



POPLAR BLUFF R-I SCHOOL DISTRICT

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 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.

THE POWER OF US

The power is in ‘us.’ Together we are stronger.
We are interdependent. We are unified.

The Poplar Bluff R-I School District is a society of professional educators, learners and leaders of our youth who believe that 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 and parents and the community at large come together to create a Professional Learning Community that is committed to work 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 has the ability to learn and achieve.

We believe in teaching how to learn so we can 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 educational opportunities for students.

GOALS WHAT WE WANT TO ACCOMPLISH

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.



COMPREHENSIVE SCHOOL IMPROVEMENT PLAN 2014-2019



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 the academic and cultural growth of our community.

We will develop responsible, productive and respectful citizens for our community.



COMPREHENSIVE SCHOOL IMPROVEMENT PLAN 2014-2019



Focus Area: Student Performance

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

Goal 1: The district's MAP Performance Index (MPI) will be "On Track" or will reflect a 3% increase annually in all academic achievement for ALL STUDENTS based on all tested areas of the MAP (Missouri Assessment Program).

ELA	Baseline MPI (3 year average)	2014-2015 (3 year average)	2015-2016 (3 year average)	2016-2017 (3 year average)	2017-2018 (3 year average)	2018-2019 (3 year average)
Status	359.9 <i>Approaching</i>	353 <i>Approaching</i>	347.9 <i>Approaching</i>			
Progress	No	No	Yes			
% of Points Earned	56.3	56.3	56.3			

MATH	Baseline MPI (3 year average)	2014-2015 (3 year average)	2015-2016 (3 year average)	2016-2017 (3 year average)	2017-2018 (3 year average)	2018-2019 (3 year average)
Status	348.1 <i>Approaching</i>	328.1 <i>Approaching</i>	318.3 <i>Approaching</i>			
Progress	No	No	Yes			
% of Points Earned	56.3	56.3	100			

SCIENCE	Baseline MPI (3 year average)	2014-2015 (3 year average)	2015-2016 (3 year average)	2016-2017 (3 year average)	2017-2018 (3 year average)	2018-2019 (3 year average)
Status	341.5 <i>Approaching</i>	337.9 <i>Approaching</i>	331.8 <i>Approaching</i>			
Progress	Yes	No	No			
% of Points Earned	75.0	56.3	56.3			

SOCIAL STUDIES	Baseline MPI (3 year average)	2014-2015 (3 year average)	2015-2016 (3 year average)	2016-2017 (3 year average)	2017-2018 (3 year average)	2018-2019 (3 year average)
Status	336.8 <i>Approaching</i>	356.6 <i>On Track</i>	376.7 <i>2020 Target</i>			
Progress	No	Yes	Yes			



COMPREHENSIVE SCHOOL IMPROVEMENT PLAN 2014-2019



% of Points Earned	62.5	100	100			
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Strategy A: The district will provide a guaranteed, viable, and reliable curriculum.

Action Steps:

- Align all content areas to Missouri Learning Standards.
- Design curriculum to include ELOs (Essential Learner Outcomes) in all curriculum areas.
- Define clear and high standards for proficiency in all grade levels.
- Develop and implement a formative assessment system to measure progress toward subject area mastery/proficiency of core curriculum ELO's.
- Place curriculum and assessments into an online management system (Curriculum Loft) to provide teachers and parents with easy access to core curricula.

Strategy B: The district will provide teachers with frequent opportunities to collaborate with colleagues to improve delivery of curriculum and instructional effectiveness.

Action Steps:

- Develop school schedules that provide teachers with time (during the school day) for collaboration with teachers in their grade levels or teams.
- Create a Curriculum Leadership team for each grade level and department.
- Provide release days for grade level and department level curriculum leaders to set curriculum goals, evaluate student progress, and identify instructional practices that will increase the number of students demonstrating mastery and proficiency on formative and summative assessments.
- All school principals and directors will provide teachers with specific feedback in order to promote reflection, focused conversations, and an increase in instructional effectiveness.

GOAL 2: Students will exit high school prepared for college and career programs at a graduation rate of 90%.

School Year	Baseline MPI (3 year average)	2014-2015 (3 year average)	2015-2016 (3 year average)	2016-2017 (3 year average)	2017-2018 (3 year average)	2018-2019 (3 year average)
Status	83.1 <i>On Track</i>	85.5 <i>On Track</i>	86.4 <i>On Track</i>			
Progress	Yes	Yes	Yes			
% of Points Earned	100	100	95			



GOAL 3: The Poplar Bluff R-I School District will improve student achievement through integration and implementation of technology into all areas of the curriculum.

