

# Pattonville School District

## Comprehensive School Improvement Plan 2023-2028

Pattonville's Comprehensive School Improvement Plan (CSIP) directs the overall improvement of its educational programs and services. It is written in accordance with guidelines from Missouri's Department of Elementary and Secondary Education. The guidelines require stating goals in sufficient detail so as to direct district improvement efforts for at least a five-year period. The goals must define specific, measurable results the district expects to achieve in order to improve programs, services or student achievement.

### The Pattonville Mission

"That All Will Learn ..... to become responsible citizens in a nurturing environment where

- ❖ diversity means strength
- ❖ knowledge means freedom and
- ❖ commitment means success."

### The Pattonville Vision

We Envision Pattonville as a(n)

- ❖ **Caring community** where all learners are valued, loved, respected, and regarded as our hope for today and the future.
- ❖ **Safe community** where respect for self and others is demonstrated; where integrity and dignity guide behavior.
- ❖ **Learning community** where all are challenged to excel. We see students as life long learners and problem solvers who are academically prepared for success and committed to excellence.
- ❖ **Interdependent community** where unity among students, families, patrons and staff fosters learning, responsibility and an appreciation of the diverse individual.

We Envision All Pattonville Students as contributing citizens of their school, community, country, and world. We see students living

their hopes and dreams through self-reliance, commitment, compassion, and cooperation.

In September 2022, the Pattonville community came together to define our vision and work for the next five years. The focus of our process was ensuring our students leave our system as success ready graduates. Approximately, 150 individuals participated in their school teams to provide input and feedback to the development of the Pattonville Comprehensive School Improvement Plan. The plan resulted in the development of three goals with related targets and indicators. The CSIP goals were:

- Goal 1            Students demonstrate significant improvement in their understanding and application of state academic standards.
- All students are proficient in English language arts, mathematics, science and social studies.
  - Students are responsible citizens.
  - Career and technical education is an integral component of the education program.
  - The district designs elementary and middle school after-school programming to prepare students for high school academic and athletic options; supports community programming meeting specific criteria that supports Pattonville student participation in athletics and activities; and improves and enhances supports for programming.
- Goal 2            Develop and implement building-level school improvement plans consistent with CSIP.
- Building improvement plans improve structure, instruction and climate that supports improved student achievement and responsibility.
- Goal 3            Develop a plan that addresses critical issues (i.e., impact of the current economy, changes in state and local funding, changes in enrollment, district staffing and district safety).
- Funding, staffing, safety and facilities.

### CSIP Steering Committee

Member	Role
Dr. Barry Nelson	Superintendent
Lisa Kickbusch	Board of Education
Dr. Tina Plummer	Assistant Superintendent
Melissa Yount-Ott	Principal
Pollyana Appleton	Parent-High School
Jim Usry	Parent-Middle School
Jen Flores	Parent-Elementary
Rachel Chambers	Parent-Early Childhood
Lanee Hasenkamp	High School Teacher
Adam Seibert	Middle School Teacher
Nicole Hagedorn	Elementary Teacher
Jenny Sidy	Early Childhood Teacher
Lori Fisk	PNEA President
Nicholas Fenstermaker	PESP President

**Pattonville Board of Education**

<b>Member</b>	<b>Role</b>
Dr. Brian J. Gray	President
Mary Kay Campbell	Vice President
Jeanne Schottmueller	Secretary
Brandon R. Wilkes	Treasurer
Lisa Kickbusch	Director
Ruth Petrov	Director
Dan Wentz	Director

**GOAL #1-Students demonstrate significant improvement in their understanding and application of state academic standards.**

**TARGET A:** All students are proficient in English language arts, mathematics, science and social studies.

**INDICATORS:** All students score proficient or higher on the Missouri Assessment Program (MAP) and internal assessments. All students meet the equity targets of high school course content readiness and success ready graduates.

**CSIP STANDARDS & INDICATORS:**

- AS2: AS2C, AD2D, AS2E, AS2G, AS2H
- DB4: DB4A, DB4B, DB4C, DB4D, DB4F, DB4G, DB4H
- EA4: EA4B, EA4D
- TL2: TL2C
- TL4: TL4A, TL4C
- TL5: TL5C, TL5D
- TL6: TL6A, TL6B, TL6C

