

Fairfax R-III School District (003-033)

Grades PK-12

Continuous School Improvement Plan (CSIP)

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| Date of Board Approval: |
| Superintendent Signature: |
| Board President Signature: |

In-Person Stakeholder Participation:

Business Owners:

Bill Slaughter-Business Owner
Marshal Oswald-Business Owner
Jay Smith-Business Owner
Bob Aldredge-Business Owner
Scott Bennett-Business Owner
Ed Taylor-Business Owner

Community Members:

Brad Dush-Minister
Bob Sefrit-Community Member
Amy Sefrit-Community Member
Vickie Smith-Community Member
Krys Carlock-Community Member
Anita Sutter-Retired Educator
Kay Rosenbaum-Community Member
Susan Southard-Community Member
Dixie Stoner-Retired Teacher
Patty Davis-Community Member
Ann Martin-Retired Teacher
Ginny Vernon-Community Member
Marilyn Aldredge-Community Member

Parents:

Kris Umbarger-Parent
Tabitha Wintz-Parent
Heather Giddinge-Parent
Karen Burke-Parent
Michelle Oswald-Parent
Betsy Larson-Parent
Jaymee Koop-Parent
Lexi Heck-Parent
Kristi Duering-Parent

District Staff:

Jennifer Blakeman-Staff
Lauren Clark-Staff
Twillia Clark-Staff
LoryAnne Daugherty-Staff
Ashley Grossman-Staff
Madison Hagey-Staff
Marisa Hedlund-Staff
Jonnie Kemerling-Staff
Melanie Lucas-Staff
Calvin Nichols-Staff
Kristine Price-Staff
Ethan Riley-Staff
Kristen Rogers-Staff
Crystal Schieffer-Staff
Kameron Schieffer-Staff
Debra Wyatt-Staff
Dustin Barnes-Principal
Jeremy Burrigh- Superintendent

Board of Education:

Jon Graves-President
Samantha O'Riley-Vice President
Miles Smith-Member
Theresa Larson-Member
Crystal Woodring-Member
Chance Clement-Member
Brett Johnson-Member

Plan Timeline:

Summer: Comprehensive CSIP review and Facilities Plan

First Quarter: Wellness

Third Quarter: Assessment Plan, Testing Data

Fourth: Technology Plan, Curriculum, PD Plan

Planning process, communication, and engagement:

After examining MSIP 6 Standards and the process for calculating APR, evaluation of the existing Fairfax R-III CSIP began. The planning process involved working with stakeholders at all levels. Community members, teachers, hourly employees, students, and board members were all provided opportunities to offer input in our CSIP process.

Teams collectively evaluated and revised values, mission, and vision statements after significant staff, student and stakeholder input. Focus areas were selected based on data collected from district and state assessments; local, state, and national teacher data; and survey data from students, staff, and other stakeholders.

Engagement of staff members occurred through all-staff and small group meetings during professional development. The board participated through activities during board meetings and during a board retreat. The Community was engaged through activities at community groups and through events held on the school site.

Final communication and engagement on the CSIP was gathered by posting the plan on the district website and soliciting feedback through a survey feedback system. Stakeholders were asked to review the plan and offer input through the survey link posted with the plan. The survey simply asked for suggestions and those were reviewed by respective teams prior to creating the final draft.

Upon completion of the first cycle of planning, the board will review the CSIP in conjunction with secondary plans at least quarterly. The CSIP will be comprehensively reviewed by all stakeholders and approved by the board annually. In subsequent years, feedback will be collected from all stakeholders through in-person and digital methods. Internal teams and the school board will make adjustments to the CSIP as needed based on completed action steps, new district needs, and stakeholder feedback. Digital means will be used to notify the community regarding changes to the CSIP and CSIP changes will be posted on the district website. Additionally, the biennial culture survey results will be posted with the district CSIP.

Prioritized needs of the district:

1. Need One: Effective teaching and learning
2. Need Two: Highly qualified staff
3. Need Three: Effective district governance
4. Need Four: Positive climate and culture

Our Shared Values

Character

The Fairfax R-III School District defines **character** as possessing the qualities of leadership, integrity, honesty, loyalty, compassion, respect, tolerance, and professionalism.

Relationships

The Fairfax R-III School District defines **relationships** as family, community, teamwork, inclusiveness, and equality.

Progress

The Fairfax R-III School District defines **progress** as perseverance, improvement, service, achievement, and growth.

Well-being

The Fairfax R-III School District defines **well-being** as being physically, emotionally, and mentally healthy and safe; and being in an environment of kindness.

Inspiration

The Fairfax R-III School District defines **inspiration** as being innovative, having hope, having the desire to learn, and exhibiting creativity.

Our Vision

For individuals to achieve growth and success throughout life in preparation for a diverse world.

Our Mission

The mission of the Fairfax R-III School District is to develop individuals who meet their full potential and become contributing members of society.

Key issues identified from internal and external factors.

22-23 Performance Data Summary:

1. MAP/EOC and local reading data indicates that our current 4th grade students exhibit deficits in ELA skills.
2. Observational data and feedback from faculty indicates that an emphasis on writing, K-12, is necessary for student success.
3. External and internal factors (staff feedback, number of applicants, data collected from other districts, legislative events, etc.) indicate a need for a continued focus on retention, recruitment, and training of staff.
4. Examination of internal processes indicates that there is a need for more thorough program planning, reporting, and analysis.
5. Student surveys indicate that there is room for improvement in facility maintenance, improvement and repair; and the sufficiency of the district budget. These items scored below 2.0 on a 4.0 point scale. (31/69 possible respondents)
6. Faculty surveys indicate that there is room for improvement in facility maintenance, improvement, and repair as well as the sufficiency of the district budget. These items scored between 2.61 and 2.89 on a 4.0 scale. (19/35 possible respondents)
7. Community surveys indicate that there is room for improvement in administrative response to concerns (2.47), and the fair handling of student discipline by administration (2.44). Scores presented were on a 4.0 scale. (38/365 respondents).

