practice and strategy ***Also found under Student Academic Achievement***</i>	<i>Persons Responsible</i>
TASK 1: Building-level administrators will have a focused effort on improving the classroom instruction of teachers, and will be evaluated on this goal annually by the superintendent.	Administration
Timeline: Beginning August 2021. Ongoing Monitoring. Annual March Evaluation. Final Evaluation April 2026.	
TASK 2: Administrators will collaborate with the RPDC to provide training on instructional best practices to teachers.	Administration, RPDC
Timeline: Beginning November 2022. Ongoing Monitoring. Annual July Evaluation. Final Evaluation April 2026.	
TASK 3: Administrators will set aside focused time for teachers monthly during Wednesday PD time for teachers to reflect on instructional strategies being implemented in the classroom. Administrators will also make instructional strategy a key “look for” during classroom observations.	Administration
Timeline: Beginning August 2021. Ongoing Monitoring. Annual January Evaluation. Final Evaluation April 2026.	
TASK 4: Teachers will attend training in collaboration with the RPDC on best instructional practices, implement research-based instructional techniques, and be provided time for self and peer reflection on the implementation of instructional strategy.	Teachers
Timeline: Beginning January 2023. Ongoing Monitoring. Annual July Evaluation. Final Evaluation April 2026.	

PRIORITY AREA: CULTURE

GOAL FOUR: Provide and Maintain Quality & Safe Resources & Facilities

Timeline: Beginning with year 1 implementation, building safety improvements to be a part of the next building improvement project

Funding: Regular operating budget with building improvements made through potential future no-tax increase bond issue.

Tied to: Crisis Plan, Annual Training, Building Improvement Plans

ACTION PLAN: The district will establish a culture that focuses on school safety and student and staff well-being through processes, procedures, and facilities. ***Persons Responsible***

TASK 1: Update a crisis manual annually	Administration and Maintenance Staff
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Timeline: Beginning August 2021, continued in August annually. Ongoing Monitoring. Annual October Evaluation. Final Evaluation April 2026.	
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TASK 2: Provide training on safety drills and procedures	Administration
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Timeline: Beginning August 2021, continued in August annually. Ongoing Monitoring. Annual October Evaluation. Final Evaluation April 2026.	
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TASK 3: Equip the building in ways that support student and staff safety.	Administration
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Timeline: Beginning August 2021. Ongoing Monitoring. Annual October Evaluation. Final Evaluation April 2026.	
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TASK 4: Prioritize student and staff safety in upcoming building and construction projects	Administration and School Board
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Timeline: Beginning January 2023. Ongoing Monitoring. Annual October Evaluation. Final Evaluation April 2026.	
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GOAL FIVE: Develop a climate and culture focused on staff and student mental health and physical well-being

Timeline: Beginning with year 1 implementation and continued annually

Funding: General Operating Budget

Tied to: Building Improvement Plans, Counseling Program Evaluation, District Health & Wellness Evaluation

ACTION PLAN: The district will establish a culture that focuses on staff and student mental health and physical well-being. ***Persons Responsible***

TASK 1: Partner with outside organizations to engage staff in physical and mental health	Administration
Timeline: Beginning August 2021. Ongoing Monitoring. Annual October Evaluation. Final Evaluation April 2026.	
TASK 2: Hold annual mental health checks and suicide prevention training for students	Administration, Counselors, and Teachers
Timeline: Beginning November 2021, continuing in November annually. Ongoing Monitoring. Annual October Evaluation. Final Evaluation April 2026.	
TASK 3: Train school staff on suicide and mental health awareness	Administration
Timeline: Beginning August 2021. Ongoing Monitoring. Annual October Evaluation. Final Evaluation April 2026.	
TASK 4: Implement curriculum focused on preemptive measures for physical and mental health	Administration, Counselors, and Teachers
Timeline: Beginning August 2021. Ongoing Monitoring. Annual October Evaluation. Final Evaluation April 2026.	
TASK 5: Maintain staff necessary to appropriately support students' social and emotional needs.	Administration
Timeline: Beginning August 2021. Ongoing Monitoring. Annual October Evaluation. Final Evaluation April 2026.	

PRIORITY AREA: PARTNERSHIPS

GOAL SIX: Strengthen the school/parent/student/ community partnership

Timeline: Implemented year 1 and continued annually

Funding: General Operating Budget

Tied to: Building Improvement Plans, Communication Evaluation, Community Engagement Evaluation

<i>ACTION PLAN: The school will keep parents, students, and the community current on school issues</i>	<i>Persons Responsible</i>
TASK 1: Update social media and website regularly	Administration and Teachers
Timeline: Beginning August 2021. Ongoing Monitoring. Annual April Evaluation. Final Evaluation April 2026.	
TASK 2: Utilize text and email alerts throughout the year	Administration and Teachers
Timeline: Beginning August 2021. Ongoing Monitoring. Annual April Evaluation. Final Evaluation April 2026.	
TASK 3: Post informational displays at area businesses	Administration
Timeline: Beginning August 2021. Ongoing Monitoring. Annual April Evaluation. Final Evaluation April 2026.	
TASK 4: Develop a new District website	Administration
Timeline: Beginning February 2023. Ongoing Monitoring. Annual April Evaluation. Final Evaluation April 2026.	
TASK 5: Engage community organizations to partner with the school	Administration and Teachers
Timeline: Beginning August 2021. Ongoing Monitoring. Annual April Evaluation. Final Evaluation April 2026.	