Action Step #	ACTION STEP <i>*Deploy the plan (DO)</i>	Evaluation Strategy <i>*What data will be collected? What does the data show us concerning progress? (STUDY)</i>	Who is responsible?	START DATE	COMPLETION DATE	Funding Source
1	District curriculum committees will review, revise, and rewrite curriculum aligned to the Missouri Learning Standards as outlined in the district curriculum revision plan. All content areas will be reviewed approximately every 6 years.	Embarc-Curriculum Management System District Curriculum Committee agendas BOE agendas CCC agendas	T & L Department Principals Curriculum Writing Committees Curriculum Coordinating Council (CCC) BOE	Spring 2023	Ongoing	T & L Annual Budget
2	District curriculum committees will align materials adoption and professional development plans to support the implementation of the district-adopted curriculum aligned to the Missouri Learning Standards.	District Curriculum Committee agendas BOE agendas CCC agendas	T & L Department Principals Curriculum Writing Committees CCC BOE	Spring 2023	Ongoing	T & L Annual Budget
3	The Teaching and Learning Department will identify essential skills that support the <i>Pattonville Personalized Learning Vision</i> to create an environment where <i>“students own</i>	District and State Assessment Results	T & L Department Principals Classroom teachers Students	Spring 2023	Ongoing	T & L Annual Budget

	<i>their learning, unconstrained by time, practice, or structure, to meet their unique learning goals supporting their future success.”</i>					
4	Individual student learner profiles will be developed which contain current information regarding each learner, including demographic data, learning preferences, academy status, learning-related skill sets, and potential learning drivers which supports them as a lifelong learner.	Individual learner profiles	T & L Department Principals Classroom teachers Counselors Students	Fall 2023	Annually	No funding needed
5	The district will provide professional development to support the implementation of the essential skills that support personalized learning.	District Professional Development Plan Professional Development Satisfaction Survey	T & L Department Principals DPDC Classroom teachers	Spring 2023	Ongoing	T & L Annual Budget
6	Building level data teams will meet monthly to review academic data (including learning progressions & grades), local assessment data, state assessment data, attendance, discipline data, Early Warning System data, and other data as needed.	Meeting agendas Data for review	T & L Department Principals Director of Assessment Building Data Teams Classroom Teachers	Fall 2023	Monthly	No funding needed
7	Principals will meet quarterly to review district and building level data including: academic data (including learning progressions & grades), local assessment data, state assessment data, attendance, discipline data, Early Warning System data, and other data as needed.	Meeting agendas Data for review	T & L Department Principals Director of Assessment	Fall 2023	Quarterly	No funding needed
8	The District Assessment Plan will be reviewed and updated annually and posted on the district website.	District Assessment Plan BOE Agenda	T & L Department Director of Assessment BOE	Fall 2023	Annually	Assessment Annual Budget
9	The District Professional Development Plan will be reviewed and updated annually and posted on the district website.	District Professional Development Plan BOE Agenda	T & L Department DPDC SSPDC BOE	Fall 2023	Annually	T & L Annual Budget
10	A certified staff leadership development program will be offered every two years to any certified staff member who has interest in serving in a leadership role in the district	Meeting agendas Completed projects Professional Development Satisfaction Survey	T & L Department HR Department	Fall 2023	Once every 2 years	No funding needed

including: teacher leader, building leader, and district leader opportunities.					
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**GOAL #1-Students demonstrate significant improvement in their understanding and application of state academic standards.**

**TARGET B:** Students are responsible citizens.

- INDICATORS:**
- Attendance rate (annually) 90% of students attend school 90% of the time.
  - Graduation rate (annually) is 92% or higher.
  - Student responsibility indicators increase annually (e.g. decrease in office referrals, etc.).
  - Community service involves 100% of students (K-12).

- CSIP STANDARDS & INDICATORS:**
- CC2: CC2A CC2B, CC2C
  - DB4: DB4A, DB4B, DB4C, DB4D, DB4F, DB4G, DB4H
  - EA4: EA4B, EA4D
  - TL3: TL3B, TL3C, TL3F
  - TL4: TL4A, TL4B, TL4C

Action Step #	ACTION STEP <i>*Deploy the plan (DO)</i>	Evaluation Strategy <i>*What data will be collected? What does the data show us concerning progress? (STUDY)</i>	Who is responsible?	START DATE	COMPLETION DATE	Funding Source
1	A committee will be formed to develop a district Portrait of a Graduate. This will be developed with input from local stakeholders to specify the cognitive, personal, and interpersonal competencies that students should possess when they graduate from high school.	Portrait of a Graduate	T & L Department Portrait of a Graduate Committee	Fall 2023	Spring 2024	No funding needed
2	By the end of 8th grade every student will develop their <i>Individual Career &amp; Academic Plan</i> (iCAP) that will be utilized to help them determine appropriate courses, internships, and extracurricular activities throughout high school that will support their long term career goals.	Individual Student iCAPs	T & L Department MS & HS Administrators MS & HS Counselors MS & HS Students	Spring 2023	Annually	T & L Annual Budget  <i>*Platform to house iCAPs</i>
3	The Pattonville Cares Mentoring Program will be developed to connect middle school	Meeting Agendas	MS Counselors Mentors	Fall 2023	Annually	No funding needed