Unique Characteristics of LEA:

Fairfax R-III is a district of roughly 140 students grades PK-12. We are nestled in the southern section of Atchison County Missouri and are almost equal distances from Kansas City, MO and Omaha, NE. We are primarily an agricultural community but do host the Community Hospital-Fairfax which is the only hospital in a thirty mile radius. We enjoy a high level of involvement from our community and parents through volunteerism and financial support. In the past few years, our revenue stream has grown allowing us to pay off lease purchase debt and complete deferred maintenance items for our district while maintaining over 40% financial reserve. Our community has a strong connection to the history of our district and our school facilities host memorials to many influential community members.

Focus Area One: Effective Teaching and Learning (ETL)

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| ETL SMART GOAL ONE (ETL G1) | The percentage of our students scoring at or above the proficient level in all state measures will exceed the state average at every grade level by 2024 and in subsequent years. |
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| ETL G1 Strategy 1: Develop and provide additional resources and opportunities for PK-12 students who are at-risk of not reaching their academic and social/emotional potential. | |
| MSIP 6 Standards and Indicators: | L3C;L4A;L7D / TL4C; 6C; 7A-F; 10D,F / CC1A,D; 4B,C / AS1T; 2C-E / EA1B,C; 2; 3; 4A,D |

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| Action Step 1a: Teachers will differentiate instruction to meet individual readiness levels, preferences, and interests. A database of differentiation techniques will be created and shared with all teachers. | | |
| <u>Funding Source:</u> Local / State / Federal / Grant | | <u>Status:</u> Starting / Continuing / Complete |
| <u>Person Responsible:</u> Principal, PD chair | | |
| <u>Measurement/Evidence:</u> MAP/EOC All Content District Reading Scores District Math Assessments Data Base of Instructional Methods Reading Success Plans | <u>Timetable:</u> Annually Beginning, middle, and end of year Beginning, middle, and end of year Annual Annual | ETL G1 S1 |

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| Action Step 1b: A school wide Title I ELA program will provide screening and monitoring to all elementary students to determine appropriate interventions. | | |
| <u>Funding Source:</u> Local / State / Federal / Grant | | <u>Status:</u> Starting / Continuing / Complete |
| <u>Person Responsible:</u> Title Coordinator | | |
| <u>Measurement/Evidence:</u> District Reading Scores | <u>Timetable:</u> Beginning, middle, and end of year | ETL G1 S1 |

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| Action Step 1c: Kindergarten screening and early childhood screening will be used to identify at-risk students and create a plan for instruction. | | |
| <u>Funding Source:</u> Local / State / Federal / Grant | | <u>Status:</u> Starting / Continuing / Complete |
| <u>Person Responsible:</u> PAT coordinator | | |
| <u>Measurement/Evidence:</u> ASQ-III District Reading Scores | <u>Timetable:</u> Spring prior to enrollment Beginning, middle, and end of year | ETL G1 S1 |

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| Action Step 1d: A+ students will be used in both elementary and JH classrooms during the school year to help with academic interventions for students who are at-risk of academic failure. | | |
| <u>Funding Source:</u> Local / State / Federal / Grant | <u>Status:</u> Starting / <u>Continuing</u> / Complete | |
| <u>Person Responsible:</u> Counselor | | |
| <u>Measurement/Evidence:</u> District Reading Scores A+ Hours Recorded | <u>Timetable:</u> Beginning, middle, and end of year Annual | ETL G1 S1 |

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| ETL G1 Strategy 2: A K-12 Career Education program will be coordinated to enable students to develop and meet their career goals. | |
| MSIP 6 Standards and Indicators: | L3B; 4A; 7D; 9A,B / TL1D,E,H-J; 3A-F; 4A,B; 10B-D / CC3A,B; DB2,3 / AS1A-F / EA2A, 3A,B; 4A,C |

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| Action Step 2a: Interest in area vocational schools will be encouraged through on-site visits by vocational personnel and trips to vocational school sites. | | |
| <u>Funding Source:</u> Local / State / Federal / Grant | <u>Status:</u> Starting / <u>Continuing</u> / Complete | |
| <u>Person Responsible:</u> Counselor | | |
| <u>Measurement/Evidence:</u> Counselor's Calendar Attendance Lists | <u>Timetable:</u> Annual Annual | ETL G1 S2 |

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| Action Step 2b: A four year plan (ICAP) will be developed by all students in collaboration with their parents at the end of their 8th grade year. This plan will be updated yearly and will provide a roadmap towards achieving their career goals. | | |
| <u>Funding Source:</u> Local / State / Federal / Grant | <u>Status:</u> Starting / <u>Continuing</u> / Complete | |
| <u>Person Responsible:</u> Counselor | | |
| <u>Measurement/Evidence:</u> Sample ICAPs Missouri Connections Assessments | <u>Timetable:</u> Annual Annual | ETL G1 S2 |

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| Action Step 2c: All Freshmen, sophomores and juniors will participate in a career day event each year. | | |
| <u>Funding Source:</u> Local / State / Federal / Grant | <u>Status:</u> Starting / <u>Continuing</u> / Complete | |
| <u>Person Responsible:</u> Counselor | | |
| <u>Measurement/Evidence:</u> Attendance List | <u>Timetable:</u> Annual | ETL G1 S2 |

