

Comprehensive School Improvement Plan

Cole County R-1 School District

Our Mission

Our mission is to educate all students and develop the foundation of tomorrow's community by expecting excellence today.

Our Vision

Cole R-1 is a partnership of staff, parents, students, and community with a vision of...

- A school in which all students are challenged and empowered to achieve success through effort and hard work.
- A school environment that is safe, respectful and engaging for all students and staff members.
- A school where students practice problem-solving and critical thinking and engage with technology to become life-long learners and respected members of the community who take responsibility for their decisions.
- A school dedicated to collaborative teamwork and best instructional practices through the use of a viable curriculum.

Priority Area 1: Teaching/Learning	Priority Area 2: Collaborative Culture/ Staffing	Priority Area 3: Funding/Facilities
SMART Goal 1: The Cole County R-1 District will have a digitally accessible PreK-12 curriculum aligned with the Power Standards in every subject by August of 2023. Our baseline is that the majority of our power standards are completed but not digitally posted.	SMART Goal 1: The Cole County R-1 School District will increase communication and promotion by 5% through social media by August of 2024. The total number of facebook posts in 2021-2022 was 217.	SMART Goal 1: Cole County R-1 School District will run a no-tax increase bond to address facility improvements, build additional classrooms, and more desirable activity spaces for the district by August of 2024 (pending voter approval)
Action Steps/Person(s) responsible:	Action Steps/Person(s) responsible:	Action Steps/Person(s) responsible:

<ul style="list-style-type: none"> ● Provide teachers time and resources to finalize power standards (if needed) ● By the end of September, partner with district technology director to explain web page plan ● By the end of October, the power standards in all subjects will be digitally available on the school website ● Power standards are reviewed annually and updated online 	<ul style="list-style-type: none"> ● Each building will assign a designated individual to post happenings within each building ● Ensure that all admin and designated social media representatives have the necessary log-ins and credentials. ● Encourage teachers to submit Classroom Highlights to designated person through the principal's weekly newsletter 	<ul style="list-style-type: none"> ● Partner with architect, construction management company, and investment company to develop a plan to meet our future facility needs ● Develop a communication plan to stakeholders for upcoming election ● Work with staff to educate staff on language of the no tax bond issue ● Collaborate with key players in Cole R-1 to learn from their most effective strategies to promote school improvements to community
Funding Source: Operating Fund 1	Funding Source: Operating Fund 1	Funding Source: Capital Projects Fund 4
MSIP 6 Standard/Indicator: AS1	MSIP 6 Standard/Indicator: L8	MSIP 6 Standard/Indicator: L4
Person(s) responsible: The administration team	Person(s) responsible: The administration team	Person(s) responsible: The administration team
SMART Goal 2: The Cole County R-1 School District will have 4 common assessments in all subject areas by August of 2025.	SMART Goal 2: The Cole County R-1 School District will increase the district staff climate and culture survey by 1% at the end of the 2024-2025 school year.	SMART Goal 2: The Cole County R-1 School District will narrow the gap in teacher salary with comparable districts by June of 2026
Action Steps/Person(s) responsible: <ul style="list-style-type: none"> ● RTI teams will meet quarterly to review 	Action Steps/Person(s) responsible: <ul style="list-style-type: none"> ● Gather baseline data with a pre-staff survey at beginning of the 	Action Steps/Person(s) responsible: <ul style="list-style-type: none"> ● Develop a baseline with CTE

<p>data from common assessments</p> <ul style="list-style-type: none"> • Develop a master schedule to include collaborative time built into the school day • Develop a place for teachers to note what needs to be updated on these assessments (what works/what does not) as teachers and students use them • Ensure assessments align to standards and determine a process to provide feedback 	<p>2022-2023 school year</p> <ul style="list-style-type: none"> • Gather feedback from staff on how to better support them • Create an action plan to better support staff based on feedback • Reemphasize shared vision, goals, collective commitments • Evaluate the ways in which we celebrate staff – Ensure that there are ways for any member to submit staff celebrations 	<ul style="list-style-type: none"> • Educate community and school employees on school finances; ensuring that these individuals understand the different fund, how funds are generated • Get comfortable with deficit spending and draw down the reserve balance to approximately 25% for the next couple of years. • Research to learn the projected property tax revenue for the next 5-10 years
<p>Funding Source: Operating Fund 1</p>	<p>Funding Source: Operating Fund 1</p>	<p>Funding Source: Teachers Fund 2</p>
<p>MSIP 6 Standard/Indicator: AS2</p>	<p>MSIP 6 Standard/Indicator: DB3</p>	<p>MSIP 6 Standard/Indicator: L6</p>
<p>Person(s) responsible: The administration team</p>	<p>Person(s) responsible: The administration team</p>	<p>Person(s) responsible: The administration team</p>
<p>SMART Goal 3: The Cole County R-1 School District will establish access to community resources to promote overall mental wellness by August of 2027.</p>	<p>SMART Goal 3: The Cole County R-1 School District will increase the district staff retention rate by 1% at the end of the 2026-2027 school year. The staff retention rate in 2021-2022 was 77% (69/90).</p>	<p>SMART Goal 3: The Cole County R-1 School District will narrow the gap in non-certified staff hourly salary with comparable districts by June of 2027.</p>
<p>Action Steps/Person(s) responsible:</p> <ul style="list-style-type: none"> • Research available community resources that are relevant to our students/staff. 	<p>Action Steps/Person(s) responsible:</p> <ul style="list-style-type: none"> • Partner with PEERS to educate staff on all retirement benefits. 	<p>Action Steps/Person(s) responsible:</p> <ul style="list-style-type: none"> • Develop baseline with CTE • Educate community and school employees

<ul style="list-style-type: none"> ● Advertise resources that are available through social media, PT Conferences and school events (Ex.. new 988 mental health hotline) ● Provide staff with time to develop and collaborate with strategies on working with significant behaviors 	<ul style="list-style-type: none"> ● Implement “Exit” interviews to find out the “why” employees are leaving the district for the 2022-2023 school year. ● Provide professional development on self care ● Implement an employee audit annually that focuses on the “why” staff members choose to stay ● Evaluate the ways in which we celebrate staff – Ensure that there are ways for any member to submit staff celebrations 	<p>on school finances; ensuring that these individuals understand the different funds, how funds are generated</p> <ul style="list-style-type: none"> ● Get comfortable with deficit spending and draw down the reserve balance to approximately 25% for the next couple of years ● Research to learn the projected property tax revenue for the next 5-10 years
<p>Funding Source: Operating Fund 1</p>	<p>Funding Source: Operating Fund 1</p>	<p>Funding Source: Operating Fund 1</p>
<p>MSIP 6 Standard/Indicator: EA4</p>	<p>MSIP 6 Standard/Indicator: L9</p>	<p>MSIP 6 Standard/Indicator: L6</p>
<p>Person(s) responsible: The administration team</p>	<p>Person(s) responsible: The administration team</p>	<p>Person(s) responsible: The administration team</p>