	students with adult mentors in the community who have a desire to work with younger students to cultivate meaningful relationships and experiences.		MS Administrators			
4	Continue to monitor and analyze in school and out of school suspensions to identify patterns over time (consider source of referrals; time of year; disproportionality by gender, race, ethnicity and disability). Use the data to make appropriate adjustments and/or develop intervention plans for students and/or teachers if necessary.	Meeting agendas Data for review	Principals Assistant Superintendent of Student Services Director of Assessment Building Data Teams Classroom Teachers	Fall 2023	Monthly	No funding needed
5	Building level data teams will meet monthly to review academic data (including learning progressions & grades), local assessment data, state assessment data, attendance, discipline data, Early Warning System data, and other data as needed.	Meeting agendas Data for review	T & L Department Principals Director of Assessment Building Data Teams Classroom Teachers	Fall 2023	Monthly	No funding needed



**GOAL #1-Students demonstrate significant improvement in their understanding and application of state academic standards.**

**TARGET C:** Career and Technical Education is an integral component of the education program.

**INDICATORS:**

- Increased number of career and technical education approved programs.
- Increased participation in career and technical student organizations.
- 90% of graduates will meet the MSIP 6 standard for post-secondary placement.

**CSIP STANDARDS & INDICATORS:**

- CC3: CC2A, CC2B
- EA4: EA4A, EA4B, EA4C, EA4D
- TL3: TL3B, TL3C, TL3F

Action Step #	ACTION STEP <i>*Deploy the plan (DO)</i>	Evaluation Strategy <i>*What data will be collected? What does the data show us concerning progress? (STUDY)</i>	Who is responsible?	START DATE	COMPLETION DATE	Funding Source
1	Continue to expand Extended Learning Opportunities (ELOs) to provide customized credit for high school students that support career pathway interests and workplace/career readiness.	ELO Enrollment Data	T & L Department HS Administrators HS Counselors	Spring 2023	Ongoing	
2	Improve equity enrollment in career education programs.	CTE Enrollment Data	T & L Department HS Administrators HS Counselors	Spring 2023	Ongoing	
3	Monitor student participation and achievement on Technical Skills Attainments (TSAs) and Industry Recognized Credentials (IRCs) and increase students' opportunities to take these exams.	TSA and IRC Data	T & L Department HS Administrators HS Counselors	Spring 2023	Ongoing	
4	Grow and align CTE programming to prepare students for career pathways and meet students' needs.	Course Offerings Climate Survey Data	T & L Department HS Administrators HS Counselors	Spring 2023	Ongoing	

**GOAL #1-Students demonstrate significant improvement in their understanding and application of state academic standards.**

**TARGET D:** The district designs after-school programming to prepare students for high school academic and athletic options; supports community programming meeting specific criteria that supports Pattonville student participation in athletics and activities; and improves and enhances support for programming.

**INDICATORS:**

- Types of after school programming offered and number of students participating at the elementary and middle levels will increase annually.
- Elementary and middle school after school programming supports high school MSHSAA options.
- Program satisfaction survey results from students and parents will increase annually.

**CSIP STANDARDS & INDICATORS:**

- TL4: TL4B

Action Step #	ACTION STEP <i>*Deploy the plan (DO)</i>	Evaluation Strategy <i>*What data will be collected? What does the data show us concerning progress? (STUDY)</i>	Who is responsible?	START DATE	COMPLETION DATE	Funding Source
1	Increase elementary and middle school academic, athletic, and before/after school program offerings and opportunities.	Number and variety of programs offered Student participation	Principals Director of Community and Staff Engagement	Fall 2023	Ongoing	Participant Fees
2	Provide high quality summer camp/program offerings for elementary, middle, and high school students.	Number and variety of programs offered Student participation	Director of Community and Staff Engagement Athletic Director	Fall 2023	Ongoing	Participant Fees
3	Connect elementary and middle school academic, athletic, and activities to MSHSAA athletics and activities offered at Pattonville High School.	Number and variety of programs offered Student participation	Director of Community and Staff Engagement Athletic Director	Fall 2023	Ongoing	No funding required
4	Evaluate K-12 after school programming and recommend programming adjustments as necessary	Student surveys Student focus groups	Director of Community and Staff Engagement Athletic Director	Fall 2023	Ongoing	Participant Fees

**GOAL #2-Develop and implement building-level school improvement plans consistent with the Comprehensive School Improvement Plan (CSIP).**

**TARGET A:** Building School Improvement Plans improve structure, instruction and climate that supports improved student achievement and responsibility.