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| Action Step 2d: Job Shadow opportunities for Juniors and Seniors will be provided. | | |
| <u>Funding Source:</u> <u>Local</u> / State / Federal / Grant | <u>Status:</u> Starting / <u>Continuing</u> / Complete | |
| <u>Person Responsible:</u> Counselor | | |
| <u>Measurement/Evidence:</u> Attendance Confirmation | <u>Timetable:</u> Per Event | ETL G1 S2 |

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| Action Step 2e: Missouri Connections Interest inventories and occupational examples will be provided to students in the upper elementary and Junior High. | | |
| <u>Funding Source:</u> <u>Local</u> / <u>State</u> / Federal / Grant | <u>Status:</u> Starting / <u>Continuing</u> / Complete | |
| <u>Person Responsible:</u> Counselor | | |
| <u>Measurement/Evidence:</u> Printed Inventory | <u>Timetable:</u> Annual | ETL G1 S2 |

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| ETL G1 Strategy 3: Teachers will implement best practices in reading to ensure that students make significant gains in reading level or are reading on grade level by the end of their 6th grade year. | |
| MSIP 6 Standards and Indicators: | TL1A-C, 2A-C, 7C,D / DB4A-I / AS1C-E; 2B-E,H / EA1A-C, 4A,D |

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| Action Step 3a: 30 minutes of Title I reading instruction will be scheduled for students who are below reading level in grades K-6 a minimum of 4 times per week. | | |
| <u>Funding Source:</u> Local / State / <u>Federal</u> / Grant | <u>Status:</u> Starting / <u>Continuing</u> / Complete | |
| <u>Person Responsible:</u> Principal | | |
| <u>Measurement/Evidence:</u> District Reading Assessments Reading Success Plans | <u>Timetable:</u> Beginning, middle, end of year Quarterly | ETL G1 S3 |

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| Action Step 3b: Students who are not making adequate gains during tier time instruction will be recommended for other tutoring or testing options. | | |
| <u>Funding Source:</u> <u>Local</u> / <u>State</u> / <u>Federal</u> / Grant | <u>Status:</u> Starting / <u>Continuing</u> / Complete | |
| <u>Person Responsible:</u> Principal | | |
| <u>Measurement/Evidence:</u> Arkansas Rapid Naming Screener Dibels Star Reading Really Great Reading Assessment | <u>Timetable:</u> Beginning, middle, end of year Beginning, middle, end of year Beginning, middle, end of year Beginning, middle, end of year | ETL G1 S3 |

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| Action Step 3c: Elementary grade level, SPED, and Title teachers will utilize collaborative analysis of reading data to implement Reading Success Plans in grades K-6. | | |
| <u>Funding Source:</u> <u>Local</u> / <u>State</u> / <u>Federal</u> / Grant | | <u>Status:</u> <u>Starting</u> / <u>Continuing</u> / Complete |
| <u>Person Responsible:</u> Principal | | |
| <u>Measurement/Evidence:</u> DIBELS STAR NWEA Reading Success Plan | <u>Timetable:</u> Beginning, middle, end of year Beginning, middle, end of year Beginning, middle, end of year Quarterly | ETL G1 S3 |

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| Action Step 3d: Elementary grade level, SPED, and Title teachers will collaboratively analyze attendance data and implement necessary strategies to ensure student participation in Reading Success Plans in grades K-6. | | |
| <u>Funding Source:</u> <u>Local</u> / <u>State</u> / <u>Federal</u> / Grant | | <u>Status:</u> <u>Starting</u> / <u>Continuing</u> / Complete |
| <u>Person Responsible:</u> Principal | | |
| <u>Measurement/Evidence:</u> SIS Attendance Report District Reading Scores Reading Success Plan | <u>Timetable:</u> Quarterly Beginning, middle and end of year Annual | ETL G1 S3 |

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| Action Step 3e: Beginning January 1, 2023 Reading Success Plans will be implemented for all students at risk for dyslexia or whose reading level is one or more grade levels behind. | | |
| <u>Funding Source:</u> <u>Local</u> / <u>State</u> / <u>Federal</u> / Grant | | <u>Status:</u> <u>Starting</u> / <u>Continuing</u> / Complete |
| <u>Person Responsible:</u> Principal | | |
| <u>Measurement/Evidence:</u> Dibels Star Reading Really Great Reading Assessment Reading Success Plans | <u>Timetable:</u> Beginning, middle, end of year Beginning, middle, end of year Beginning, middle, end of year Monthly | ETL G1 S3 |

ETL G1 Strategy 4: Teachers will provide the best possible education to all students by incorporating a wide variety of instructional strategies, methods, technology, and materials.

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| MSIP 6 Standards and Indicators: | L3E;4A,B / TL1C-J;2C,D; 3(ALL); 4(ALL); 6(ALL); 7(ALL); 9(ALL) / CC2(ALL) / DB2(ALL); 4B,D,E,H / AS1 / EA4A,C |
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Action Step 4a: The district administration and ETL team will implement a review and replacement cycle for all existing teaching materials.

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| Funding Source: <u>Local</u> / State / Federal / Grant | | Status: <u>Starting</u> / Continuing / Complete |
| Person Responsible: Principal | | |
| Measurement/Evidence: Meeting Agendas/Sign-in Sheets Curriculum Plan | Timetable: Annual Annual | ETL G1 S4 |

Action Step 4b: All teachers will submit requests for classroom textbooks, technology, supplies, materials, furniture, and equipment annually.

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| Funding Source: <u>Local</u> / State / Federal / Grant | | Status: Starting / <u>Continuing</u> / Complete |
| Person Responsible: Principal | | |
| Measurement/Evidence: Annual Requests | Timetable: Annual | ETL G1 S4 |

Action Step 4c: Teachers will integrate technology into all instructional areas.

