



POPLAR BLUFF
SCHOOL DISTRICT

**Comprehensive School Improvement Plan
2023-2028**

Mission Statement

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

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 to challenge and inspire all students to learn and contribute positively to society.

Preamble

Every successful endeavor starts with a plan, a road map 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 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 – 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.

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 in Early Childhood. We are dedicated to and dependent on each other to build a successful learning pathway to nurture, encourage, and inspire our youth to grow and succeed.

Vision: Where We Want To Be

The Poplar Bluff R-I School district will be a lighthouse district. We will be a beacon of educational excellence in the region, state, and nation. We will be a destination for the best teachers and be recognized for the achievement of our students. The district will be a physically and emotionally safe place for learners and educators alike, where we work collaboratively to meet the needs of every child entrusted to our care. Every child, every hour, every day.

Values: What We Believe In

We believe:

- Every child can learn and achieve at high levels.
- Graduation begins in Early Childhood.
- In the development of the whole student academically, socially, emotionally, mentally, and physically.
- Professional, high-quality collaboration promotes effective teaching and learning practices.
- We must employ and retain motivated, inspiring, diverse, and innovative educators who provide best-instructional practices.
- Every learner deserves a safe climate and culture that fosters social, emotional, and physical learning.
- Instruction should be relevant and engaging to encourage and ensure career and college readiness.
- Student success begins with school, home, and community partnerships
- Community and business involvement and support are necessary to enhance students’ educational opportunities.

Poplar Bluff R-I School District

District Information

District Name: Poplar Bluff School District	District Code: 012109
Date of Board Approval: September 21, 2023	
Superintendent: Dr. Aaron Cornman	
Board of Education	
Mr. Kenneth Davis, President	Dr. Cynthia Brown, Member
Mr. Roger Hanner, Vice-President	Dr. Michael Price, Member
Mr. Tim Gaebler, Member	Mr. Dave Elledge, Member
Dr. Larry Kimbrow, Member	

District Enrollment	Free and Reduced Lunch	Special Education	Proportional Attendance Rate	Four-Year Graduation Rate	Classroom Teacher to Students Ratio	Professional Staff Average Years of Experience	Professional Staff with Advanced Degrees
5,285 PK-12	68.6%	17%	73.4%	92.2%	20:1	13.3	40.9%

** 2021 Missouri Report Card Data sourced from MCDS Portal 05/23/2023*



POPLAR BLUFF
SCHOOL DISTRICT

ADMINISTRATIVE ORGANIZATIONAL CHART

BOARD OF EDUCATION

TREASURER

SUPERINTENDENT

SECRETARY

TO BOARD & SUPT

Board of Education Training
Administrator Evaluation
Professional Learning Communities
District Communication
Public Relations
School Improvement and Reform
Student Discipline

ASSISTANT SUPERINTENDENT- CURRICULUM

Adequate Yearly Progress (AYP)
Annual Performance Report (APR)
DCI/MMD- District Continuous Improvement
Literacy - Reading Success Plans
District Curriculum
Instructional Resources
Assessment
Title / Federal Programs
Gifted Programs
Community Agency Liaison
Health Services
Counselors & Social Workers
Attendance/Tuancy
SAT- Student Assistance Teams
Homebound Education
Credit Recovery Product Management
Professional Development/ Educational Leave
MSIP- District Assurance Checklist
AmeriCorps
ELL Program

ASSISTANT SUPERINTENDENT-PERSONNEL

Staff Employment
Absence Requests
Kelly Services- Substitute Teachers
FMLA/ADA/TITLE II, VI, VII, IX
Alternative Education/Suspension Center
Core Data
Athletics
Staff Evaluations
Teacher of the Year Program
Retirement Recognition
Restorative Practices
Pathways for Paras
Aspiring Leadership Program
Civil Rights Data Reporting

ASSISTANT SUPERINTENDENT-BUSINESS

Adult Education & Literacy
Annual Secretary of the Board Report
Budget/Finances
Annual Audit
Buildings & Grounds
Campus Safety - Emergency Plans and Protocols
Insurance/Benefits
Media/Technology
Transportation
Food Services
Vocational Education
ECSE Budget
District Fundraising Procedures
Vendor Contracts- soda, booster club, pictures

