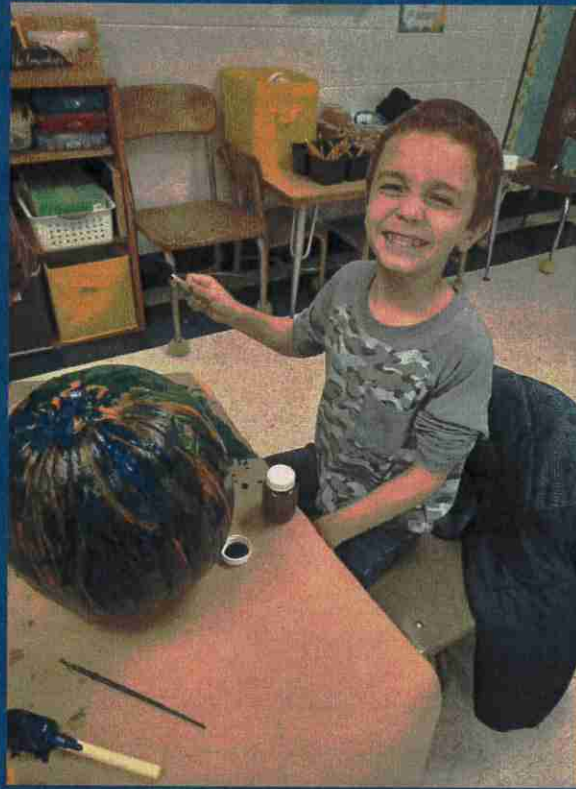


AVA R-1 SCHOOLS

*Continuous School  
Improvement Plan*





Planning for the district began in 2022 with a dedicated group of community leaders, students, parents, and staff coming together to develop a long-term plan for the students of the Ava R-1 School District. By identifying core beliefs, a mission, and a vision, a strategic plan was created. Thank you to those who dedicated their time and effort into improving the educational experience for all Ava students.



# AVA R-1 SCHOOLS

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## Academics

Ava R-1 will develop and enhance quality educational programs to ensure equitable access to all students



## Business

Ava R-1 will proactively manage finances to provide an environment conducive to high-levels of learning in a safe and healthy school



## Culture and Climate

Ava R-1 will establish a culture focused on learning by maintaining high expectations for all students

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### *Our Vision:*

Cultivating positive relationships, discovering potential, and developing leadership for all learners

*Engage, Inspire, Empower*



# Academics

Goal 1: The district will develop and enhance quality educational and instructional programs to ensure each student has equitable access to a rigorous and viable curriculum.

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Goal 2: The district will utilize student achievement data to develop and maintain a multi-tiered system of support to meet the needs of all students.

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Goal 3: The district will expand PAT enrollment and increase collaboration with internal and external early childhood programs

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Goal 4: The district will implement professional development focused on evidence-based instructional practices, personalized for teachers.



## Academics

The district will develop and enhance quality educational and instructional programs to ensure each student has equitable access to a rigorous and viable curriculum

Strategy 1: By the end of the 2023/24 school year, The Ava R-I school district will develop a comprehensive scope and sequence to reflect the district's transition to a four-day school week. (CC2) (TL1) (TL6)

Action Steps	Person In Charge	Data/Results
1.Utilize DCI to identify priority standards	Admin	ELO's
2.Collaborative teams will work together to implement a viable curriculum aligned to Missouri Learning Standards	Teachers	Pacing Guide/ Curriculum Map
3.The district will establish a cycle for vertical teaming to ensure curricular alignment	PD Committee	Meeting Agendas
4.The district will develop reading proficiency plans for all students reading below grade level	Teachers	Reading Success Plans

Strategy 2: By the end of the 2025-26 school year, the district will expand STEAM and vocational opportunities (EA4)

Action Steps	Person In Charge	Data/Results
1.The district will continue to seek grant opportunities to fund these programs.	Librarians	
2. The district will develop a vocational rotation for the FV-4 grant.	HS Principal	Rotation Sheet

The district will utilize student achievement data to develop and maintain a multi-tiered system of support to meet the needs of all students

Strategy 1: Data based Collaborative Teams will meet twice monthly to review data and make adjustments to instruction (DB4) (TL1) (AS2)

Action Steps	Person In Charge	Data/Results
1. The district will continue to utilize District of Continuous Improvement Partnership to engage in data based decision making to develop a multi-tiered system of support	Assistant Superintendent , Administration, Teachers	ACT Data MAP/EOC Data TSA/IRC Data Grad Follow Up KEA CFA's Benchmark Data Gifted Screener

By the end of the 2025-2026 school year, the Ava R-I school district will expand PAT enrollment and increase collaboration with internal and external early childhood programs. (TL2)