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| Funding Source: <u>Local</u> / State / Federal / Grant | | Status: Starting / <u>Continuing</u> / Complete |
| Person Responsible: Principal | | |
| Measurement/Evidence: Technology Plan PD Log Curriculum Plan | Timetable: Annual Annual Annual | ETL G1 S4 |

Action Step 4d: The district will work with area community organizations to provide classroom supplies for students in need.

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| Funding Source: Local / State / Federal / <u>Grant</u> | | Status: Starting / <u>Continuing</u> / Complete |
| Person Responsible: Counselor | | |
| Measurement/Evidence: Grant Documentation Purchase Orders Donation Documentation | Timetable: Annual/As Needed Annual/As Needed Annual/As Needed | ETL G1 S4 |

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| Action Step 4e: The principal will work with the superintendent and ETL committee to prioritize the annual purchase of curricular supplies. | | |
| <u>Funding Source:</u> <u>Local</u> / State / Federal / Grant | <u>Status:</u> Starting / <u>Continuing</u> / Complete | |
| <u>Person Responsible:</u> Principal | | |
| <u>Measurement/Evidence:</u> Meeting Agendas/Sign-in Sheets Curriculum Plan | <u>Timetable:</u> Annual Annual | ETL G1 S4 |

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| Action Step 4f: Alternative methods of instruction will be utilized in order to provide additional course offerings, alleviate scheduling conflicts, and provide instruction during inclement weather. | | |
| <u>Funding Source:</u> <u>Local</u> / State / Federal / Grant | <u>Status:</u> Starting / <u>Continuing</u> / Complete | |
| <u>Person Responsible:</u> Principal ; Counselor | | |
| <u>Measurement/Evidence:</u> AMI Policy/Plan Dual Credit Enrollment MOCAP/Virtual Enrollment | <u>Timetable:</u> Annual Semester Semester | ETL G1 S4 |

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| Action Step 4g: Students will develop the technology skills necessary to succeed inside and outside the school setting. Specific strategies are defined in the district's technology plan. | | |
| <u>Funding Source:</u> <u>Local</u> / State / Federal / Grant | <u>Status:</u> Starting / <u>Continuing</u> / Complete | |
| <u>Person Responsible:</u> Principal | | |
| <u>Measurement/Evidence:</u> Technology Plan Edutyping Report | <u>Timetable:</u> Annual Semester | ETL G1 S4 |

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| Action Step 4h: All curricula will be reviewed annually to ensure alignment with Missouri Learning Standards and include objectives, essential skills, resources, vocabulary, and assessment. | | |
| <u>Funding Source:</u> <u>Local</u> / State / Federal / Grant | <u>Status:</u> Starting / <u>Continuing</u> / Complete | |
| <u>Person Responsible:</u> Principal | | |
| <u>Measurement/Evidence:</u> Standard Based Grading Curriculum Revision Document | <u>Timetable:</u> Annual Annual | ETL G1 S4 |

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| Action Step 4i: Student performance on state assessments will be monitored and assessed before curriculum revisions are recommended. | | |
| <u>Funding Source:</u> <u>Local</u> / <u>State</u> / Federal / Grant | | <u>Status:</u> <u>Starting</u> / <u>Continuing</u> / Complete |
| <u>Person Responsible:</u> Principal | | |
| <u>Measurement/Evidence:</u> MAP/EOC All Content Curriculum Plan | <u>Timetable:</u> Annual Annual | ETL G1 S4 |

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| Action Step 4j: Teachers will provide assignments and assessments that mirror the types of questioning and standards that will be assessed at each grade level. | | |
| <u>Funding Source:</u> <u>Local</u> / <u>State</u> / Federal / Grant | | <u>Status:</u> <u>Starting</u> / <u>Continuing</u> / Complete |
| <u>Person Responsible:</u> Principal | | |
| <u>Measurement/Evidence:</u> Curriculum Based Measurement Samples PD Logs | <u>Timetable:</u> Weekly Annual | ETL G1 S4 |

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| Action Step 4k: Teachers will integrate literature, primary sources, and technical reading in all curricular areas. | | |
| <u>Funding Source:</u> <u>Local</u> / <u>State</u> / Federal / Grant | | <u>Status:</u> <u>Starting</u> / <u>Continuing</u> / Complete |
| <u>Person Responsible:</u> Principal | | |
| <u>Measurement/Evidence:</u> PD Log | <u>Timetable:</u> Annual | ETL G1 S4 |

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| Action Step 4l: K-12 Teachers will implement a formal writing model in all curricular areas to improve student reading and writing skills. | | |
| <u>Funding Source:</u> <u>Local</u> / <u>State</u> / Federal / Grant | | <u>Status:</u> <u>Starting</u> / <u>Continuing</u> / Complete |
| <u>Person Responsible:</u> Principal | | |
| <u>Measurement/Evidence:</u> Student Work Samples PD Logs 4th Grade MAP Writing Prompt | <u>Timetable:</u> Weekly Annual Annual | ETL G1 S4 |

Focus Area Two: Highly Qualified Staff (HQS)

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| HQS SMART GOAL ONE (HQS G1) | The district will use recruitment, training, and retention strategies to ensure that annual program analysis indicates 100% of staff members meet district and DESE definitions of being highly qualified. |
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| HQS G1 Strategy 1: The district will ensure that all staff receive appropriate and timely training and professional development. | |
| MSIP 6 Standards and Indicators: | L7d-f; L9a-c; L10b,d,g / ETL5d; 8a-b / CC1a,d,e; 2a-c / DB2b,c; 3c 4a-i; / EA4a |

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| Action Step 1a: All staff will complete required PD and training annually. | | |
| <u>Funding Source:</u> Local / State / Federal / Grant | | <u>Status:</u> Starting / Continuing / Complete |
| <u>Person Responsible:</u> Principal | | |
| <u>Measurement/Evidence:</u> Sign in sheets Online confirmation | <u>Timetable:</u> Annually | HQS G1 S1 |