CSIP Overview

Introduction

The Comprehensive School Improvement Plan (CSIP) is a five-year strategic plan that provides a framework through which the Poplar Bluff R-I School District will support the schools in ensuring each student's academic success. Strategic planning is a requirement for evaluation as a part of the Missouri School Improvement Process (MSIP), but it is essential to the school district's work. The District's CSIP is a vital part of the evaluation process and is the driving document that links the District's vision and goals with the school improvement plans developed by the buildings. Although the CSIP undergoes a comprehensive review on a three-year cycle, the plan is reviewed, and progress is evaluated regularly by district administrators and the Board of Education. If new information, specifically student performance data, indicates mid-cycle revisions are necessary, revisions will be made to the current plan.

This strategic plan is built on foundational input from stakeholders, including parents, students, community members, and dedicated education professionals who share a common mission – to ensure a focused and challenging curriculum that will monitor progress and provide a comprehensive system of support to prepare all students for their next level of learning. The process was structured through a CSIP committee. The focus of the committee was to analyze data and consider input from all stakeholder representatives regarding its goal area and then draft measurable objectives which describe what the District should accomplish over the next three years.

Purpose

The CSIP outlines broad goals and specific steps for accomplishing these goals. The CSIP will help The Poplar Bluff R-I School District align its actions and focus its resources on the priorities a broad base of district stakeholders identified.

The CSIP will guide the building committees in the development of their annual building improvement plans and by school administration in the development of the operating budget and capital improvement needs. This document will be a living guide that will set a direction for changing and energizing the course of learning in the Poplar Bluff R-I School District.

The Poplar Bluff R-I Continuous School Improvement Team partnered with Fired Up Consulting in the spring of 2023 for a series of meetings to identify the needs of the district and establish our highest priorities. A variety of methods were used to assist in the development process of helping us to design clear and achievable goals. Both internal and external factors were analyzed to identify the areas of improvement. The CSIP Team will meet on an annual basis to evaluate and revise the Continuous School Improvement Plan. The CSIP is a fluid and living document that will be monitored monthly to provide intentional progress monitoring and meet the delineated SMART goals. The CSIP objectives and action steps will be modified annually, and the CSIP SMART goals will be revised on a three-year cycle. The CSIP is the district's accountability tool for reviewing and assessing the district's impact on student learning and structural processes in the Poplar Bluff School District.

CSIP Team Members

Evelyn Nelson - Student	Lauren Duvall - Parent	Dave Elledge - Charitable	Amy Jackson - Employee
Aminah Williams - Student	Lorrie Busse - Parent	Jennie Randolph - Employee	JoAnne Westbrook - Employee
Willow Luke - Student	Mike Price - Board Member	Patty Robertson - Employee	Jessica Thurston - Employee
Aaryn Johnson - Student	Raymond Webb - Industry	Mike Owen - Employee	Amy Dill - Employee
Grace Neighbors - Student	Larry Kimbrow - Board Member	Karmen Carson - Employee	Jennifer Taylor - Employee
Kristie Robinson - Employee	Rondi Vaughn - Employee	Joshua Teeter - Employee	Candace Warren - Employee
Valerie Ivy - Employee	Charles Kinsey - Employee	Aaron Burton - Employee	Krystal Dover - Employee
Ken Davis - Board Member			



2023 MSIP 6 Annual Performance Report (APR)

Year 1 - 2022 (pilot)