Action Steps	Person In Charge	Data/Results
1. The district increase the number of students participating by 5% each year	PAT Educator	Home Visit Tracker
2. The district will continue seeking community participation for Group Connections	Elementary Principal	Meeting Agenda, Minutes, Sign-In Sheets
3. The district will send a quarterly PAT newsletter		

By the end of the 2025-26 school year, Ava R-I will implement professional development focused on evidence-based instructional practices, personalized for teachers

Strategy 1: The district will collaborate with professional agencies and organizations (DB2)

Action Steps	Person In Charge	Data/Results
1. The district will maintain partnership with DCI	Assistant Superintendent	Meeting Agendas
2. The district will remain a member of GOCSD		
3. The district will attend annual Leadership Conferences	Administrators	
4. The district will work to establish an Aspiring Leaders Cohort	Assistant Superintendent	

Strategy 2: The district will assess the effectiveness of professional development on an annual basis (TL6)

Action Steps	Person In Charge	Data/Results
1. The district will conduct an annual Professional Development Survey	Assistant Superintendent	PD Survey NEE Evaluations Mentor Program Survey Data
2. The district will assess the impact of professional development on student outcomes		
3. The district will annually measure the success of the mentor program		

Strategy 3: Teachers will receive training to increase effectiveness of Tier I Instruction. (TL6)

Action Steps	Person In Charge	Data/Results
1. The district will provide professional development to teachers to increase cognitive engagement strategies	Administration	PD Plan
2. Teachers will continue training to support the Missouri, Read, Lead and Succeed Initiative	Assistant Superintendent	LETRS Training Log
3. Teachers will utilize small group instruction to personalize learning for each student	Teachers, Administration	Pacing Guide/ Curriculum Map



# *Business*

Goal 1: The district will proactively manage finances and engage in long-range planning to provide an environment conducive to high levels of learning in a safe and healthy school.

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Goal 2: The district and Board of Education will engage in ethical and transparent governing practices in accordance to board policies, state, and federal regulations to ensure the safety and security of all students and staff.

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Goal 3: The district will attract and maintain a high-quality staff.



## Business

The district will proactively manage finances and engage in long range planning to provide an environment conducive to high levels of learning in a safe and healthy school.

Strategy 1: By 2026, the district will create a Master Plan (L1 & EA4)

Action Steps	Person In Charge	Data/Results
1. The District will complete an Annual Programs and Facilities Review.	Superintendent	Program Reviews

Strategy 2: By 2026, the district will maintain an annual reserve fund balance of 20-25%. (L1)

Action Steps	Person In Charge	Data/Results
1. The district will review the budget monthly/quarterly/annually.	Superintendent	Budget Reports ASBR Report Annual Audit

The district and Board of Education will engage in ethical and transparent governing practices in accordance with board policies, state, and federal regulations to ensure the safety and security of all students and staff. (L1, CC2)

Strategy 1: On an annual basis, the Board of Education will engage in ongoing training opportunities. (L1)

Action Steps	Person In Charge	Data/Results
1. The Board of Education will stay up to date on all videos, training logs, and conferences	Board of Education President	Training Log Sheets

Strategy 2: By 2026, the District will address the safety and security of all staff and students in district facilities (L1) (CC2)

Action Steps	Person In Charge	Data/Results
1. The district will annually complete the climate culture survey.	Assistant Superintendent	Climate and Culture Survey Results
2. The district will continue to achieve a Healthy School Status.	Healthy Schools Liaison	Healthy Schools Assessment Data, Award Eligibility Checklist
3. The district will maintain trauma informed status.	Counselors	SOS content
4. The district will conduct an annual school security audit.	District Safety Coordinator/ School Resource Officer	School Safety Evaluation



The district will attract and retain a highly qualified staff.

Strategy 1: Annually the district will increase the percentage of staff retention and attract a high quality staff. (TL5)

Action Steps	Person In Charge	Data/Results
1. The district will maintain a competitive salary schedule.	Salary Committee	Salary Schedule
2. The district will create exit surveys for staff leaving the district.	Superintendent Assistant	Exit Survey
3. The district will annually complete a climate/culture survey.	Superintendent	Climate and Culture Survey
4. The district will utilize a staff evaluation tool to increase teacher performance.		



# Climate and Culture

Goal 1: The district, through improved communication with students, parents, and the community will develop program offering and partnerships to support learning pathways for all students.

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Goal 2: The district will establish a culture focused on learning with an emphasis on high-academic and behavioral expectations for each student.





## Climate and Culture

The district, through improved communication with students, parents, and the community will develop program offerings and partnerships to support learning pathways for all students.