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| Action Step 1b: The district will implement a district and/or DESE approved evaluation system for all staff members. | | |
| <u>Funding Source:</u> Local / State / Federal / Grant | | <u>Status:</u> Starting / Continuing / Complete |
| <u>Person Responsible:</u> Principal | | |
| <u>Measurement/Evidence:</u> Educator Eval. System Copy Non Certified Eval. System Copy | <u>Timetable:</u> Annually | HQS G1 S1 |

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| Action Step 1c: The district administration and PDC will work together to implement a professional development plan that addresses the learning needs of teachers. | | |
| <u>Funding Source:</u> Local / State / Federal / Grant | | <u>Status:</u> Starting / Continuing / Complete |
| <u>Person Responsible:</u> PDC Chairperson | | |
| <u>Measurement/Evidence:</u> PDC Mtng. Minutes PD Plan Copy | <u>Timetable:</u> Bi-annually Annually | HQS G1 S1 |

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| Action Step 1d: The district administration will work with hourly staff to implement a professional development plan that addresses their learning needs. | | |
| <u>Funding Source:</u> <u>Local</u> / State / Federal / Grant | <u>Status:</u> <u>Starting</u> / Continuing / Complete | |
| <u>Person Responsible:</u> Superintendent | | |
| <u>Measurement/Evidence:</u> Admin Documentation/Sign in sheets | <u>Timetable:</u> Annually | HQS G1 S1 |

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| Action Step 1e: The district will seek out collaborative learning and implement shared PD opportunities with surrounding districts. | | |
| <u>Funding Source:</u> <u>Local</u> / <u>State</u> / Federal / Grant | <u>Status:</u> Starting / <u>Continuing</u> / Complete | |
| <u>Person Responsible:</u> Principal | | |
| <u>Measurement/Evidence:</u> Admin Documentation/Sign in Sheets | <u>Timetable:</u> Annually | HQS G1 S1 |

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| HQS G1 Strategy 2: The district will take action to ensure the recruitment and retention of qualified staff members for all district positions. | |
| MSIP 6 Standards and Indicators: | L7a-d,f; L9a-c / ETL5a-d; 8a-b / CC1d; 4d/ DB2b,c; 3a,c,d; 4a-i; / EA4a,c |

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| Action Step 2a: A base salary for all positions will be established which is competitive with other schools and businesses in NW Missouri. | | |
| <u>Funding Source:</u> <u>Local</u> / <u>State</u> / <u>Federal</u> / Grant | <u>Status:</u> Starting / <u>Continuing</u> / Complete | |
| <u>Person Responsible:</u> Superintendent | | |
| <u>Measurement/Evidence:</u> Salary Comparison Table Fairfax Salary Schedule | <u>Timetable:</u> Annually Annually | HQS G1 S2 |

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| Action Step 2b: Veteran staff members will receive pay which is competitive with other school districts and businesses in NW Missouri. | | |
| <u>Funding Source:</u> <u>Local</u> / <u>State</u> / <u>Federal</u> / Grant | <u>Status:</u> Starting / <u>Continuing</u> / Complete | |
| <u>Person Responsible:</u> Superintendent | | |
| <u>Measurement/Evidence:</u> Salary Comparison Table Fairfax Salary Schedule | <u>Timetable:</u> Annually Annually | HQS G1 S2 |

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| Action Step 2c: The Superintendent and the Highly Qualified Staff Committee will meet and confer annually regarding salaries and benefits for the next year. | | |
| <u>Funding Source:</u> <u>Local</u> / State / Federal / Grant | <u>Status:</u> Starting / <u>Continuing</u> / Complete | |
| <u>Person Responsible:</u> Salary Committee Chairperson | | |
| <u>Measurement/Evidence:</u> Meeting Minutes/Sign- in Sheets | <u>Timetable:</u> Annually | HQS G1 S2 |

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| Action Step 2d: District administration will work with area institutes of higher education to ensure the presence of student teachers in the district. | | |
| <u>Funding Source:</u> <u>Local</u> / <u>State</u> / Federal / Grant | <u>Status:</u> Starting / <u>Continuing</u> / Complete | |
| <u>Person Responsible:</u> Principal | | |
| <u>Measurement/Evidence:</u> Job Fair Sign Ins* Email, signup sheet from job fairs* | <u>Timetable:</u> Fall and Spring Fall and Spring | HQS G1 S2 |

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| Action Step 2e: District administration will work with certified staff members to ensure licensure is up to date and certification requirements are implemented. | | |
| <u>Funding Source:</u> <u>Local</u> / State / Federal / Grant | <u>Status:</u> Starting / <u>Continuing</u> / Complete | |
| <u>Person Responsible:</u> Principal | | |
| <u>Measurement/Evidence:</u> MOSiS Staff Report | <u>Timetable:</u> Annually | HQS G1 S2 |

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| Action Step 2f: PDC and administration will collaboratively implement an official onboarding process for new employees. | | |
| <u>Funding Source:</u> Local / State / Federal / Grant | <u>Status:</u> Starting / <u>Continuing</u> / Complete | |
| <u>Person Responsible:</u> PDC Chairperson | | |
| <u>Measurement/Evidence:</u> Mentor/Mentee Paperwork | <u>Timetable:</u> Collected/Annually | HQS G1 S2 |

Focus Area Three: District Governance (DG)

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| DG SMART GOAL ONE (DG G1) | The district will allocate sufficient personnel and monetary resources to accomplish 100% of facility operation and improvement priorities annually through our facility plan. |
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| DG G1 Strategy 1: The district will maintain physically safe and appropriately maintained property. | |
| MSIP 6 Standards and Indicators: | L3e;4b;8 / CC1 |