STATUS MEASURES - ALL STUDENTS			SUCCESS READY MEASURES			OTHER MEASURES		
Performance	2022	2023	Performance	2022	2023	Performance	2022	2023
ELA	392.1- On Track	390.5-OT	CCR Assessments	50%- App	50%- App	ELA Participation Rate	Yes	Yes
Math	381.8 - On Track	379.4- OT	Advanced Credit	50%- App	50%- App	Math Participation Rate	Yes	Yes
Science	367.5 - App	368.6 App	Graduation Rate	100%- Target	100%- Targ	Science Participation Rate	Yes	Yes
Social Studies	372.1 - On Track	375.6 OT	Graduation Follow Up	75%- On Track	50%- App	Social Studies Participation Rate	Yes	Yes
STUDENT GROUPS			CONTINUOUS IMPROVEMENT			Is the Superintendent Appropriately Certified?	Yes	Yes
Performance	2022	2023	Performance	2022	2023	BOE members participate in required training?	Yes	Yes
ELA	366.7- On Track	363.6- OT	CSIP Improvement Plan	100%	100%	Is LEA compliant with federal and state law?	Yes	Yes
Mathematics	354.2- On Track	351.3- OT	LEA Response to Standards	NA	NA			
Science	346.2 - On Track	337.9- App	Climate and Culture Survey	100%	100%			
Social Studies	347.3 On Track	347.4- OT	KEA Assessment	100%	100%			
GROWTH MEASURES			ICAP	NA	100%			
Performance	2022	2023	Attendance	0	0			
ELA- All	Average	Below Avg	CTE Expansion	0	0			
ELA- Subgroups	Below Average	Below Avg	Audit	Met	Met			
Math- All	Average	Below Avg	ASBR	Met	Met			
Math- Subgroup	Average	Below Avg	MOSIS/Core Data Reports	Met	Met			
Science- All	NA	Average						
Science-Subgroups	NA	Below Avg						
Social Studies- All	NA	Below Avg						
Soc Stud- Subgr	NA	Below Avg						

Priority Area 1: Leadership and Governance

Goal 1: The Poplar Bluff R-I School District will recruit a talented, highly qualified, and diverse workforce.			
Action Steps	Responsibility	Results	Timeline
Recruit a more diversified applicant pool by creating partnerships with educational advisors from colleges in order to seek out quality candidates.	Assistant Superintendent (P)	Host CCR Fair Attend College Fairs	
Continue partnerships with universities to offer teacher certification through Pathways for Paras program at a free/reduced rate.	Assistant Superintendent (P)	BOE Report MSU Pathway Project	February 2024
Involve PBHS students in classroom experiences that will encourage and develop interest in becoming a teacher. Provide opportunities to shadow a variety of grade levels and all aspects of teaching.	Assistant Superintendent (P) High School Principal HS College Advisor Americorps Director A+ Coordinator FTA Club Sponsor	BOE Report Americorps Timesheets FTA Meeting Agendas A+ Activity Reflections Cadet Teacher Surveys	February 2024 July 2023-June 2024 (ongoing)
Establish a public relations/marketing campaign to recognize teachers and promote the profession.	Superintendent Communications/Marketing Director	eMule Newsletter Teacher Proud Tuesdays Mule Prints social media & newspaper	July 2023-June 2024 (ongoing)
Funding: State, Federal, and Local Funds			

Priority Area 1: Leadership and Governance

Goal 2: The Poplar Bluff R-I School District will develop a high quality staff and retain instructional staff.			
Action Steps	Responsibility	Results	Timeline
Maintain competitive salary and benefits package for all certified and non-certified staff in comparison to region and comparable size districts.	BOE, Superintendent, Assistant Superintendent (F), District Salary Committee	MOSIS and Core Data BOE Work Session	June 2024

Maintain TIPSS Coaching and Support program for 1st year teachers and expand support for 2nd year teachers.	Assistant Superintendent (C)	Mentoring Handbook TIPSS participant survey Coaching Schedule	July 2023-June 2024 (ongoing)
Provide in-district and job-embedded professional development opportunities for all staff; certified and non-certified.	Assistant Superintendent (C) Director of Special Services Instructional Coaches Teacher Ambassadors Principals, and Assistants	New Teacher Training Ambassador Agendas Collaboration Day Agendas BOE Report	July 2023-June 2024 (ongoing) April 2024
Funding: State, Federal, Local Funding, and PDC			