Strategy 1: By 2026, the district will provide communication with internal and external stakeholders and provide them opportunities for feedback. (CC4)

Action Steps	Person In Charge	Data/Results
<ol style="list-style-type: none"> <li>1. Annually host a Title I Parent Night.</li> <li>2. Annually teachers will utilize a teacher communication tool.</li> </ol>	Assistant Superintendent Teachers	Climate and Culture Survey Website Social Media

Strategy 2: By 2026, the District will increase partnerships with the local community to expand student opportunities. (TL3) (EA4)

Action Steps	Person In Charge	Data/Results
<ol style="list-style-type: none"> <li>1. The district will develop apprenticeships and internships with local businesses along with creating a mentor program.</li> <li>2. The district will seek vocational offerings and vocational rehabilitation services</li> </ol>	High School Principal/Teachers  Special Education Department	Partnership Log  Partnership Log

By 2026, the District will establish a culture focused on learning with an emphasis on high academic and behavioral expectations for each student.

Strategy 1: Quarterly, collaborative teams will review data to determine appropriate levels of support. (CC2) (DB4) (TL4)

Action Steps	Person In Charge	Data/Results
<ol style="list-style-type: none"> <li>1. The district will provide Character Education.</li> <li>2. The district will help students write an ICAP.</li> <li>3. The district will provide school- based therapy.</li> <li>4. The district will utilize Student Support Teams to determine appropriate levels of support.</li> </ol>	Counselors  Middle & High School Counselors  Teachers, Principals,	Yearly Schedule  ICAP Template, Gifted Education Alternative School  Attendance Discipline Referrals Progress reports

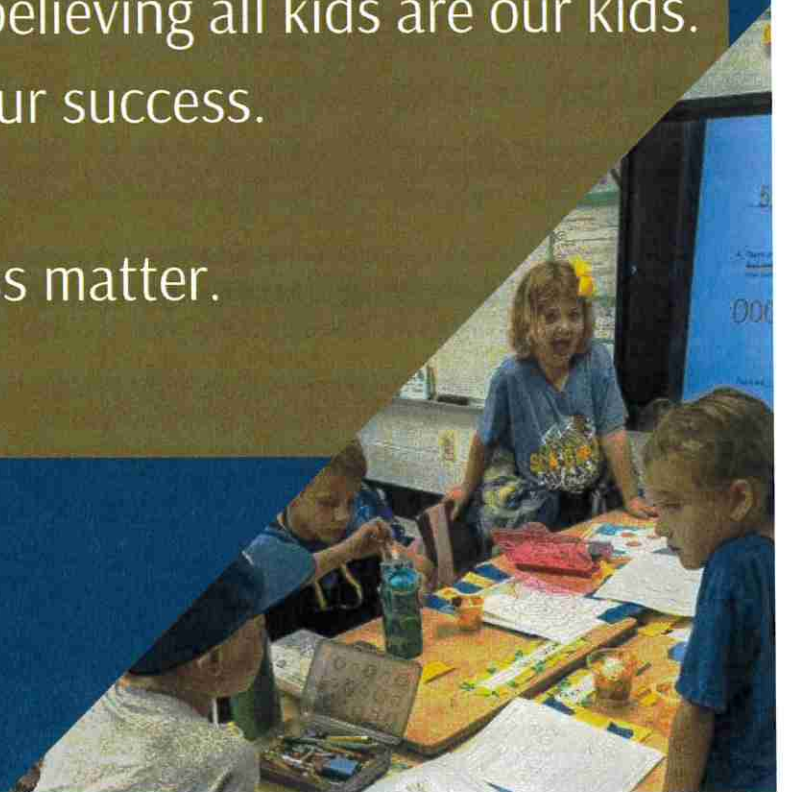
Strategy 2: The Ava R-I School District will have 90% (or better) student attendance as measured on an annual basis. (CC2)

Action Steps	Person In Charge	Data/Results
<ol style="list-style-type: none"> <li>1. The district will utilize a tiered model of support to track student attendance</li> </ol>	Teachers, Counselors, Administration	Attendance Model  Attendance Tracker



# Bear Necessities

- We will ensure that students are challenged to achieve beyond their potential.
- Never give up on a student.
- We always do what's best for students, even when it's hard.
- EVERY position is ESSENTIAL for student success.
- We are family.
- We will utilize reflective practices.
- We will foster a growth mindset.
- We will work together to find solutions and show grace.
- No excuses.
- We are student-focused, believing all kids are our kids.
- Our attitude determines our success.
- Have fun!
- Relationships and kindness matter.
- Celebrate success.





# Acronym List

- ASBR-Annual Secretary of the Board Report
- CFA- Common Formative Assessment
- DCI- District Continuous Improvement
- ELO- Essential Learning Outcomes
- GOCSD- Greater Ozarks Cooperating School Districts
- ICAP- Individual Career and Academic Plan
- KEA- Kindergarten Entry Assessment
- LETRS- Language Essentials fo Teachers of Reading and Spelling
- MAP/EOC- Missouri Assessment Program/End of Course
- NEE- Network for Educator Effectiveness
- PAT- Parents As Teachers
- PD- Professional Development
- SOS- Signs of Suicide Training
- TSA/IRC- Technical Skills Attainment/Industry Recognized Credentials