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| Action Step 1a: Regular inspections of the district facilities and property and findings will be shared with stakeholders. | | |
| <u>Funding Source:</u> Local / State / Federal / Grant | | <u>Status:</u> Starting / <u>Continuing</u> / Complete |
| <u>Person Responsible:</u> Superintendent | | |
| <u>Measurement/Evidence:</u> Superintendent Walkthrough Emails Board Minutes Staff Surveys Community Surveys | <u>Timetable:</u> Daily Monthly Quarterly Bi-annually | DG G1 S1 |

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| Action Step 1b: The district will prioritize the repair of items that present a safety risk and communicate priorities to all stakeholders. | | |
| <u>Funding Source:</u> Local / State / Federal / Grant | | <u>Status:</u> Starting / <u>Continuing</u> / Complete |
| <u>Person Responsible:</u> Superintendent | | |
| <u>Measurement/Evidence:</u> Facilities Improvement Plan | <u>Timetable:</u> Annually or As Needed | DG G1 S1 |

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| Action Step 1c: The district will implement a Facility Improvement Plan to upgrade and repair cosmetic and other property priorities that are not designated as safety concerns. | | |
| <u>Funding Source:</u> Local / State / Federal / Grant | | <u>Status:</u> <u>Starting</u> / Continuing / Complete |
| <u>Person Responsible:</u> Superintendent | | |
| <u>Measurement/Evidence:</u> Facilities Improvement Plan Board Minutes | <u>Timetable:</u> Annually or As Needed Annually or As Needed | DG G1 S1 |

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| Action Step 1d: The superintendent will work with the governance committee and board to allocate the funds necessary to fulfill priority items established in the Facilities Improvement Plan. | | |
| <u>Funding Source:</u> Local / State / Federal / <u>Grant</u> | <u>Status:</u> Starting / Continuing / Complete | |
| <u>Person Responsible:</u> Superintendent | | |
| <u>Measurement/Evidence:</u> Approved Annual Budget Facilities Improvement Plan | <u>Timetable:</u> Annually Annually | DG G1 S2 |

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| Action Step 1e: Janitor's schedules will be reviewed and cleaning schedules will be modified as needed. | | |
| <u>Funding Source:</u> Local / State / Federal / Grant | <u>Status:</u> Starting / <u>Continuing</u> / Complete | |
| <u>Person Responsible:</u> Superintendent | | |
| <u>Measurement/Evidence:</u> Superintendent Walkthrough Emails Custodial Schedules | <u>Timetable:</u> Daily Quarterly | DG G1 S1 |

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| Action Step 1f: The superintendent will work with district staff, volunteers, and local businesses to ensure the district grounds are well-maintained. | | |
| <u>Funding Source:</u> Local / State / Federal / <u>Grant</u> | <u>Status:</u> Starting / <u>Continuing</u> / Complete | |
| <u>Person Responsible:</u> Superintendent | | |
| <u>Measurement/Evidence:</u> Superintendent Walkthrough Emails Facilities Improvement Plan | <u>Timetable:</u> Daily Annually or As Needed | DG G1 S1 |

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| DG SMART GOAL TWO (DG G2) | The district will allocate sufficient personnel and monetary resources to accomplish 100% of instructional priorities annually. |
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| DG G2 Strategy 1: The district will create a fiscally responsible budget which is effective in funding district priorities related to instruction. | |
| MSIP 6 Standards and Indicators: | L4 (all) / TL7; 9; 8 / CC2; 3 / DB1a,b; 4 / AS1 (all) / EA4 |

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| Action Step 2b: The superintendent will work with the governance committee and board to allocate between 2.5 and 3% of budgeted revenues to technology resources. | | |
| <u>Funding Source:</u> Local / State / Federal / Grant | <u>Status:</u> Starting / Continuing / Complete | |
| <u>Person Responsible:</u> Superintendent | | |
| <u>Measurement/Evidence:</u> Approved Annual Budget | <u>Timetable:</u> Annually | DG G2 S1 |

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| Action Step 2c: The superintendent will work with the governance committee and board to allocate 1.5% of budgeted revenues to the annual maintenance, purchasing, and updating of curriculum and curriculum resources. | | |
| <u>Funding Source:</u> Local / State / Federal / Grant | <u>Status:</u> Starting / Continuing / Complete | |
| <u>Person Responsible:</u> Superintendent | | |
| <u>Measurement/Evidence:</u> Approved Annual Budget | <u>Timetable:</u> Annually | DG G2 S1 |

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| Action Step 2d: The superintendent will work with the governance committee and board to allocate at least 2% of state formula revenues to the Professional Development Committee for staff training. | | |
| <u>Funding Source:</u> Local / State / Federal / Grant | <u>Status:</u> Starting / Continuing / Complete | |
| <u>Person Responsible:</u> Superintendent | | |
| <u>Measurement/Evidence:</u> Approved Annual Budget PD Plan | <u>Timetable:</u> Annually Annually | DG G2 S1 |

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| DG SMART GOAL THREE (DG G2) | The district will implement appropriate leadership and management practices measured annually through surveys and program analysis. |
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| DG G2 Strategy 1: District leadership will engage in practices designed to ensure the proper function and leadership of the overall district. | |
| MSIP 6 Standards and Indicators: | L1-5,7(all) / DB2,3 |

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| Action Step 1a: The board and administration will engage in regular professional development pertaining to district governance. | | |
| <u>Funding Source:</u> Local / State / Federal / Grant | <u>Status:</u> Starting / Continuing / Complete | |
| <u>Person Responsible:</u> Superintendent and Board President | | |
| <u>Measurement/Evidence:</u> Board Agendas | <u>Timetable:</u> Monthly | DG G3 S1 |