Strategy A: The Poplar Bluff R-1 School District will provide adequate and equitable access to current instructional technology tools and resources for staff and students.

Action Steps:

- All classrooms will be equipped with a smartboard or projector.
- The use of clickers, slates, and document cameras will be expanded.
- All students in grades 7-12 will be provided a device that can be taken home.
- Maintain and short and long term replacement schedule for technology.
- Maintain a consistent budget for technology.

Strategy B: Teachers will use technology across all grades and subjects to empower students to think critically and engage in their own learning.

Action Steps:

- Ensure teachers and students are engaged in high quality instruction that utilizes digital tools as an essential element of the lesson design.
- Utilize building walk through data to ensure fidelity of technology usage in classrooms.
- Technology Instructional Facilitators will be available to help plan units of study and will offer professional development opportunities during the school day, after school, and in the summer.

Strategy C: Integrate technology competence into district curricula.

Action Steps:

- Identify technological competencies for every student at each grade level.
- Evaluate K-12 student progress using district-wide technology assessment.
- Align technological competencies to all district curricula during the scheduled curriculum review process.

GOAL 4: Implement a district-wide framework that provides academic, social/emotional, and behavioral supports for students to improve persistence to graduation.

Strategy A: The District will create a FOCUS on building relationships and establishing a student centered CULTURE in all schools.

- The district will provide training for ALL schools in Capturing Kid’s Hearts program by Flippen Group.
- Process Champions will be trained in each building to lead and motivate staff, as well as sustain initiative following training.



- Other programs such as Leader in Me and PBIS will be supported and promoted.

Strategy B: Differentiate instruction to meet the varying needs of all students to improve persistence to graduation.

Action Steps:

- All buildings will provide intervention services for students that are not being successful within the traditional structure.
- The district will implement an alternative school setting for Junior High and High School students.
- The district will maintain a credit recovery program after school hours. Students will be able to recover lost credits by participating in Graduation Center, Missouri Options, Night School, and Summer School.
- Provide opportunities for students to receive instructional supports to continue their academic progress while out on medical leave or suspension.

Strategy C: The district will provide wrap-around services for interventions for students at-risk of dropping out.

Action Steps:

- SAT, School Based Mentoring Program
- Family Counseling Center
- Social workers, counselors, trackers and attendance officer will work with administrators to assist students as needed so they may graduate from high school.
- The district will participate in the county collaborative for Truancy Court including providing funding.
- Health services will be provided according to school procedures and outside agencies will partner to meet at risk youths' needs.

Focus Area: Highly Qualified Staff

Recruit, attract, develop, and retain highly qualified staff to carry out the District mission, goals, and objectives.

GOAL 1: Poplar Bluff R-I Schools will recruit, hire, develop and retain 100% staff members who are highly qualified, experienced, and properly certified in the area they are providing instruction.

Strategy A: Administrators will attend area Job Fairs in order to seek out potential candidates for employment.

Action Steps:

- The administrative team will actively seek to increase diversity of staff
- Administration will organize and access the online application system in a timely manner. All applicants are required to apply online for positions.

Strategy B: Job descriptions will be developed for each job in the district. Descriptions will outline specific performance responsibilities for the position.

Action Steps:

- The associate superintendent of personnel will review current job descriptions for certified staff and revise based on the most recent Performance Based Evaluation criteria and descriptors.



COMPREHENSIVE SCHOOL IMPROVEMENT PLAN 2014-2019



- The associate superintendent of personnel will work with the administrative team and department supervisors to develop specific performance responsibilities for non-certified and extra-duty positions.

Strategy C: A research based evaluation tool will be used to evaluate all certificated staff.

Action Steps:

- Tenured staff will have a formative and summative evaluation every three years.
- Tenured and probationary staff will receive multiple walk through observations annually.
- Probationary staff will receive one scheduled and one non-scheduled formative evaluation and frequent walk-through observations annually.
- Probationary staff will be assigned a mentor during the first two years of employment in the district.
- In collaboration with his/her mentor teacher, the first and second year probationary teacher will complete the required Professional Development Plan as outlined in the district's Professional Development Policy.
- Any certificated staff not meeting expectation in any performance area will receive a Professional Improvement Plan developed by the building level administrator.

