
MACON



COUNTY R-1



Continuous School Improvement Plan

2024-2027



Board Approval

June 19, 2024

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Parent

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MACON COUNTY R-1



Home of the Tigers

MISSION

The mission of the Macon R-1 School District is to create an educational standard of excellence for our community while impacting our future—**one student at a time.**

VISION

Macon County R-1 will be the model of excellence by preparing and empowering students to meaningfully contribute to our future.

BELIEFS

We believe in the intellectual, personal, social, and emotional development of all students. We believe in upholding strong moral principles and community/school values. We believe in fostering a growth mindset in our students and learning community through a well-rounded educational experience. We believe in fostering a culture of collaboration and community through consistent engagement, full transparency, and shared goals for a successful district. We believe innovation in education is vital to meet the needs of all students and to improve our community. We believe in the power of our district to impact the lives of all students, staff, and community.

STUDENT-FOCUSED - INTEGRITY - GROWTH MINDSET - COLLABORATION & COMMUNITY - INNOVATION - IMPACT

Macon R-1 School District "One Student at a Time" 5

Introduction

The Macon R-1 School District started developing its three-year Continuous School Improvement Plan (CSIP) during the 2022-23 school year. The district established a planning committee in October and began work in November. The planning committee comprised participants, including; parents, students, teachers, and district representatives. Dr. Brent Hodge, Superintendent, was the planning process facilitator. During the period of November 2022 through December 2022, the planning committee met, formed subgroups, reviewed the information, and determined the areas that needed to be included in Macon R-1's Continuous School Improvement Plan.

Dr. Bryan Thomsen was hired as the Macon R-1 School District Superintendent in July 2023. Under new leadership, the district determined the CSIP was too broad and revised the plan in 2024. The revised CSIP committee comprised participants from the original committee and additional parents, students, teachers, and district representatives. Mrs. Shelley Devenport, Assistant Superintendent, was the planning process facilitator.

Utilization

The Macon R-1 Administrative Team will use the CSIP as a strategic plan, guiding our future. The plan identifies long-range goals for district-wide improvement and specific action steps to be taken to achieve those goals.

Monitoring and Adjusting

The Macon R-1 Administration and the Board of Education will evaluate the CSIP quarterly. The plan will be adjusted accordingly as action items and goals are met. Stakeholders will annually be provided updates to ensure input and review of the CSIP.

Missouri School Improvement Program

The sixth cycle of the Missouri School Improvement Program (MSIP) focuses on the continuous improvement of all schools, preparing each student for life beyond high school and promoting practices that lead to healthy school systems. MSIP intends to examine what districts are doing to implement effective practices and sustain improvements while increasing the focus on individual student growth

Macon R-1 School District Strengths

- Facilities Improvements
- Drop-out rate low
- Strong attendance
- Transportation program/ bus driver training on staff/fully staffed
- School and community people care about the district
- Community involvement/feedback on issues facing the district
- Diverse opportunities for student involvement–something for everyone
- Special Ed. grad rate above state average/100% compliance w/ DESE
- Academics–Above state avg. on state assessments, and the district has real-time assessment data on students using Evaluate and I-Ready tools
- Safety improvements–all buildings have secure entrances and cameras, internal plans are developed/practiced, and students/staff feel safe
- Communication among teachers
- Technology infrastructure–supporting the entire district–all connected –in-house tech dept.
- Student-teacher communication-teachers are approachable, willing to assist
- Career Ed for students/Adult Ed for a great portion of NE-8 programs and Ag, Business, FACS
- Welcoming atmosphere–a sense of belonging/ returning students to the district/welcoming new students to the District
- DC courses–an abundance of all cores except history–taught in-house except for one
- Mentorship program-redesigned/one person to develop and support 1st and 2nd year teachers
- School-based counselors for behavioral health services
- Collaborative leadership within and among buildings
- Most students believe they receive high-quality instruction and that the District promotes learning.
- The majority of students reported they have goals and plans for the future

