



### Opportunities for Improvement

- I. Academics
- II. Community Relations
- III. Finances
- IV. Personnel
- V. Facilities and Services
- VI. Technology

### Goals

#### *I. Academics*

##### A. Curriculum

1. Evaluate the district's current curriculum tools in English, Math and Science
2. Ensure the district has a curriculum in place K-12 that aligns to Missouri Learning Standards in all core subject areas
3. Ensure correct metrics are in place to evaluate curriculum on an annual basis

##### B. Improve percentage of all students reading at or above grade level

##### C. MAP, EOC and ACT test scores - 75% of our students show growth

##### D. Attendance and graduation growth

##### E. Increase amount of academic opportunities district wide

1. Possibility of sharing staff w/ other districts

##### F. Meet with every student prior to the end of their 8th grade year to establish a 4-year plan for that student. Continue meeting no less than annually with high school students to review their plan.

#### *II. Community*

##### A. Improve communication with stakeholders using multiple avenues

1. Newsletter (3 times year - March, July, December)
2. Marquee
3. Community Dinners
4. Website and Social Media
5. Provide a live stream of school events

##### B. Include stakeholders on district committees

##### C. Increase stakeholder participation at district wide events

##### D. Increase district involvement with community events

##### E. Survey stakeholders to identify positive and negative views of the district



### *III. Finance*

- A. The BOE will have an active role in presenting an annual balanced budget, reviewing regularly
- B. If faced with need for reductions, the BOE will consider
  - 1. The short term and long term effects of the reduction
  - 2. Protect staff and programs
  - 3. Maintain academic integrity
  - 4. Avoid reductions that would directly impact student learning
- C. Explore options to provide additional funding to the district
  - 1. FEMA grant
  - 2. Additional grants
  - 3. Bond issue

### *IV. Personnel*

- A. Ensure the district is adequately staffed as budget will allow
  - 1. Administration
  - 2. Counseling Services
  - 3. Teaching Staff
  - 4. Support Staff
- B. Retain qualified, exceptional staff
  - 1. Evaluate salary schedule
  - 2. Evaluate benefit programs
  - 3. Establish a foundation mentorship program district wide
  - 4. Explore options for staff to openly share needs and requests
    - a) Technology
    - b) Supplies
    - c) Curriculum

### *V. Facilities and Services*

- 1. Opportunity for Improvement
  - a) Facilities and related infrastructure that are safe, well maintained, and provide for the developmental needs of all students.
- 2. Background Information
  - a) Priority facility and infrastructure needs have been identified.
  - b) Priority one includes a phased approach to roof replacements.
  - c) Priority two is the development of a phased approach bus fleet replacements.
  - d) The primary hindrance to the implementation of either priority is the identification and implementation of a funding strategy.



- e) Safety and security measures have been identified with funding sources available through the COPS grant. The last steps in the process are planned upgrades to our security camera system, installation of keyless building entry and installation of secured main entry point.
- 3. **Action Steps Safety and Security Upgrades**
  - a) Step 1 – Develop Safety and Security Request for Proposals (RFP) to include upgrades to our security camera system, installation of keyless building entry and installation of secured main entry point.
  - b) Step 2 – Board approval of RFP
  - c) Step 3 – Release RFP and evaluate responses
  - d) Step 4 – Board approval of best response to RFP
  - e) Step 5 – Vendor completion of safety and security projects.
- 4. **Action Steps Facility and Infrastructure Improvements**
  - a) Step 1 – Identify funding strategy for facility and infrastructure improvements.
  - b) Step 2 – Implement funding strategy for facility and infrastructure improvements.
  - c) Step 3 – Implement Board policies related the facility and infrastructure improvements.

### VI. *Technology*

- 1. Continue to support current technology in place district wide
  - a) Repair, replace and purchase additional needs as they arise
  - b) In-house IT solutions