

Zalma R-V School District



Comprehensive School Improvement Plan

2016-2018

Approved by the Zalma School Board on May 12, 2016

VALUES

We believe in educating all students in a nurturing environment with the highest level of professionalism where:

- ❖ Learning is our Priority
- ❖ Respect is our Norm
- ❖ Excellent is our Expectation
- ❖ Collaboration is our Culture
- ❖ Integrity is our Foundation

Guidelines for Student Success

- G - Good Example
- R - Responsibility
- O - Organized
- W – Well Mannered
- L – Listen & Learn

MISSION

The Zalma R-V School District mission assumes the responsibility of establishing an educational environment conducive to the needs of all students. Students will be provided the opportunity to achieve academic excellence. The district will assist every student in crossing the digital divide by ensuring all students are technologically literate, regardless of the student’s race, ethnicity, gender, family income, geographic location, or disability. The district will promote strength of character and develop work habits to successfully learn effectively for a lifetime and live productively in our emerging global society. All students will be able to further their education through a trade or technical school, attend an academic college or university, and/or successfully seek and maintain employment.

INTRODUCTION

The Zalma R-V School District and Board of Education are committed to the students and patrons of the community. As a small, rural district in southeast Missouri, Zalma Schools is proud of the advantages offered to students and are dedicated to safeguarding that the advantages continue into the future. In order to continue to fulfill this commitment, programs must be examined and evaluated continually to reach goals and long-term plans. The Missouri Comprehensive School Improvement Plan provides the necessary framework and structure for ensuring the program coordination by the Zalma R-V School District.

In order to revise Zalma R-V School District’s Comprehensive School Improvement Plan for 2013-2015, a committee was formed in January 2016 to evaluate and revise CSIP goals and strategies for 2016-2019. The committee met on a regular basis to collect and analyze data and assessments, revise and establish new goals and strategies, and amend other components of the new plan. Once the new plan is approved, the process will be continued on an annual basis by reviewing the CSIP goals and analyzing the school’s annual performance report, ACT results, standardized test scores, and program evaluations from PDC, LMC, guidance, vocational, health, technology, safety, and any other areas that are applicable.

PLANNING PROCESS

The process of reviewing and evaluating the CSIP began in January 2016 under the direction of Superintendent, Mr. Gerard Vandeven, and K-12 Principal, Mr. Shannon Garner.

The Zalma R-V School District CSIP is a three-year strategic framework of goals and strategies designed to improve the school district. This framework allows the district to conduct fair and equitable evaluations on each program, resources, facilities, student achievement, and progress toward achieving the district's long-term vision for success.

The Zalma R-V Board of Education reviews and approves the Zalma R-V School District Comprehensive School Improvement Plan annually.

Effective planning helps the school to maintain its diversity, energy, and focus. Listed below is a set of principles that will be followed as goals and plans are developed for the school district:

1. The process will focus on meeting the needs of the children in the district.
2. The process will support all participants in thinking systemically, in seeing the big picture as well as the existing connections.
3. The process will ensure participants have access to data in order to promote effective decision making.
4. The process will support open communication and free flow of timely information to those planning and implementing the plan.
5. The process will build in accountability.
6. The process will recognize that good intentions are not enough; that the complex issues facing schools today require broad-based, thoughtful analysis by representatives of all stakeholders in the district.
7. The process will ensure that participants search for leverage points, those places where resources and energy can be used most effectively and efficiently.
8. The process will be well organized to ensure respectful use of participants' time and expertise.
9. The process will have integrity and will complete the circle of feedback so participants will know the results.
10. The planning process will be consistent and clear in order for participants to bring forth their best thoughts.

COMPREHENSIVE SCHOOL IMPROVEMENT TEAM

Mr. Gerard Vandeven, Superintendent
Mr. Shannon Garner, K-12 Principal
Mrs. Shelly Borders, K-12 Counselor and Parent
Mrs. Jeri Bader, 7th Grade Teacher
Mrs. Michelle Schrader, 8-12 Mathematics Teacher and Parent
Mrs. Stacy Halter, 4th-6th Mathematics Teacher
Mrs. Dena Schumer, 2nd Grade Teacher and Parent
Mrs. Cheryl Woodfin, 7-12 Business Education Teacher and High School Technology Coordinator
Mrs. Linda Johnson, K-12 Librarian, Special Education Director
Mr. Scott Cato, President, Board of Education and Parent
Miss Hannah Rogers, Elementary Resource Teacher
Mrs. Betsy VanGennip, Parent
Mrs. Janet Howard, Library Aide and Parent/Guardian
Mrs. Judy Wiseman, High School Resource Teacher and Parent
Mr. Brad Younger, Business Owner and Community Member
Mrs. Dana Wade, Business Owner and Community Member
Mrs. Faith Bailey, 8-12 Science Teacher and Parent
Ms. Linda Beck, 8-12 Language Arts Teacher
Ms. Anita Thomason, 8-12 Social Studies Teacher
Mrs. Brandi Bishop, Title I Math Teacher and Parent
Mrs. Shannon Porter, Title I Reading Teacher
Mrs. Jessica Smith, 1st Grade Teacher
Mrs. Erin Shelby, K-12 Art Teacher, PAT Educator
Mrs. Miranda Nixon, 4-6 Reading Teacher
Mrs. Rebecca Townsend, 4th-6th Science & Social Studies Teacher
Mrs. Chelsea Tucker, 3rd Grade Teacher
Mrs. Cindy Wiseman, Kindergarten Teacher

LOCAL NEEDS

- The district will continue to focus improvement efforts in Elementary Grades 3, 4, 5 MAP Scores in English Language Arts and Mathematics and Grade 5 Science.