Macon R-1 School District Areas to Improve

- Public relations/communication/ transparency
- No Public Relations person to help bridge the gap between school/community
- Teacher salaries/below state average
- Parent engagement at an academic level–kids not completing assignments
- District infrastructure needs
- Para and sub-shortage
- Lack of up-to-date instructional tools in classrooms
- The curriculum at the secondary level is incomplete
- Student pride
- Classified positions/salaries
- Employability of graduates
- Life skills curriculum at the high school
- Real-life knowledge and skills
- Recruitment/retention of staff
- An influx of families with high needs
- Drugs/vaping among students
- More opportunities for students to have their voices heard
- Increase the percentage of students who like going to school
- Improve on reporting school culture and climate data to all stakeholders

Focus Area 1: Academic Achievement/Student Success/Effective Teaching and Learning

SMART GOAL 1.1: On an annual basis, the district will score at or above the state average on MAP and EOC state assessments and show a 2% increase.
Funding Source(s): PD funds, local
MSIP 6 Indicators: TL6, TL9, AS1, AS2

Action Steps: The Macon Co. R-1 School District will:	Person(s) Responsible	Start Date	Timeframe	Measurement
1.a. Develop and align all district core curricula to appropriate standards--MLS/Priority Standards, ACT/Work-Keys Standards, etc.--seek board approval and publish to district stakeholders	Assistant Superintendent, Administration, Building Level Instructional Leaders and Teachers	January 2023	December 2024	Curriculum documents and BOE approval
1.b Develop and align all non-core curricula to appropriate standards	Assistant Superintendent, Administration, Building Level Instructional Leaders and Teachers	January 2023	June 2025	Curriculum documents and BOE approval
2. Develop a curriculum review schedule for each content area	Assistant Superintendent and Building Level Instructional Leader	May 2024	December 2024	A written plan presented to the BOE approval
3. Prioritize and create collaboration time for teachers to analyze data and determine instructional changes	Assistant Superintendent, Building Administration	August 2023	Ongoing	Building schedules, agendas, notes
4. Continually evaluate and adjust student interventions for academic and behavioral areas.	Assistant Superintendent, Building Administration, and Teachers	January 2023	Ongoing	Academic and Behavioral programs
5. Evaluate and adjust incentives to encourage student effort, growth, and achievement	Building Administration, Teachers	August 2023	Ongoing	Grades, local and state assessment scores

Focus Area 1: Academic Achievement/Student Success/Effective Teaching and Learning

SMART GOAL 1.2: The district attendance rate will meet or exceed 90% annually. (MSIP 6 targets 90-100%).
Funding Source(s): Local
MSIP 6 Indicators: TL1

Action Steps: The Macon Co. R-1 School District will:	Person(s) Responsible	Start Date	Timeframe	Measurement
1. Establish a building-level committee to revisit/revise attendance procedures	Building Administrators	January 2023	On-going	Meeting dates, agendas, attendance data improvement
2. Monitor building attendance using district-wide attendance programs weekly	Building Administrators, Attendance Secretaries	August 2023	On-going	Attendance reports Building bulletins
3. Develop and implement attendance incentive programs to meet 90-100% of district attendance goals	Building Committee	August 2023	On-going	Incentive Program Schedule, attendance data improvement

Focus Area 1: Academic Achievement/Student Success/Effective Teaching and Learning

SMART GOAL 1.3: The MCR-1 graduation rate will meet or exceed 95% annually. (MSIP 6 Target 92-100%).
Funding Source(s): Local
MSIP 6 Indicators: EA2

Action Steps: The Macon Co. R-1 School District will:	Person(s) Responsible	Start Date	Timeframe	Measurement
1. Offer/administer the High School Equivalency Test (HiSet) to Missouri Options students as an opportunity to earn a HS diploma	HS Counselor(s)	January 2023	On-going	HiSet Test Results, Participation numbers, Drop-outs captured in Core Data
2. Promote graduation and student success in grades K- 12: graduation walk-throughs, staff-student interactions, HS-Elementary students' interactions, etc.	All District Staff	January 2023	On-going	Calendar of events offered in the district, communication logs
3. Provide alternative paths to graduation: MAC (Macon Alternative Classroom, virtual instruction options, SPED- met goals, etc.	HS Administration, CAASP, SPED Director	January 2023	On-going	Graduation rate increase, attendance logs, participation numbers

Focus Area 1: Academic Achievement/Student Success/ Effective Teaching and Learning

SMART GOAL 1.4 The district will develop a Literacy Team and develop a district Literacy Plan.
Funding Source(s): State and Local Funds
MSIP 6 Indicators: TL6

Action Steps: The Macon R-1 School District will:	Person(s) Responsible	Start Date	Timeframe	Measurement
1. The assistant superintendent, or designee, will form a team of educators to study and develop a plan to provide evidence-based literacy instruction for students and training for all teachers.	Assistant Superintendent, Administration, Teachers	August 2024	A plan presented by December 2024	Written Literacy Plan presented to the Superintendent and the BOE

Focus Area 1: Academic Achievement/Student Success/Effective Teaching and Learning

SMART GOAL 1.5 Expand the Early Childhood Education program to create robust opportunities for all students.

