



## Comprehensive School Improvement Plan 2021-2026



**POPLAR BLUFF**  
SCHOOL DISTRICT

### **Mission Statement**

Achieving Excellence Through Learning:  
Every Child, Every Hour, Every Day



## **Comprehensive School Improvement Plan 2021-2026**



Poplar Bluff Public Schools are the stewards and the builders of our most priceless resource – our community's youth. We use compassionate education and knowledge as our tools to challenge and inspire all students to learn and make a positive contribution to society.

### **PREAMBLE**

Every successful endeavor starts with a plan, a road map that is referred to often. It's a guide and a framework that reveals the path that must be followed to stay true to what the endeavor is trying to achieve.

In the case of the Poplar Bluff School District, it is the statement of and adherence to our mission, vision, and goals. These words are not just words. They give all of us – teachers, administrators, students, parents, and the community at large – a bearing point. They are our true north.

Our children are the future. As a Professional Learning Community, we must challenge each other and ourselves every day to strive for excellence – excellence in nurturing and growing our youth through the foundation of education.



## **Comprehensive School Improvement Plan 2021-2026**



### **The Power of Us**

There is power in us.  
Together we are stronger.  
We are interdependent.  
We are unified.

The Poplar Bluff R-I School District is a community of professional educators, learners, and leaders of our youth who believe graduation starts at Early Childhood. We are dedicated to and dependent on each other to build a successful learning pathway along which we can nurture, encourage, and inspire the youth in our community to grow and succeed.

### **Vision: Where We Want To Be**

The Poplar Bluff R-I School District is recognized as an outstanding school district. It is a place of nurturing, compassion, truth, happiness, respect, creativity, excellence, self-actualization, and industry leadership. All students, staff, parents and the community come together to create a Professional Learning Community committed to working in partnership to build an environment where every student learns and succeeds.

### Values: What We Believe In

- We believe that graduation begins in Early Childhood.
- We believe that our staff, students, parents, and community members are empowered and responsible for achieving the district's vision, mission, goals, and values.
- We believe that collaboration and teamwork are essential to success.
- We believe in employing the best teachers, administrators, and support staff. We believe every child can learn and achieve at high levels.
- We believe in teaching how to learn to create and encourage a passion for knowledge.
- We believe that instruction should be relevant and engaging to encourage and ensure college and career readiness. We believe our community (parents and guardians) are partners in the learning process.
- We believe community and business involvement and support are necessary to enhance students' educational opportunities.

## Comprehensive School Improvement Plan 2021-2026

### Goals

- We will continuously strive to build an integrated network of school campuses where our students perform at the highest levels, and the schools exceed state and federal accountability standards.
- Achievement gaps among all student groups will be eliminated as early as possible in their academic career.
- All students will graduate ready for college, post-secondary education, and workforce readiness.
- We will be recognized for our extraordinary graduation rates and student performance.
- We will be recognized as contributors and influencers within all parts of our community through the education of our youth - including new levels of knowledge, talent, creativity, workforce development, and leadership of our community.
- We will create a sense of ownership, spirit, strength, and pride in our school district throughout the community.
- We will be known as the resource that nurtures our community's academic and cultural growth.
- We will develop responsible, productive, and respectful citizens for our community.

## Comprehensive School Improvement Plan 2021-2026

### Focus Area: Leadership

#### Leadership Goal One

Poplar Bluff R-I Schools will attract and retain highly qualified individuals for all positions.

**Action Plan** - Create support systems for current and aspiring teachers.

Task 1 - Maintain and create coaching and classroom support systems.

Task 2 - Explore the creation of financial support to promote the completion of teacher training programs.

Task 3 - Improve evaluation system to align with research-based best practices and current district initiatives.

Task 4 - Attract and retain staff members with culturally diverse backgrounds.

Task 5 - Continue to foster the implementation of a regionally competitive salary schedule.

## Comprehensive School Improvement Plan 2021-2026

### Leadership Goal Two

Poplar Bluff R-I Schools will increase the number of qualified applicants compared to baseline data from the 2019-2020 school year.

### Action Plan

Task 1 - Continue to advance teachers' salary schedule to make the district the preferred destination for teachers throughout the region.

Task 2 - Explore contract and academic calendar options that will make the district the preferred destination for teachers throughout the region.

Task 3 - Increase the number of student teachers placed in the district to familiarize emerging teachers with the opportunities to be a part of a bold, progressive school district. The district will foster productive relationships with post-secondary partners to facilitate this task.

Task 4 - Establish a "grow your own" program to encourage our current students to enter the teaching profession.

Task 5 - Continue the growth and development of teacher induction programs.

Task 6 - Enhance Poplar Bluff R-I marketing and branding efforts.

## Comprehensive School Improvement Plan 2021-2026

### Leadership Goal Three

Poplar Bluff R-I Schools will establish a leadership development program to facilitate the growth of leaders of all levels by the conclusion of the 2021-2022 school year.

### Action Plan

Task 1 - Ongoing professional learning opportunities designed to facilitate the growth of teacher leaders and future administrators.

Task 2 - Establish book studies at the building and district levels to promote continuous learning and professional growth.

Task 3 - Create a framework to offer field experiences to aspiring administrators.

Task 4 - Establish procedures for job-embedded professional learning opportunities for aspiring administrators.



## Comprehensive School Improvement Plan 2021-2026

### Leadership Goal Four

Poplar Bluff R-I School Board will create opportunities to invest in the district's mission through its professional association annually for this plan's duration.