- INDICATORS:**
- Schools accumulate 90% or more of the possible points on MSIP 6 standards.
  - Climate improves annually or maintains a 90% satisfaction level.
  - All teachers participate in professional development that directly supports the plan.
  - Teams composed of at least 50% or more community/parents/student representatives who are not employees of the district.

- CSIP STANDARDS & INDICATORS:**
- CC4: CC4A, CC4C
  - DB2: DB2A, DB2B, DB2C, DB2D
  - DB3: DB3A, DB3C

Action Step #	ACTION STEP <i>*Deploy the plan (DO)</i>	Evaluation Strategy <i>*What data will be collected? What does the data show us concerning progress? (STUDY)</i>	Who is responsible?	START DATE	COMPLETION DATE	Funding Source
1	School improvement teams will identify and use scientifically- based research and evidence-based practices to guide their building level work. Teams will develop specific school plans on implementing personalized learning.	Building School Improvement Plans	Principals School Improvement Teams T & L Department	Spring 2023	Ongoing	Building Annual Budget T & L Annual Budget
2	School improvement teams administer professional development needs assessment surveys to evaluate progress of their school improvement plan.	Needs Assessment Climate Survey Data	District PDC Building PDC Principals School Improvement Teams	Spring 2023	Annually each spring	Building Annual Budget T & L Annual Budget
3	School improvement teams administer climate surveys to staff, parents, and students to evaluate progress on the school improvement plans.	Climate Survey Data	LCAT Principals School Improvement Teams Assistant Superintendent T & L	Fall 2023	Annually each spring	No funding needed

**GOAL #3-Develop a plan that addresses critical issues (i.e., impact of the current economy, changes in state and local funding, changes in enrollment, district staffing and district safety).**

**TARGET A:** Funding, staffing, safety, and facilities plan.

**INDICATORS:**

- Facilities plan supports student application of state standards.
- Maintain at least MSIP “desirable” student-teacher ratios and facilities within a balanced budget (with 26% balances).
- Provide a safe learning environment for the Pattonville community of students and staff.

**CSIP STANDARDS & INDICATORS:**

- CC4: CC4A, CC4D
- EA4: EA4A, EA4B, EA4C, EA4D

Action Step #	ACTION STEP <i>*Deploy the plan (DO)</i>	Evaluation Strategy <i>*What data will be collected? What does the data show us concerning progress? (STUDY)</i>	Who is responsible?	START DATE	COMPLETION DATE	Funding Source
1	Ensure district reserves are sufficient to avoid short-term borrowing.	Annual Budget	Chief Financial Officer	Spring 2023	Ongoing	District Annual Budget
2	Provide competitive compensation packages for all district staff.	Annual Budget	Chief Financial Officer Professional Studies PESP Meetings	Spring 2023	Ongoing	District Annual Budget
3	Proactively manage the district health insurance program to ensure a competitive benefit program for staff, but minimize annual increases. Focus on innovative models such as health clinics and wellness initiatives that promote practicing healthy habits on a routine basis to attain better physical and mental health outcomes.	Meeting agendas District Benefit Guide	Chief Financial Officer Professional Studies PESP Meetings Wellness Committee	Spring 2023	Ongoing	District Annual Budget
4	Develop a support staff leadership development program that will be offered every two years and will provide training and support in effectively leading departments to ensure a safe, healthy, and responsive work and learning environment for students and staff.	Meeting agendas Completed projects Professional Development Satisfaction Survey	T & L Department HR Department	Fall 2023	Once every 2 years	No funding needed

5	Ensure a safe and secure environment for all district students, staff, and visitors and ensure the district is prepared to effectively respond to all emergencies that might affect safety or security of students and staff.	Safety Committee Meetings and Agendas	Chief Financial Officer Director of Technology Director of Facilities Safety Committee	Spring 2023	Ongoing	District Annual Budget
6	Implement a comprehensive cybersecurity risk management program that will provide a continuous cycle of assessing for risk vulnerabilities, detecting potential threats, providing education and training, and responding quickly to attacks and recovery efforts. The plan will support secure network systems, processes, and procedures to protect all personally identifiable or confidential information that is stored on district-maintained servers, computers and networks.	Safety Committee Meetings and Agendas	Chief Financial Officer Director of Technology Safety Committee	Spring 2023	Ongoing	District Annual Budget

Approved by the Pattonville Board of Education on Feb. 14, 2023.