Funding Sources(s): Federal, State and Local

MSIP 6 Indicators: TL1,2,6

Action Steps: The Macon R-1 School District will:	Person(s) Responsible	Start Date	Timeframe	Measurement
1. The assistant superintendent or designee will oversee the expansion of the Parents as Teachers Program	Assistant Superintendent, Administration, and Special Ed. Director	June 2024	December 2024	A written plan to expand the program will be presented to the BOE
2. The assistant superintendent or designee will review the potential expansion of the current ECSE program	Assistant Superintendent Administration, Special Ed. Director	June 2024	December 2024	A written plan to expand the ECSE program will be presented to the BOE

Focus Area 1: Academic Achievement/Student Success/Effective Teaching and Learning

SMART GOAL 1.6 Create a Professional Development Committee for the school district.
Funding Source(s): PD funds, local
MSIP 6 Indicators: TL8

Action Steps The Macon R-1 School District will:	Person(s) Responsible	Start Date	Timeframe	Measurement
1. The assistant superintendent will oversee the creation of a District Professional Development Committee	Administration, Teachers	May 2024	May 2024	Creation of the PDC
2. The PDC will create a Professional Development Plan for the school district	PDC	May 2024	June 2024	Creation of the PDC Plan and presentation of the plan to the BOE
3. Provide targeted PD opportunities to improve classroom instruction	Administration and PDC	June 2024	Ongoing	PD Plan, agendas
4. Intentionally on-board all new staff members in district initiatives	Administration	August 2024	Ongoing	Agendas and survey results
5. Provide PD opportunities for New Teachers in effective classroom management	Administration PDC	August 2024	Ongoing	Agendas and survey results

Focus Area 2: Collaborative Climate and Culture/Safety

SMART GOAL 2.1: The district will see reduced safety/security concerns on its annual safety survey to provide a safe learning environment for students/teachers/staff.

Funding Source(s): Local

MSIP 6 Indicators: L10, CC 1, 2

Action Steps: The Macon Co. R-1 School District will:	Person(s) Responsible	Start Date	Timeframe	Measurement
1. Appoint a District Safety Coordinator and develop job responsibilities	Administration Superintendent and BOE	Fall 2023	January 2024	Appointment of District Safety Coordinator
2. Develop District Internal Operations and Procedures Manual	Superintendent Safety Coordinator	August 2024	January 2025	Completion of manual
3. The district will issue an RFP to utilize a third-party firm to audit safety in district facilities every two years.	Superintendent	January 2024	March 2024 March 2026 March 2028	Completion of audit and recommendations considered
4. Implement annual safety and security staff training	Superintendent and Safety Coordinator	August 2024	On-going	Annual participation numbers and survey results

Focus Area 2: Collaborative Climate and Culture/Safety

GOAL 2.2 Student discipline referrals involving drugs, vaping, alcohol, and tobacco will decrease.
Funding Source(s): Local
MSIP 6 Indicators: CC1, CC2, EA4

Action Steps: The Macon Co. R-1 School District will:	Person(s) Responsible	Start Date	Timeframe	Measurement
1. Monitor and analyze discipline referrals	Administration	January 2023	Ongoing	Annual reporting of discipline referral data to BOE
2. Increase preventative programs and opportunities	Administration, Teachers, and SRO	August 2023	Ongoing	Annual review of programs and opportunities will be provided to BOE

Focus Area 2: Collaborative Climate and Culture/Safety

SMART GOAL 2.3 The district will develop a process to study the creation of a Multi-Tiered System of Support.
Funding Source(s): State and Local Funds
MSIP 6 Indicators: CC1, CC2, TL7