Priority Area 1: Leadership and Governance

Goal 3: The Poplar Bluff R-I School District will provide and maintain a safe and welcoming environment that supports teaching, learning, and student success.			
Action Steps	Responsibility	Results	Timeline
Develop District Emergency Operational Plan. Additionally, each building will develop emergency plans and protocols specific to building needs.	Superintendent Assistant Superintendent (F) Building Principals	Needs Assessment District EOP Building Emergency Plans	Spring 2024
Utilize law enforcement to conduct annual threat assessment at all facilities to determine vulnerabilities.	Assistant Superintendent (F) Principals, Dir of Bldg/Grounds, Law Enforcement	Law Enforcement Walkthrough	Fall 2023
All school staff will be trained on procedures and protocols regarding student safety.	Assistant Superintendent (F) School Resource Officer Building Principals	Active Shooter Training Schedule, Building Drills	July 2023-June 2024 (ongoing)
District measures will improve the sense of safety for all staff, students, and parents.	Assistant Superintendent (P)	Climate and Culture Survey	February 2024
Funding: State, Federal, and Local Funding			

Priority Area 1: Leadership and Governance

Goal 4: The Poplar Bluff R-I School District will proactively and responsibly manage district growth, finances, and support services to improve student achievement.			
Action Steps	Responsibility	Results	Timeline
District and stakeholders will review and revise District CSIP plan annually.	Superintendent Assistant Superintendents	Annual CSIP Approval	September 2023
Long-range plans will be developed for capital projects, technology outlay, and curriculum investments.	BOE and Superintendent Assistant Superintendent (F) Assistant Superintendent (C) Director of Technology	Long Range Plan	May 2024
Develop leadership skills of building leaders and aspiring leaders.	Assistant Superintendent (P)	Professional Book Studies Aspiring Admin Academy	July 2023-June 2024 (ongoing)
Administrators will provide feedback and participate in reflective dialogue with teachers or teams of teachers in order to build teacher capacity and efficacy.	Assistant Superintendent (P) Building principals	CWIS Survey Tool District Coaching Protocol	CWIS: Sept and March July 2023-June 2024 (ongoing)
Funding: State, Federal, Local Funding			

Priority Area 2: Effective Teaching and Learning

Goal 1: The Poplar Bluff R-I School District will develop and enhance instructional and assessment programs to improve overall academic and individual student academic performance.			
Action Steps	Responsibility	Results	Timeline
The district will develop and implement a written curriculum for all content, grade levels, and courses that is aligned to the Missouri Learning Standards.	Assistant Superintendent (C) Principals, Content Leads, Curriculum Developers	BOE Evaluation	August 2024
The district will provide high quality, current, and research based instructional materials.	Assistant Superintendent (C) Principals, Curriculum Team Leaders	BOE Review/Adoption Textbook Cycle	August 2024

The district will provide a variety of assessments throughout the year to determine growth toward proficiency.	Assistant Superintendent (C) Principals, Curriculum Team Leaders	Standards Based Report Cards in PreK-3.	Revised annually in March or April
The district will provide an RTI system of intervention to support the academic needs of students.	Assistant Superintendent (C) Director of Special Services Principals, Curriculum Team Leaders	RTI Plan	September 2023 (revisions are ongoing)
Funding: State, Federal, and Local Funding			

Priority Area 2: Effective Teaching and Learning

Goal 2: The Poplar Bluff R-I School District will implement and monitor the use of evidence-based teaching practices in all classrooms.			
Action Steps	Responsibility	Results	Timeline
Teachers will receive professional development on research based, high yield teaching strategies.	Assistant Superintendent (C) Professional Development Committee, Principals	BOE Report iThink July 2023 PB Connect Jan 2024 Monthly Lunch and Learns	April 2024
Teachers will demonstrate proficiency of use in the foundational DCI strategies in classroom instruction (<i>CT, CFA, DBDM</i>) and demonstrate partial proficiency in the more advanced strategies of <i>DACL and Peer Coaching</i> .	Assistant Superintendent (C) Instructional Coaches, Building Ambassadors, Principals	teacher observations CWIS Survey 2x year	July 2023-June 2024 (ongoing) CWIS: Sept and March
Teachers will utilize research based teaching strategies from Missouri Model District (DC), and teaching habits from Teach Like a Champion.	Assistant Superintendent (C) Instructional Coaches, Building Ambassadors, Principals	observations evaluations team discussion items	July 2023-June 2024 (ongoing)
District will use SAPP results to gauge effective teacher use of feedback and differentiated instruction practices.	Assistant Superintendent (C) Building Principals	SAPP Survey	3x- Sept, Dec, April
Funding: State, Federal, Local Funding, and PDC			