### Action Plan

Task 1 - The Board of Education will engage in professional learning activities through MSBA.

Task 2 - The Board of Education will participate in annual conferences to gather innovative ideas from their peers throughout the state.

Task 3 - The Board will leverage extant technology resources to engage in book studies on current best educational practices to develop a deep understanding of district practices and current research.

## Comprehensive School Improvement Plan 2021-2026

### Focus Area - Teaching and Learning

#### Teaching and Learning Goal 1

Within the Poplar Bluff R-I School District, 85% of all students will reach proficiency or increase performance on all grade level/ department CFA's annually.

#### Action Plan

Task 1- Focus on improving tier 1 instruction- using effective strategies for all students

Task 2- Ensure assessments align with Missouri Learning Standards and match DESE's item specifications.

Task 3 - Implement a structured intervention process embedded within the school day.

#### Teaching and Learning Goal 2

Within the Poplar Bluff R-I School District, 80% of teacher evaluations or classroom walkthroughs will indicate district initiated professional development is being implemented annually.

#### Action Plan

Task 1 - Redesign evaluation instrument to reflect current district practices.

Task 2 - Ensure classroom observations reflect ongoing professional development related to instructional strategies and assessment practices.

Task 3 - Track data for the plan's five-year life to document progress or the need for corrective action.

## Comprehensive School Improvement Plan 2021-2026

### Teaching and Learning Goal 3

Teacher teams will work collaboratively to revisit common assessments to ensure high-level learning.

#### Action Plan

Task 1 - Implement PLC practices to ensure all teachers have the opportunity to serve on a high-functioning collaborative team and schedule reflects sufficient time for them to meet frequently.

Task 2 - Teacher teams use pre and post-assessments in all areas to drive instruction and track student growth.

Task 3 - Provide opportunities for meaningful feedback to be provided to students and parents.

### Teaching and Learning Goal 4

The district will provide a guaranteed, viable, and reliable curriculum available in both traditional and virtual environments.

#### Action Plan

Task 1 - Align all content areas to Missouri Learning Standards.

Task 2 - Evaluate the curriculum annually as implemented to ensure alignment with ELOs

Task 3 - Establish a virtual curriculum and instructional platform that can be utilized to offer distance learning opportunities equitably for all students as needed.

## Comprehensive School Improvement Plan 2021-2026

### Focus Area - Equity and Access

#### Equity and Access Goal 1

Poplar Bluff R-I School Board will nurture a learning community based on mutual respect.

#### Action Plan

Task 1 - Engage in restorative justice and trauma-informed schools training and implementation.

Task 2 - Expand Alternative School offerings to include accelerated learning, dual-credit enrollment, and internship opportunities for district students

Task 3 - Track student data - grades, attendance,

#### Equity and Access Goal 2

Implement trauma-informed practices at all levels by the conclusion of the 2022 school year.

#### Action Plan

Task 1 - All employees will participate in annual trauma-informed training for the plan's duration.

Task 2 - Foster partnerships between counselors, teachers, parents, and other trusted adults to help guide students through short and long-term challenges.

Task 3 - The school district will evaluate organizational structures to reduce learning barriers.

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### Equity and Access Goal 3

Improve subgroup student achievement by 3% compared to the previous three-year averages for each subgroup.

#### Action Plan

Task 1 - Teachers will monitor our subgroup populations' disaggregated data on unit assessments.

Task 2 - Students will be included in the general education setting to the maximum extent appropriate.

Task 3 - Ensure that assessment results are used to determine reteaching and reassessment opportunities.

### Equity and Access Goal 4

Compared to enrollment data for the 2020-2021 school year, the district will increase enrollment in dual credit, AP, vocational-technical courses by the 2026 school year.

#### Action Plan

Task 1 - Collect and analyze historical enrollment trends during the 2020-2021 school year.

Task 2 - Conduct survey work to determine student interest in current and potential courses. Additionally, the district will work with local business partners to ascertain local employers' needs.

Task 3 - Track and monitor enrollment data for the plan's duration.



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### Focus Area - Culture and Climate

#### **Culture and Climate Goal 1**

Students attending the Poplar Bluff R-I school district will consistently demonstrate positive behaviors. A variety of measuring tools will assess each school culture. The desired outcome is a 5% reduction in discipline referrals and decreased student bullying behaviors by 2026.

#### **Action Plan**

Task 1 - Each building will establish an improvement plan to address this goal by the conclusion of the 2021-2022 school year.

Task 2 - The district will continue professional development efforts to implement PBIS district-wide.

Task 3 - Administrators will conduct annual data analysis to determine the building plan's effectiveness.

#### **Culture and Climate Goal 2**

Staff and students should feel secure/safe at work in the district.

#### **Action Plan**

Task 1 - Create a survey instrument to establish baseline data for safety & security.

Task 2 - Administer survey annually for the five-year improvement plan period.

## Comprehensive School Improvement Plan 2021-2026

### **Culture and Climate Goal 3**

Implement a district-wide framework that provides academic, social/emotional, and behavioral supports for students to improve persistence to graduation.

#### **Action Plan**

Task 1 - Continue implementing the Capturing Kids Hearts initiative through the Flippen Group.

Task 2 - Expand social-emotional and behavioral support initiatives into grades 4-12.

Task 3 - Develop practices that ensure that classrooms are culturally responsive to student needs.