Action Steps: The Macon R-1 School District will:	Person(s) Responsible	Start Date	Timeframe	Measurement
1. The assistant superintendent or designee will form a team of educators to study the potential utilization of the Multi-Tiered Systems of Support. D.E.S.E. resources will be utilized in this process	Assistant Superintendent, Administration, Teachers	June 2024	August 2024	Written report to BOE
2. The team of educators will create a timeframe for annual reporting to BOE	Assistant Superintendent, Administration, Team of Educators	June 2024	August 2024	Written report to BOE

Focus Area 3: Leadership/Recruitment and Retention of Highly Qualified Personnel

SMART GOAL 3.1 MCR-1 will continually strive to recruit and retain highly qualified personnel in all positions.
Funding Source(s): Local
MSIP 6 Indicators: L9, TL5

Action Steps: The Macon Co. R-1 School District will:	Person(s) Responsible	Start Date	Timeframe	Measurement
1. Host a job fair/open house to recruit classified staff	Administration	August 2024	Ongoing	Participation numbers and hires from fair
2. Offer competitive pay for all positions	Superintendent Administration and BOE	January 2023	Ongoing	The budget presentation and needs analysis
3. Continue to participate in college job fairs	Administration	January 2024	Ongoing	Evaluate the number of positions filled as a direct result of participation

Focus Area 3: Leadership/Recruitment and Retention of Highly Qualified Personnel

GOAL 3.2: MCR-1 will meet or exceed MSIP 6 recommendations for all employee classifications, as funding allows.
Funding Source(s): Local, state, and federal grant opportunities
MSIP 6 Indicators: L9

Action Steps: The Macon Co. R-1 School District will:	Person(s) Responsible	Start Date	Timeframe	Measurement
1. The administration will annually review MSIP-6 recommendations for all employee caseload and class size	Administration	July 2023	Annually	Recommendations to the BOE

Focus Area 4: Parent and Community Partnerships

SMART GOAL 4.1: Opportunities for MCR-1 stakeholders to directly connect with staff will continue to increase.
Funding Source(s): Local
MSIP 6 Indicators: CC4

Action Steps: The Macon Co. R-1 School District will:	Person(s) Responsible	Start Date	Timeframe	Measurement
1. Continue to host a Veterans' Day Breakfast/Assembly– Culinary Arts Program	Administration	Aug. 2023	Ongoing	Participation numbers annually presented to BOE
2. Continue to host a Civic Organizations' Luncheon to provide district information	Administration	Aug. 2023	Ongoing	Participation numbers annually presented to BOE
3. Continue to expand "Back to School" events to all district buildings	Administration	August 2023	Ongoing	Participation numbers annually presented to BOE
4. Develop a formal Orientation Night for students in 8th grade transitioning to HS and Continue to implement Orientation Night for 5th grade students transitioning to 6th grade	Administration, Counselors and HS, MS students	August 2024	Ongoing	Participation numbers annually presented to BOE

Focus Area 4: Parent and Community Partnerships

SMART GOAL 4.2: Collaborative partnership opportunities between MCR-1 and local businesses/organizations will continue to increase.
Funding Source(s): PD funds, local
MSIP 6 Indicators: CC3, CC4, TL1, TL3

Action Steps:	Person(s) Responsible	Start Date	Timeframe	Measurement
The Macon R-1 School District will:				
1. Host post-secondary exploration activities for students, parents, and local businesses/organizations: a. Job Fair b. College	Administration Counselors	January 2023	Ongoing	Participation numbers
2. Partner with Macon Co. Economic Development Committee to investigate and create opportunities for students	Career Center Director Superintendent	Spring 2023	Ongoing	Meeting attendance/agendas
3. Increase opportunities for internships/job shadowing for students	Administration Counselors	January 2023	Ongoing	Participation numbers, Survey/performance reviews from employer
4. Provide career exploration opportunities for middle school students in preparation for ICAP completion	Counselors Career Center Director Administration	January 2023	Ongoing	Completed ICAPs

Focus Area 4: Parent and Community Partnerships

SMART GOAL 4.3: Opportunities for MCR stakeholders to directly connect with staff will continue to increase.
Funding Source(s): Local
MSIP 6 Indicators: L8

Action Steps: The Macon Co. R-1 School District will:	Person(s) Responsible	Start Date	Timeframe	Measurement
1. The Superintendent or designee will form a committee to develop a communication plan	Superintendent or designee	Aug. 2024	Ongoing	Communication Plan presented to BOE