Priority Area 2: Effective Teaching and Learning

Goal 3: The Poplar Bluff R-I School District will increase academic achievement of all students in all content areas.			
Action Steps	Responsibility	Results	Timeline
Teachers will utilize a variety of assessments to monitor student growth data toward essential goals (common formative, interim, end of unit, end of course)	Assistant Superintendent (C) Principals, Curriculum Team Leaders	copies of assessments	July 2023-June 2024 (ongoing)
Teachers will discuss all assessment data with the team to determine the most effective strategies used and decide upon intervention support for individual students and groups of students.	Assistant Superintendent (C) Principals, Curriculum Team Leaders	PLC agendas Principal Talking Points	July 2023-June 2024 (ongoing)
All teacher teams will identify priority standards and develop a system for reteaching and intervention.	Assistant Superintendent (C) Principals, Curriculum Team Leaders	intervention time built into schedule	Fall 2023
MAP and EOC data will be shared with teachers and parents in a timely manner. Time and assistance will be provided to help teachers analyze data to create plans for improvement.	Assistant Superintendent (C) Principals, Curriculum Team Leaders	building improvement plan collaboration agenda	September 2023
Funding: State, Federal, Local Funding, and PDC			

Priority Area 2: Effective Teaching and Learning

Goal 4: The Poplar Bluff R-I School District will improve student achievement in all 5 components of literacy.			
Action Steps	Responsibility	Results	Timeline
The district will form a literacy team and develop a district literacy plan to provide evidence-based instruction for students and training for all teachers.	Assistant Superintendent (C) Principals, District Literacy Team	BOE Report District Literacy Plan	March 2024
The district will provide professional development about the science of reading to all staff and encourage teachers to receive LETRS training.	Assistant Superintendent (C) Principals	BOE Report LETRS Cohort Plans PD Agendas	April 2024 July 2023-June 2024 (ongoing)

Reading Success Plans will be created using DESE's guidelines for each grade level.	Assistant Superintendent (C) Director of Special Services, Principals, Intervention Specialists	RSP Documents BOE Report (Mar 2024)	Fall 2023- ongoing BOE Report- Mar 2024
Parents will receive information about deficiencies, interventions, and strategies to practice at home. The district has purchased decodable books/ activities to be used in take-home packets at the elementary level.	Assistant Superintendent (C) Principals Classroom Teachers	RSP Documents parent reports take home activities	Fall 2023- ongoing
Strategic reading support for students who are lacking proficiency will be provided during summer school.	Assistant Superintendent (C) Director of Special Services, Summer School Program Director	Instructional Plan Pre/Post Assessment BOE- Effectiveness Report	August 2024- SS Effectiveness Report
Funding: State, Federal, Local Funding, PDC, reading grant			

Priority Area 3: Collaborative Culture and Climate

Goal 1: The Poplar Bluff R-I School District will create an environment where all students, staff, and members of the community feel a sense of belonging.			
Action Steps	Responsibility	Results	Timeline
Staff will participate in training on how to build relationships with students and improve the overall culture and climate in classrooms.	Superintendent Assistant Superintendent (C) Principals	Training agendas from: Capturing Kids Hearts, PBIS, Leader in Me	July 2023-June 2024 (ongoing)
Develop practices that ensure classrooms are inclusive and culturally responsive to student needs.	Superintendent Assistant Superintendent (C) Principals, Teachers	SPED Data from DESE	Broad Goal: 2028 Committee: 2024 Training Plan: 2025 Implement: 2026
Host parent or community events to help build relationships and increase support.	Assistant Superintendent (C) Principals, District Social Workers	Parent Sign-In Sheets	July 2023-June 2024 (ongoing)
Expand student mentorship opportunities as well as peer to peer mentoring.	Assistant Superintendent (C) Principals, District Social Workers	calendar of activities	July 2023-June 2024 (ongoing)