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| Action Step 1b: The board and administration will participate in a comprehensive review of the District CSIP on an annual basis. | | |
| <u>Funding Source:</u> Local / State / Federal / Grant | <u>Status:</u> Starting / Continuing / Complete | |
| <u>Person Responsible:</u> Superintendent and Board President | | |
| <u>Measurement/Evidence:</u> Board Agendas | <u>Timetable:</u> Monthly | DG G3 S1 |

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| Action Step 1c: The board and administration will participate in quarterly program evaluation for all district programs. | | |
| <u>Funding Source:</u> Local / State / Federal / Grant | <u>Status:</u> Starting / Continuing / Complete | |
| <u>Person Responsible:</u> Superintendent and Board President | | |
| <u>Measurement/Evidence:</u> Board Agendas | <u>Timetable:</u> Monthly | DG G3 S1 |

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| Action Step 1d: The board will work with the superintendent to adopt and enforce board policies that govern the proper legal and ethical function of the district. | | |
| <u>Funding Source:</u> Local / State / Federal / Grant | <u>Status:</u> Starting / Continuing / Complete | |
| <u>Person Responsible:</u> Superintendent and Board President | | |
| <u>Measurement/Evidence:</u> Board Agendas | <u>Timetable:</u> Monthly | DG G3 S1 |

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| Action Step 1e: The district administration will conduct an annual needs assessment which will include the examination of short-term, longitudinal, demographic, diagnostic, and perceptual data. | | |
| <u>Funding Source:</u> <u>Local</u> / State / Federal / Grant | <u>Status:</u> Starting / <u>Continuing</u> / Complete | |
| <u>Person Responsible:</u> Superintendent | | |
| <u>Measurement/Evidence:</u> Board Agendas | <u>Timetable:</u> Monthly | DG G3 S1 |

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| Action Step 1f: The superintendent will work with the governance committee and board to create a budget that maintains a projected annual reserve of 40%. | | |
| <u>Funding Source:</u> <u>Local</u> / <u>State</u> / <u>Federal</u> / Grant | <u>Status:</u> Starting / <u>Continuing</u> / Complete | |
| <u>Person Responsible:</u> Superintendent | | |
| <u>Measurement/Evidence:</u> Approved Annual Budget | <u>Timetable:</u> Annually | DG G3 S1 |

Focus Area Four: Climate and Culture (CC)

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| CC SMART GOAL 1 (CC G1) | By spring of 2026, 95% of district families and community members will demonstrate participation in an atmosphere of cooperation as measured by electronic and in-person documentation. |
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| CC G1 Strategy 1: The District will promote communication with and involvement from the community | |
| MSIP 6 Standards and Indicators: | L8 / CC4a-d; 3a,b |

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| Action Step 1a: Information regarding school activities and programs will be provided to the community by using newsletters, local media, school web-site, social media, school marquee, textcaster, phone calls, email, class remind and SIS | | |
| Funding Source: <u>Local</u> / State / Federal / Grant | Status: Starting / <u>Continuing</u> / Complete | |
| Person Responsible: Technology Administrator | | |
| Measurement/Evidence: Number of Participants | Timetable: Annually (Fall) | CC G1 S1 |

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| Action Step 1b: PK-12 Classroom teachers will utilize individual classroom Remind groups to keep parents informed of pertinent information. | | |
| Funding Source: <u>Local</u> / State / Federal / Grant | Status: Starting / <u>Continuing</u> / Complete | |
| Person Responsible: Principal | | |
| Measurement/Evidence: Number of Participants | Timetable: Annually (Fall) | CC G1 S1 |

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| Action Step 1c: Parent Teacher Conferences will be offered twice a year. | | |
| Funding Source: <u>Local</u> / State / Federal / Grant | Status: Starting / <u>Continuing</u> / Complete | |
| Person Responsible: Principal | | |
| Measurement/Evidence: Number of Participants | Timetable: Fall and Spring | CC G1 S1 |

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| Action Step 1d: Special Education and/or families of at-risk students will receive daily/weekly Remind texts regarding their student's work from the SPED department and classroom teachers. | | |
| <u>Funding Source:</u> <u>Local</u> / <u>State</u> / <u>Federal</u> / Grant | | <u>Status:</u> Starting / <u>Continuing</u> / Complete |
| <u>Person Responsible:</u> Special Education Director | | |
| <u>Measurement/Evidence:</u> Number of Participants Gradewatch Printout | <u>Timetable:</u> Quarterly Weekly | CC G1 S1 |

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| Action Step 1e: The district will maintain an updated school calendar on the district website. | | |
| <u>Funding Source:</u> <u>Local</u> / <u>State</u> / <u>Federal</u> / Grant | | <u>Status:</u> Starting / <u>Continuing</u> / Complete |
| <u>Person Responsible:</u> HS Administrative Assistant | | |
| <u>Measurement/Evidence:</u> School Website Administrative Assistant Check | <u>Timetable:</u> Annually/As Needed Monthly | CC G1 S1 |

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| Action Step 1f: The district will explore ways to make access to district digital resources more user friendly. | | |
| <u>Funding Source:</u> <u>Local</u> / <u>State</u> / <u>Federal</u> / Grant | | <u>Status:</u> Starting / <u>Continuing</u> / Complete |
| <u>Person Responsible:</u> Superintendent | | |
| <u>Measurement/Evidence:</u> Technology Plan | <u>Timetable:</u> Annually | CC G1 S1 |