Content Area	Grade Level	Scored Below Basic or Basic			
		2015	2016	2017	2018
English/ Language Arts	3	82.9%			
	4	52.9%			
	5	37.5%			
	6	54.6%			
	7	50.0%			
	8	52.6%			
Mathematics	3	73.9%			
	4	47.1%			
	5	56.3%			
	6	63.1%			
	7	83.3%			
	8	73.7%			
Science	5	37.5%			
	8	57.9%			

- The district will continue to focus improvement efforts in Elementary Grades K, 1, 2 Stanford Achievement Test scores.

Content Area	Grade Level	Scored Basic or Below Basic			
		2015	2016	2017	2018
Reading	K	29.3%*			
	1	30%			
	2	45%			
	1	30%			
	2	75%			
Mathematics	K	71%*			
	1	0%			
	2	40%			
	1	30%			
	2	55%			

*Scored Below Average or Average compared to other students in the nation.

3. The district will continue to focus improvement efforts in the following high school End-of-Course Examination scores.

Grade	Core Subject	Scored Below Basic or Basic			
		2015	2016	2017	2018
9 th Grade	Algebra I	33.3%			
11 th Grade	American History	41.1%			
	US Government	43.8%			

4. The district will continue to focus on the following 2015 subgroup of free and/or reduced price lunch students in the following areas of the district’s Annual Performance Report supporting data.

Content Area	Scored Below Basic or Basic			
	2015	2016	2017	2018
Mathematics	59.8%			
English/Language Arts	53.2%			

5. The district will continue to focus on improving communication between parents and teachers.
6. The district will focus on improving the school climate.
7. The district will focus on providing support for at-risk students.
8. The district will continue to focus improvement efforts on setting and attaining goals related to academic core subjects and programs of study, uniform policies and procedures, classroom management, student engagement, and teacher collaboration.
9. The district will focus on improving technology as it relates to the most up-to-date devices for students and teachers.
10. The district will focus on updating and maintaining its curriculum for all subjects and grades.

LOCAL STRENGTHS (Based on 2015 District Report Card and 2016 Surveys)

1. Average composite ACT score is consistent with the national average.
2. Graduation rate for the last four years has been 100%.
3. Attendance rate continues to be high at 92.4% compared to the state average of 88.7%.
4. Student-to-classroom teacher ratio is 16:1 compared to the state average of 17:1.
5. Years of experience of professional staff is 13.0 years compared to the state average of 12.2 years.
6. Drop-Out rate is 0% compared to the state average of 2.2%.
7. A total of 75% of students completed college and career-ready courses.
8. Overall, 100% of teachers were either extremely satisfied or satisfied with their teaching experience at Zalma R-V School District.
9. One hundred percent (100%) of parents feel their children are safe at school.
10. Eighty-Two percent (82%) of students in grades 7-12 responded that they use up-to-date computers and/or Chromebooks to help them learn at school.

GOAL I Academic Achievement: The district will strive to increase academic achievement in all content areas. (MSIP Standards 1, 3, 4, 5)

Addresses Local Needs 1-5, 8

Objectives

1. District curricula will be aligned externally with local, state, and national standards.
2. Each building will have a recognition plan for students to encourage them to put forth their best efforts during standardized testing.
3. Benchmark assessments will be given, scores will be analyzed, and plans will be developed for improvement in potential growth areas.
4. The district will promote, facilitate, and enhance parent, student, and community involvement for academic success.
5. The district will strive to ensure all students identify career interests and study programs related to college and career readiness.
 - a. Career Exploration/Interest Inventories
 - b. Personal Plans of Study
 - c. Utilization of Missouri Connections
 - d. Successful Transition from High School to post-secondary plans.

GOAL II Technology: The district will work towards a 1:1 initiative and full implementation in all classrooms. (MSIP Standards 1, 3, 4, 5)

Addresses Local Needs 8-9

Objectives

1. Provide a minimum of one computer in each classroom with allotted funds for student access.
2. At the beginning of the school year, professional development will be completed to enhance staff knowledge and utilization of school technologies.
3. Ensure students are engaged in rigorous, high quality instruction which utilizes digital tools.
4. Update the technology infrastructure to include a new Wi-Fi system and additional Chromebooks.
5. Provide a high level of technological support to students and staff.

GOAL III School Climate: The district will promote a positive educational environment conducive to learning. (MSIP Standards 1, 3, 4, 5)

Addresses Local Needs 6, 8

Objectives

1. Attendance and discipline policies will be revised, shared, and implemented with all students.
2. Positive reinforcement will be utilized in every grade level.
3. Incorporate Bulldogs GROWL Guidelines for Student Success in every classroom.
4. Provide wellness, career, and personal development opportunities for all students.
5. Teachers will cultivate quality parent involvement.
 - a. School Website
 - b. Class Newsletters
 - c. Text Alerts
 - d. Online Parental Access to Student Grades
 - e. Emails and Phone Calls
 - f. School Activities to Promote Community and Family Involvement

GOAL IV Support for At-Risk Students: The district will provide academic and emotional support to improve success. (MSIP Standards 1, 3, 4, 5)

Addresses Local Needs 7-8

Objectives

1. The district will provide the following services to all students:
 - a. Tutoring
 - b. Credit Recovery
 - c. Counseling
 - d. Agency Referrals
2. Teachers will collaborate to implement research-based interventions.

GOAL V Curriculum: The district will update and maintain curriculum for all subjects and grade levels. (MSIP Standards 1, 3, 4, 5)

Addresses Local Needs 8, 10

Objectives

1. The Guidance Curriculum will be implemented for K-12 students.
2. Teachers will continue to revise and align their curriculum and instruction to current learning standards.
3. The district will promote an ascending level of critical thinking and higher order competencies.