

Strategic Focus Area: Student Performance

Focus Area Leaders: Jayme Caughron, Melanie Rucker, Susan Finlayson

GOAL 1: Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic and career goals.

OBJECTIVE 1: Student achievement will improve in order to meet or exceed 90% on the APR.

STRATEGY 1: Teachers will demonstrate high levels of teaching competence, implementing best practices in curriculum design, instruction, assessment, and in the use of technology to increase student achievement.

ACTION STEPS:	2016 - 2017				2017 - 2018				2018 - 2019				2019 - 2020				2020 - 2021			
1. The district will provide professional development on demonstrated needs as indicated by data analysis (GLA, EOC, ACT, TSA, IRC, surveys).	X	X	X	X																
2. Assessments will be implemented/analyzed strategically and instruction will be adjusted based on the results (grades K - 5).	X	X	X	X																
3. The district will continue to provide a digital platform for electronic benchmarking to be utilized in grades K-8. Building assessment calendars will be designed and shared incorporating windows for benchmark assessments and correlating dates for collaborative data analysis.	X	X	X	X																
4. Monitor the implementation of district curriculum with fidelity and provide high quality feedback to teachers.	X	X	X	X																

STRATEGY 2: Educators will design and implement meaningful and relevant programs and experiences that lead to student achievement and success beyond the classroom.

ACTION STEPS:	2016 - 2017				2017 - 2018				2018 - 2019				2019 - 2020				2020 - 2021			
1. Promote continued collaboration between CMS, CHS and GRTS to continue/expand use of the STING/advisory program (incorporating tiered activities based on student achievement needs, DRAFT, etc)	X	X	X	X																
2. Continue to add internships to one GRTS program each year.	X	X	X	X																
3. Monitor and sustain the implementation of PBL.	X	X	X	X																
4. Plan for teachers to be able to participate in site visits to school districts that have high student achievement as measured by APR; externships with local businesses.	X	X	X	X																

OBJECTIVE 2: The Chillicothe R-II School District will increase the percentage of students in subgroup/super subgroup areas who score in the advanced/proficient areas in all core areas on state assessments.

STRATEGY 1: Subgroup/super subgroup achievement in all core areas will increase 2% each year.

ACTION STEPS:	2016 - 2017				2017 - 2018				2018 - 2019				2019 - 2020				2020 - 2021			

1. Collaboratively design/implement a K-12 intervention system for struggling learners.	X	X	X																	
2. Follow Federal guidelines for collaborative allocation of Title funds to improve student achievement in reading and math of all PK-8 students.	X	X	X																	
3. Maintain and strengthen the co-teaching model, providing teachers with ongoing PD as needed; investigate advanced level co-teaching models/training.	X	X	X	Ongoing																
4. Maximize use of the Vocational Resource Educator & Career Independence instructor to assist students with development of and practice in math and CA skills as well as test-taking strategies. VRE & CII participate regularly in staffing meetings with CHS SpED teachers.	X	X	X																	
OBJECTIVE 3: All Chillicothe R-II graduates will be career or college ready.																				
STRATEGY 1: All graduates will complete the requirements for their chosen post-secondary path (2 or 4 year college, military, vocational training or employment).																				
ACTION STEPS:																				
1. The district will assist all students with the development and annual review of a career path plan utilizing MO Connections.	X	X	X																	
2. Implement middle school career fairs/STEAM trip	X	X	X																	
3. Maintain/expand middle school summer school offerings at GRTS.	X	X	X																	
4. Expand GRTS tours to include 6th and 7th grades area schools.																				
STRATEGY 2: Increase the number of graduates who score at or above the state standard on ACT, ASVAB, and/or WORK KEYS.																				
ACTION STEPS:																				
1. Track student achievement data to determine the effectiveness of ACT Prep and adjust accordingly.	X	X	X																	
2. Investigate expansion of course offerings for all learners.	X	X	X																	
3. Build targeted ACT math practice into the Algebra II third quarter curriculum to assist in preparing juniors for the ACT; align the Algebra II curriculum and assessments to ACT standards.	X	X	X																	
STRATEGY 3: Continue to meet/exceed the state standard for TSA's, IRC's and students receiving early college credit.																				
ACTION STEPS:																				
1. GRTS curriculum alignment with TSA standards.	X	X	X																	
2. Provide software site-licenses, current technology, and state-of-the-art equipment for GRTS programs to insure smooth transitions from school to work.	X	X	X																	
STRATEGY 4: The percent of graduates who attend post-secondary education/training or are in the military within six months of graduating meets																				

the state standard or demonstrates required improvement.