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| Action Step 1g: The District will administer a Climate and Culture Survey to students, staff, and community annually. This information will be used to determine additional continuous improvement goals. | | |
| <u>Funding Source:</u> <u>Local</u> / <u>State</u> / <u>Federal</u> / Grant | | <u>Status:</u> Starting / <u>Continuing</u> / Complete |
| <u>Person Responsible:</u> Superintendent | | |
| <u>Measurement/Evidence:</u> Student, staff, community survey | <u>Timetable:</u> Annual | CC G1 S1 |

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| CC G1 Strategy 2: The District will involve families in the educational process of their students by inviting them into the school setting. | |
| MSIP 6 Standards and Indicators: | CC1b; 4a-d |

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| Action Step 2a: Classroom events will be promoted to enhance collaboration between school, families, and community. | | |
| <u>Funding Source:</u> <u>Local</u> / <u>State</u> / <u>Federal</u> / Grant | | <u>Status:</u> Starting / <u>Continuing</u> / Complete |
| <u>Person Responsible:</u> Event Committee Coordinator | | |
| <u>Measurement/Evidence:</u> Classroom Flyers Sign In Sheets | <u>Timetable:</u> As Needed As Needed | CC G1 S2 |

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| Action Step 2b: Title Family Involvement nights will be held in the elementary 4 times per year. | | |
| <u>Funding Source:</u> <u>Local</u> / State / <u>Federal</u> / Grant | <u>Status:</u> Starting / <u>Continuing</u> / Complete | |
| <u>Person Responsible:</u> Title I Coordinator | | |
| <u>Measurement/Evidence:</u> Sign In Sheets | <u>Timetable:</u> Annually | CC G1 S2 |

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| CC SMART GOAL 2 (CC G2) | By spring of 2026, 85% of students and families will report a safe, positive, and supportive school environment. |
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| CC G2 Strategy 1: The District will provide an emotionally safe, positive, and fun learning environment. | |
| MSIP 6 Standards and Indicators: | CC1a-e; 2a-c |

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| Action Step 1a: The district will provide professional development opportunities on school climate, classroom management and environment. | | |
| <u>Funding Source:</u> <u>Local</u> / <u>State</u> / Federal / Grant | | <u>Status:</u> Starting / <u>Continuing</u> / Complete |
| <u>Person Responsible:</u> Professional Development Committee Chairman | | |
| <u>Measurement/Evidence:</u> PD Plan Staff Surveys Sign In Sheets/Agendas | <u>Timetable:</u> Annually Annually As Needed | CC G2 S1 |

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| Action Step 1b: Common behavior expectations will be implemented in the Fairfax R-3 school district promoting positivity, leadership and relationships. | | |
| <u>Funding Source:</u> <u>Local</u> / State / Federal / Grant | | <u>Status:</u> <u>Starting</u> / Continuing / Complete |
| <u>Person Responsible:</u> Teacher Leader | | |
| <u>Measurement/Evidence:</u> Survey Artifact Evidence Climate Culture Team Walkthroughs | <u>Timetable:</u> Annually Annually Annually | CC G2 S1 |

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| Action Step 1c: The district will honor and observe Fairfax Bulldog and EA Wolves traditions. | | |
| <u>Funding Source:</u> <u>Local</u> / State / Federal / Grant | | <u>Status:</u> Starting / <u>Continuing</u> / Complete |
| <u>Person Responsible:</u> Climate and Culture Committee Chair | | |
| <u>Measurement/Evidence:</u> Staff/Student/Stakeholder Surveys | <u>Timetable:</u> Semester | CC G2 S1 |

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| Action Step 1d: The district will regularly, publicly recognize students, staff, and stakeholders for success and positive contributions to the school environment. | | |
| <u>Funding Source:</u> <u>Local</u> / State / Federal / Grant | | <u>Status:</u> Starting / <u>Continuing</u> / Complete |
| <u>Person Responsible:</u> Superintendent | | |
| <u>Measurement/Evidence:</u> Administration/Staff Documentation Board Minutes | <u>Timetable:</u> Monthly Monthly | CC G2 S1 |

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| CC SMART GOAL 3 (CC G3) | By spring of 2026, 90% of staff members will report a safe, positive, and supportive school environment. |
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| CC G3 Strategy 1: The district will provide a positive and supportive environment for staff. | |
| MSIP 6 Standards and Indicators: | CC1a-e; 2a,b |

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| Action Step 1a: The administration will provide the opportunity for staff to participate in quarterly feedback sessions. | | |
| Funding Source: <u>Local</u> / State / Federal / Grant | | Status: <u>Starting</u> / Continuing / Complete |
| Person Responsible: Principal | | |
| Measurement/Evidence: Administrative Communication (Invitations) Sign In Sheets | Timetable: Quarterly Quarterly | CC G3 S1 |

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| Action Step 1b: The administration will utilize multiple methods to communicate with staff on a daily basis. | | |
| Funding Source: <u>Local</u> / State / Federal / Grant | | Status: Starting / <u>Continuing</u> / Complete |
| Person Responsible: Principal | | |
| Measurement/Evidence: Number of Participants Samples of Communication | Timetable: Annually Annually | CC G3 S1 |

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| Action Step 1c: Teachers will participate in shared decision making through whole group and team consultation with administration. | | |
| Funding Source: <u>Local</u> / State / Federal / Grant | | Status: Starting / <u>Continuing</u> / Complete |
| Person Responsible: Principal | | |
| Measurement/Evidence: Staff Survey Meeting Agendas/Sign-In Sheets | Timetable: Annually As Needed | CC G3 S1 |

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| Action Step 1d: Administration and staff will work together to implement methods to build and maintain positive staff morale. | | |
| Funding Source: <u>Local</u> / State / Federal / Grant | | Status: Starting / <u>Continuing</u> / Complete |
| Person Responsible: Climate and Culture Committee Chair | | |
| Measurement/Evidence: Staff Survey | Timetable: Monthly | CC G3 S1 |