Increase student engagement in extracurricular, co-curricular activities, or clubs with the goal that every junior high and high school student is engaged in at least one.	Assistant Superintendent (C) Principals, Teachers	BOE Report	BOE: Oct 2024 (ongoing)
Recognize staff and students through the use of social media and traditional media (newspaper, television, etc) as well as newsletters.	Assistant Superintendent (P) Director of Communications Principals	strategic planning calendar BOE monthly recognition copies of individual stories chamber of commerce videos	July 2023-June 2024 (ongoing)
Funding: State, Federal, Local Funding, and PDC			

Priority Area 3: Collaborative Culture and Climate

Goal 2: The Poplar Bluff R-I School District will create supports for students to improve school attendance.			
Action Steps	Responsibility	Results	Timeline
School nurses will provide student wellness screenings, connect families to resources, and promote best practices for healthy living for staff and students.	Assistant Superintendent (C) Director of Nursing	BOE Report	November 2023
District will develop an attendance steering committee to set expectations for K12 attendance, develop methods to communicate, provide incentives at each grade level, and meet to monitor progress on a frequent basis.	Assistant Superintendent (C) District Attendance Officer Principals	BOE Report parent communication incentives	December 2023 monthly meetings
District attendance tracker, social workers, and attendance officer will monitor, address, and assist families with any needs to improve attendance.	Assistant Superintendent (C) District Attendance Officer	90/90 Dashboard Truancy Court Referrals	July 2023-June 2024 (ongoing)
Conduct a public relations campaign to educate on the impact of the loss of instruction via social media, billboards, and pamphlets.	Director of Communications Technology Director Principals	weekly infographic BOE Report	ongoing BOE Report-Dec 2023
Funding: State, Federal, Local Funding, Title I, Title V			

Priority Area 3: Collaborative Culture and Climate

Goal 3: The Poplar Bluff R-I School District will develop a multi-tiered system of support to support the emotional and social needs of each student.			
Action Steps	Responsibility	Results	Timeline
District will continue to support the “Bright Futures Program” to help address the physical needs of students on each campus	Superintendent Bright Futures Council Social Workers	BOE Report District Council Agendas Site Council Agendas	BOE: August 2024 July 2023-June 2024 (ongoing)
Student Assistance Teams will be utilized at all campuses to make referrals to social workers for access to additional resources for students who are at-risk for dropping out.	Assistant Superintendent (C) Director of Special Services Attendance Officer, Social Workers, Counselors	SAT Meeting Schedule SAT Meeting Agendas Student Data Profiles	Quarterly Meetings (work is ongoing)
Continue to foster partnerships to increase collaboration and coordination of mental health and behavioral health services for students on campus and after school	Assistant Superintendent (C) Principals, Attendance Officer, Social Workers, Counselors	FCC- PSR Groups	July 2023-June 2024 (ongoing)
School counselors will provide a weekly focus and guidance lessons that focus on the behavioral and social needs of students.	Principals School Counselors	Model Guidance Plan BOE Report (January)	Ongoing BOE Report-Jan 2024
Funding: State, Federal, Local Funding, PDC, Title I, Title V			

Priority Area 3: Collaborative Culture and Climate

Goal 4: The Poplar Bluff R-I School District will promote, facilitate, and enhance positive relationships with the community to increase active involvement in the district to support student development.			
Action Steps	Responsibility	Results	Timeline
A variety of methods will be used to communicate information and positive news with families and the community.	Superintendent, Technology Director, Principals	District Communications Plan	July 2023-June 2024 (ongoing)
Events will be planned each quarter for parents and the community to	Assistant Superintendent (C)	event calendar	Quarterly Plan

engage with school faculty and students.	Building Principals	follow up notes regarding # in attendance	(work is ongoing)
Director of Communications/Marketing will assist in creating additional publicity for these events, including media sources outside the school district.	Director of Communication	copies of building and district news	ongoing
Student mentoring programs will be promoted and expanded to all buildings in the district.	Assistant Superintendent (P) Principals	Lunch Buddy Records	July 2023-June 2024 (ongoing)
Funding: State, Federal, Local Funding, PDC, and Title I			