ACTION STEPS:	2016 - 2017	2017 - 2018	2018 - 2019	2019 - 2020	2020 - 2021
1. Continue to collaboratively track graduate information for the follow-up study.	X	X	X		
2. Insure career path reviews/updates for all Chillicothe graduates.	X	X	X		
3. Utilize social media to streamline communications for the graduate follow-up study.	X	X	X		
OBJECTIVE 4: The district will sustain/improve attendance to meet/exceed DESE's 90/90 expectation.					
STRATEGY 1: Clear attendance expectations outlined and communicated with all stakeholders.					
ACTION STEPS:	2016 - 2017	2017 - 2018	2018 - 2019	2019 - 2020	2020 - 2021
1. Post attendance expectations on district/building websites; communicate with parents at Open House, PT Conferences, etc.	X	X	X		
2. Incorporate attendance updates into stakeholder notifications.	X	X	X		
3. Communicate routinely individual/building attendance status with all students.	X	X	X		
STRATEGY 2: Each building will track student attendance and follow up with students who are at/below 90% attendance.					
ACTION STEPS:	2016 - 2017	2017 - 2018	2018 - 2019	2019 - 2020	2020 - 2021
1. Communication with parents/guardian when students are absent.	X	X	X		
2. Continue to work with SRO and Juvenile Officer.	X	X	X		
Strategic Focus Area: Highly Qualified Staff					
Focus Area Leaders: Mr. Brian Sharrow, Mr. Adam Wolf, Mr. Philip Pohlen					
GOAL 2: Recruit, attract, develop and retain highly qualified staff to carry out the district mission, goals and objectives.					
OBJECTIVE 1: Recruit and retain highly qualified staff, with a competitive pay scale (compared to the area and conference) that supports professional growth.					
STRATEGY 1: Develop a competitive benefit schedule for all staff, to be in the top ½ of districts in the MEC Conference.					
ACTION STEPS:	2016 - 2017	2017 - 2018	2018 - 2019	2019 - 2020	2020 - 2021
1. The Welfare and Benefits Committee will obtain Salary Schedule Information from Conference Schools according to starting salary and MS +10 years.	X	X	X		
STRATEGY 2: Provide high quality, relevant, timely, research based professional development for staff.					
ACTION STEPS:	2016 - 2017	2017 - 2018	2018 - 2019	2019 - 2020	2020 - 2021
1. Provide and require annual evaluations of inservice opportunities to help determine where district funds need to be utilized.	X	X	X		
2. Provide financial resources for teachers to attend inservice opportunities.	X	X	X		
STRATEGY 3: Create and nurture a climate in the district that supports the retention of staff.					

ACTION STEPS:	2016 - 2017	2017 - 2018	2018 - 2019	2019 - 2020	2020 - 2021
1. Maintain a high quality Mentoring Program that ensures our new teachers have the support needed to be successful in the district.	X	X			
2. Provide advancement on the Salary Schedule based on experience in the district and continued education.	X	X	Ongoing		
STRATEGY 4: Expand district digital presence through social media to improve district image locally and statewide.					
ACTION STEPS:	2016 - 2017	2017 - 2018	2018 - 2019	2019 - 2020	2020 - 2021
1. Update district website to make it more user-friendly.		Ongoing			
2. Utilize social media to promote Chillicothe R-II Schools.	X	X	X		
3. Investigate the feasibility of adding "Building Website Manager" to the extra duty list with an appropriate stipend.		Ongoing			
Strategic Focus Area: Instructional resources, support services and facilities <i>Focus Area Leaders: Mr. James Ruse, Mrs. Kare Black, Mrs. Melissa Young</i>					
GOAL 3: Provide and maintain appropriate instructional resources, support services and functional, safe facilities.					
OBJECTIVE 1: Provide and maintain appropriate instructional resources.					
STRATEGY 1: Increase opportunities and availability for parents and students to have access to technological and academic support.					
ACTION STEPS:	2016 - 2017	2017 - 2018	2018 - 2019	2019 - 2020	2020 - 2021
1. Create short screencasts/website showing parents and students how to use district resources (ie. SIS, Online Registration, homework help, Textcaster)	X	X	X		
STRATEGY 2: District wide 1:1					
ACTION STEPS:	2016 - 2017	2017 - 2018	2018 - 2019	2019 - 2020	2020 - 2021
1. Yearly increase acquisition of technology/devices	X	X	X		
STRATEGY 3: Repurpose existing building spaces to create areas for student collaboration work.					
ACTION STEPS:	2016 - 2017	2017 - 2018	2018 - 2019	2019 - 2020	2020 - 2021
1. Transform library media centers to reflect 21st century learning (Makerspaces, collaborative spaces, think tanks).		X			
STRATEGY 4: 100% of instructional staff will have a Professional Learning Plan that includes at least one technology goal.					
ACTION STEPS:	2016 - 2017	2017 - 2018	2018 - 2019	2019 - 2020	2020 - 2021
1. 100% of instructional staff will use the NEE data tool to create plan for PD	X	X	X		
STRATEGY 5: Find instructional tools to improve student achievement.					
ACTION STEPS:	2016 - 2017	2017 - 2018	2018 - 2019	2019 - 2020	2020 - 2021