Strategy D: Non-certificated staff and extra duty positions will be evaluated on an annual basis.

Action Steps:

- Non-certificated staff will be evaluated annually and receive frequent walk through observations.

Strategy E: 100% of certificated teaching staff must meet all Missouri teaching certification for the positions they hold.

GOAL 2: The Poplar Bluff R-I School District will provide ongoing professional development to assist 100% of teachers in delivering effective, technology supported instruction to improve student learning.

Strategy A: The district will provide staff development activities and professional development opportunities for all staff as needed and necessary for staff to develop skills and upgrade their content knowledge to perform at or above expectation on all performance based criteria.

Action Steps:

- The district and building level administrators will work with the professional development committee to provide opportunities for all staff, as needed, to develop and upgrade their content knowledge as well as teaching strategies.
- The district will provide designated professional development days in the annual school calendar. Principals and directors will be able to use time on these days to provide PD related to the specific needs of their staff.
- The Professional Development Committee will conduct an annual survey and report those to the administrative team. The results will be used in planning future professional development.
- The Professional Development Committee and the administrative team will ensure that all offered professional development is research based.



Focus Area: Facilities, Support, and Instructional Resources

Provide and maintain appropriate instructional resources, support services, and functional and safe facilities.

GOAL 1: The Poplar Bluff R-I will provide appropriate facilities for effective student learning.

Comments: The district is in the process of major renovations.

Strategy A: The district is building and remodeling campuses to meet 21st century needs. A bond issue was passed in 2009.

Action Steps:

- Build a new kindergarten center after a bond vote.
- Move Early Childhood Center to current Mark Twain facility.

Strategy B: District monitors and complies with all Americans with Disabilities Act (ADA) standards.

Action Steps:

- Building administrators and custodial staff annually review ADA standards.
- Regular inspections of all facilities for ADA compliance will be done by administrators and staff.

Strategy C: Board of Education will have an ongoing short and long range plan for maintenance, renovation, and replacement of facilities.

Action Steps:

- Building principals provide yearly projects and needs to the Director of Buildings and Grounds.
- Associate Superintendent of Finance works with the BOE Building and Grounds Committee to develop and implement yearly plans.
- The district has organized a long range planning committee to look at all building sites and technology upgrades for the next 5-10 years. Staff, community and Board of Education members are all represented on this committee.



COMPREHENSIVE SCHOOL IMPROVEMENT PLAN 2014-2019



GOAL 2: The district will provide needed support services and resources to increase **subgroup achievement** in all core areas.

ELA (Subgroup Achievement)

School Year	Baseline MPI (3 year average)	2014-2015 (3 year average)	2015-2016 (3 year average)	2016-2017 (3 year average)	2017-2018 (3 year average)	2018-2019 (3 year average)
Status	338 <i>Approaching</i>	331.3 <i>Approaching</i>	325.6 <i>Approaching</i>			
Progress	No	No	Yes			
% of Points Earned	50	50	75			

Math (Subgroup Achievement)

School Year	Baseline MPI (3 year average)	2014-2015 (3 year average)	2015-2016 (3 year average)	2016-2017 (3 year average)	2017-2018 (3 year average)	2018-2019 (3 year average)
Status	329.1 <i>Approaching</i>	307.7 <i>Approaching</i>	296.5 <i>Floor</i>			
Progress	No	No	Yes			
% of Points Earned	50	50	75			

Science (Subgroup Achievement)

School Year	Baseline MPI (3 year average)	2014-2015 (3 year average)	2015-2016 (3 year average)	2016-2017 (3 year average)	2017-2018 (3 year average)	2018-2019 (3 year average)
Status	316.4 <i>On Track</i>	311.8 <i>Approaching</i>	304.3 <i>Approaching</i>			
Progress	Yes	No	No			
% of Points Earned	75	50	50			

Social Studies (Subgroup Achievement)

School Year	Baseline MPI (3 year average)	2014-2015 (3 year average)	2015-2016 (3 year average)	2016-2017 (3 year average)	2017-2018 (3 year average)	2018-2019 (3 year average)
Status	299.1 <i>Floor</i>	332.9 <i>On Track</i>	343.1 <i>On Track</i>			
Progress	No	Yes	Yes			
% of Points Earned	0	100	100			



Strategy A: The district will provide needed learning supports for students at-risk as well as all students.