Priority Area 4: Equity and Access

Goal 1: The Poplar Bluff R-I School District will increase student accessibility to quality instructional resources and provide support for at-risk populations to demonstrate success.			
Action Steps	Responsibility	Results	Timeline
Examine opportunities to expand or increase partnerships with early childcare providers to improve school readiness.	Assistant Superintendent (C) Director of Early Childhood and Federal Programs	Board Report KEA Readiness Tool	BOE Report: Apr 2024
Schedule parent education events and provide materials to support literacy and math in the home.	Principals	Parents as Teacher Visits Parent Nights Parent Groups BOE Report	July 2023-June 2024 (ongoing) BOE Report- Feb 2024
Academic interventions will be used to close the achievement gap for identified students or groups of students.	Principals	Schedule for Interventions	ongoing
Co-teaching models will be supported and sustained to allow IEP students to access the general education curriculum as much as possible.	Director of Special Services Principals	BOE Report	BOE Report-Mar 2024
Funding: State, Federal, Local Funding, PDC, Title I			

Priority Area 4: Equity and Access

Goal 2: The Poplar Bluff R-I School District will provide technology to all students to develop a personalized experience.			
Action Steps	Responsibility	Results	Timeline
Technology resources and personalized learning experiences are provided as an integral part of the instructional program.	Assistant Superintendent (F) Technology Director	BOE Report	October 2024
The technology department will implement a fiscally responsible plan for upgrades and replacement of district technology.	Assistant Superintendent (F) Technology Director	BOE Report Long Range Plan	October 2024
All staff and students will receive annual training in internet safety and cybersecurity.	Assistant Superintendent (C) Technology Director	agenda	July 2023-June 2024 (ongoing)
Seek solutions or partnerships to provide internet access to all students	Assistant Superintendent (F) Technology Director	develop steering committee of community partners- spring 2024	Broad Goal: 2028
Funding: State, Federal, Local Funding, PDC, and Title I, V			

Priority Area 4: Equity and Access

Goal 3: The Poplar Bluff R-I School District will establish processes to remove barriers to enable students to meet their college and career goals.			
Action Steps	Responsibility	Results	Timeline
Secondary school counselors will ensure that all students participate in ICAP to help identify goals as well as possible barriers.	Assistant Superintendent (C) Principals (7-12) Counselors (7-12)	ICAP plans CCR measures on APR	July 2023-June 2024 (ongoing)
The district will pay for AP exams when students complete coursework.	Assistant Superintendent (F)	list of students and scores	Spring 2024
Create a partnership with local organizations to establish a work study scholarship program to assist students in paying for dual credit courses.	Assistant Superintendent (F) Assistant Superintendent (C)	develop committee and begin meeting- spring 2024	Broad Goal: 2028

Build relationships with industry partners to offer apprenticeship programs for students in career education programs.	Assistant Superintendent (F) Assistant Superintendent (C) Director of Career/Tech Ctr High School Principal	develop committee and begin meeting- spring 2024	Broad Goal: 2028 BOE update- May 2024
Funding: State, Federal, Local Funding			

Priority Area 4: Equity and Access

Goal 4: The Poplar Bluff R-I School District will implement strategies to reduce the number of out-of-school suspensions.			
Action Steps	Responsibility	Results	Timeline
Administrators will analyze discipline data and climate survey results from staff, students and parents to improve concerns of safety and security.	Assistant Superintendent (P) Assistant Superintendent (C)	Climate and Culture Survey (January) BOE Report	July 2023-June 2024 (ongoing) BOE: Feb 2024
All staff will use positive and proactive strategies to de-escalate student behaviors.	Director of Special Services District Behavior Coach, Assistant Superintendent (C) Principals and CPI Teams Director of Transportation	analysis of building level CPI reports discipline data	July 2023-June 2024 (ongoing)
The district will implement positive behavior support strategies in all schools and on buses.	Assistant Superintendent (C) Social Workers, Principals Director of Transportation	BOE Report Training Agenda	BOE: June 2024 July 2023-June 2024 (ongoing)
Principals will utilize restorative discipline as an alternative to OSS when appropriate.	Restorative Discipline Teachers Principals	Restorative Discipline Classroom Documentation	July 2023-June 2024 (ongoing)
Funding: State, Federal, Local Funding, and PDC			