1. Investigate an online source for science and social studies benchmarking.	X	X	X											
2. Investigate digital platforms for K-12 benchmarking.			X											
3. Investigate common K-12 digital resources for math and science.	X	X	X											
STRATEGY 6: Identify and reallocate school and community resources to best benefit student achievement.														
ACTION STEPS:														
1. Identify current resources (school, community, capital, human) and create a reallocation strategy for best use of these resources.	X	X	X											
OBJECTIVE 2: Provide and maintain appropriate support services.														
STRATEGY 1: Identify and reallocate school and community support services resources to best benefit student achievement.														
ACTION STEPS:														
1. Identify current resources (school, community, capital, human, use of co-teaching, Title I reading, etc). to meet student needs and create a reallocation strategy for best use of these resources (Trauma Smart).	X	X	X											
1a. Expand partnerships with counselors, administrative staff and the Ministerial Alliance and the YMCA.	X	X	X											
2. Increase support staff compensation and benefits.	In progress													
3. Provide ongoing training for support staff in all areas	X	X	X											
OBJECTIVE 3: Provide functional and safe facilities throughout the district.														
STRATEGY 1: Ensure that every building is safe and secure.														
ACTION STEPS:														
1. Investigate upgrading the district wide camera systems				Ongoing										
2. Interior Installation of lockdown hardware.	X	X	X											
3. Provide keyless entry system in all buildings.				Ongoing										
4. Upgrade fire alarm systems.				Ongoing										
STRATEGY 2: Expand safety and security for all students.														
ACTION STEPS:														
1. Safety and security training for all staff concerning procedures.	X	X	X											
2. Ensure communication every morning with all parents/guardians of students who are reported absent.	X	X	X											
Strategic Focus Area: Community Involvement														
Focus Area Leaders: Mr. Steve Haley, Mrs. Abby Smith														

GOAL 4: Promote, facilitate and enhance parent, student, and community in district educational programs.

OBJECTIVE 1: Increase student, parent and community involvement in the District educational programs.

STRATEGY 1: Parent feedback groups in each building.

ACTION STEPS:	2016 - 2017	2017 - 2018	2018 - 2019	2019 - 2020	2020 - 2021
1. Each building will establish a parent feedback group which meets a minimum of twice a year.	X	X	X	X	X

STRATEGY 2: Community business connections in each building and/or service learning.

ACTION STEPS:	2016 - 2017	2017 - 2018	2018 - 2019	2019 - 2020	2020 - 2021
1. Each building will form and utilize a community business partnership.	X	X	X	X	X

STRATEGY 3: Enhancing student/parent/teacher communication.

ACTION STEPS:	2016 - 2017	2017 - 2018	2018 - 2019	2019 - 2020	2020 - 2021
1. The district will work toward expanding conferences to be held during both Fall and Spring.		X			
1a. Special nights to bring parents into buildings.	X	X	X	X	X
1b. Buildings will focus on technology resources to enhance communication with students and parents (Textcaster, Remind 101, social media, newsletters, Parent/Student Portal, district website)	X	X	X	X	X

Strategic Focus Area: Governance
Focus Area Leaders: Dr. Roger Barnes, Mr. Dan Nagel, Mr. Tim Cool

GOAL 5: Govern the district in an efficient and effective manner providing leadership and representation to benefit the students, staff, and patrons of the district.

OBJECTIVE 1: The District will keep students, staff, and patrons informed utilizing various forms of communication

STRATEGY 1: To better inform the public regarding district matters

ACTION STEPS:	2016 - 2017	2017 - 2018	2018 - 2019	2019 - 2020	2020 - 2021
1. Set up a twitter account and utilize this on a district level.	X	X	X	X	X

OBJECTIVE 2: The District will fully staff the Administrative Team.

STRATEGY 1: Fully staff the District's administrative team.

ACTION STEPS:	2016 - 2017	2017 - 2018	2018 - 2019	2019 - 2020	2020 - 2021
1. District will investigate creating a full time Assistant Superintendent position.	X	X	X	X	X

OBJECTIVE 3: The District will provide student leadership and mentoring transitional opportunities.

STRATEGY 1: The District will organize orientation and mentoring programs as students and patrons transition from building to building levels.

ACTION STEPS:

	2016 - 2017	2017 - 2018	2018 - 2019	2019 - 2020	2020 - 2021
1. Student mentoring orientation developed for transition to new buildings	X	X	X		

OBJECTIVE 4: The District will create a District Newsletter.

STRATEGY 1: To better inform the public regarding District matters.

ACTION STEPS:

	2016 - 2017	2017 - 2018	2018 - 2019	2019 - 2020	2020 - 2021
1. Create a semi-annual district newsletter.	X	X	X		