Action Steps:

- The district Health Coordinator will work with local agencies and providers to meet the health needs of the student population.
- The district will work cooperatively with community agencies (SOC, Boys and Girls Club, Volunteer Center, CRC) to provide after school tutoring, mental health services, VISTA and Americorp tutors and mentor coordinators and other services.
- The district will provide recommended numbers of school counselors along with social workers to meet students' total needs.
- The district will work with community agencies and the school trackers to maintain adequate attendance percentages.
- The district will provide tutoring outside of the school day along with partnering with Boys and Girls Club, Mentoring and Americorp to offer tutoring.
- The district will work with local law enforcement to maintain school safety and to provide SRO services.

Strategy B: The district will provide current materials, technology and supports for all students.

Action Steps:

- The district will follow a textbook and material adoption schedule.
- The district will keep a technology inventory along with purchase and replacement schedule.
- The district will collaborate with all funding sources to maximize resources for all students.



Focus Area: Parent and Community Involvement

Promote, facilitate, and enhance parent, student, and community involvement in LEA/District educational programs.

GOAL 1: The Poplar Bluff R-I School District will develop and enhance opportunities for parents, students, and community to be involved in the educational programs of the district by 10% until participation reaches 85%.

Strategy A: The district will maintain current and establish (as needed) parent, student and advisory committees for all required programs and services provided by the district.

Action Steps:

- Advisory committees will meet at a minimum of once per year.
- The advisory committees' membership will contain individuals of the subgroups who are not meeting AYP.

Strategy B: All buildings hold parent-student orientation and building open house annually.

Action Steps:

- The parent/student/teacher compact form will be distributed to parents in the fall of each school year.
- Each Title I building will hold an annual meeting to discuss with parents the importance of parental involvement and the Title I building plan.
- Through local media outlets and personal mailings, parents will be notified of the parent-student orientation and open house opportunities.
- Staff will provide students and parents with a supply list and other important information about the first day of school (schedules, bus routes, etc.).
- Parent and students will visit with their teachers and receive a schedule, handbooks, locker numbers and other essential information.

Strategy C: The district will maintain a school website with updated information for all schools in the district.

Action Steps:

- The district website will be updated daily/weekly with current district and building information.
- Through the district website parents will be able to sign up for Mules Messenger and receive informational text messages regarding district events.
- The website will recognize students and staff for outstanding accomplishments.

Strategy D: The district will continue and update the Student Information System's parent portal component. This portal provides parents a confidential area to login into the student information system and the opportunity to view their child's grades, attendance, disciplines, lunch accounts, etc.

Action Steps:

- Training will be provided to parents regarding the use of the portal system.
- Staff will be expected to maintain up-to-date student information for parents.

Strategy E: School district staff will maintain on-going communication with parents, students and other stakeholders.

Action Steps:

- All forms of communication will be used to provide information to keep parents, student and community informed.



- All NCLB required communication will be done in a timely manner.
- MAP, EOC, and other standardized test scores will be shared with parents in a timely manner.

Strategy F: The Poplar Bluff R-I District assists preschool children in the transition from early childhood programs such as Title I preschool, Head Start, and other community preschool programs to elementary school programs.

Focus Area: Governance

Govern the LEA/District in an efficient and effective manner providing leadership and representation to benefit the students, staff, and patrons of the district.

GOAL 1: The Poplar Bluff School District will maintain full accreditation and meet all standards of the Missouri School Improvement Program.

Strategy A : The BOE and school district will meet all 5th cycle MSIP standards.

Strategy B: The district has a board approved CSIP with ongoing goals, objectives and outcomes to directly improve student achievement.

Action Steps:

- The district utilizes a broad based committee to review the CSIP yearly based on achievement data and other needs assessment data.
- Strategies in the district CSIP are being monitored for implementation and use and student performance is being tracked based on those CSIP programs and factors.

Strategy C: The district will hire, train, and maintain an effective leadership team to support student achievement.

Action Steps:

- The BOE annually evaluates the superintendent and the superintendent evaluates the associate superintendents with principals and directors being evaluated by central office staff.
- Administrative staff receive regular PD related to their jobs and responsibilities.

Strategy D: The BOE and Administration will facilitate increased student performance through policy, procedures and research based practices.

Action Steps:

- The BOE regularly reviews curriculum.
- The administration provides funding for PD according to state guidelines.
- The district participates in state and national assessments and utilizes that data for improvement. That data is reported to the board and community.
- Content and performance standards define the quantity and quality of work expected at each grade level throughout the system.