

**MO DEPT ELEMENTARY AND
SECONDARY EDUCATION
EPEGS
CSIP
SCHOOL YEAR: 2009 - 2010
DISTRICT: 112-102 MARSHFIELD R-1**

Mission Statement: The mission of the Marshfield R-1 School District is teaching, leading, challenging one student at a time and to produce highly skilled students capable of being fully functioning and productive citizens in a changing society.

Local Needs: The students in the Marshfield School District are making gains in AYP. In the area of Communication Arts, "All Kids" and "White Students" met AYP by using the growth model. The subgroups of "F/R Lunch" and "IEP" did not meet AYP. In the area of Math, "All Kids" and "White Students" met AYP. The subgroups of "F/R Lunch" and "IEP" did not meet AYP. "All Kids" met Attendance Rate and the district met Graduation Rate. We are at District Improvement Level 3, Corrective Action. 2009 APR results show the district meeting all 14 MSIP indicators. We did not achieve the Bonus MAP achievement. The District will continue to revise curriculum and provide professional development for mathematics and communication arts.

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

1. **Objective:** The subgroup "all students" will continue to meet the annual performance target either by confidence interval, growth model, or proficiency target in communication arts and mathematics.

MSIP Standard: 1.1,1.2,1.3,2.1,6.1,6.2,6.3,6.4,6.8

Progress Measure:

School Year	Baseline	Progress	Target	Target Met
2006 - 2007	44.4%CA/23.6%Mth			Yes
2007 - 2008		48.9%CA/52.2%Mth		Yes
2008 - 2009			53.5%CA/54.1%Mth	Yes
2009 - 2010			76.4%CA/63.3%Mth	N/A
2010 - 2011			75.5%CA/72.5%Mth	N/A

Comments: All "students" and "white students" subgroups met AYP with Confidence Interval and Growth Model for years 2008 and 2009. We want to continue meeting AYP with any model but the ultimate goal is to meet AYP without using the growth model or confidence interval.

1. **Strategy:** The Marshfield R-1 School Board of Education, faculty, staff, parents, and patrons will be updated annually on trends of student performance in order to evaluate the effectiveness of existing instructional programs.(J7-2)

MSIP Standard: 6.1,6.2,6.3,6.4,6.5,7.5,8.1,8.2,8.9,9.1,9.2

Persons Responsible: Alan Thomas, Michelle Mitchell, and Alvin Richardson

Funding Source Name: Local Funds

Date to Implement Strategy: 08/14/2008

Date of Completion: 05/17/2011

1. **Action Step:** Student progress will be continuously monitored and measured

through a variety of assessment methods which include Annual Yearly Progress(AYP), Annual Performance Report(APR), School Report Card, and presentations to Board of Education and faculty and staff.

Date To Implement Action Step: 08/14/2008

Date of Completion: 05/15/2011

2.**Action Step:** Individual student test results will be provided to parents, and each teacher will have access to individual student results. This information will be utilized in the instructional process.(J7-6)

Date To Implement Action Step: 08/14/2008

Date of Completion: 10/14/2011

3.**Action Step:** Marshfield R-1 school District will involve and inform parents in the instructional academic progress of Title I students on an annual basis.

Date To Implement Action Step: 09/23/2008

Date of Completion: 05/19/2011

2. **Strategy:** The Marshfield School R-1 District will continuously revise curriculum in order to provide for all students challenging instruction that includes college and technical preparation.

MSIP Standard: 1.3,4.2,6.1,6.2,6.3,6.4,6.5,7.8,8.1,8.2,9.1,9.2,9

Persons Responsible: Assessment/Curriculum Coordinators

Funding Source Name: TITLE II.A, Local Funds, Title I

Date to Implement Strategy: 07/01/2008

Date of Completion: 06/30/2014

1.**Action Step:** Marshfield R-1 School District will have curriculum guides in all curricular areas that are completely aligned with state standards and expectations.

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2014

2.**Action Step:** Curricula will be modified as needed. Modifications will include developmentally appropriate learning, appropriate scope and sequence, specification of curriculum objectives, learning activities, assessments, resources, cross-references, and local educational standards. Academic programs will be evaluated on a cycle.

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2014

3.**Action Step:** The curriculum is articulated through grade levels and subject areas to ensure continuity of learning. Subject area curriculum teams will collaborate to discuss and refine curriculum and suggest learning activities and performance assessments that help ensure learning opportunities.

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2014

4.**Action Step:** The Marshfield Academic Team was developed in 2008-09. Training will be provided for the academic team and building principals in order to maintain and continuously update written curriculum.

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2011

5.**Action Step:** ACT scores will be evaluated on a yearly basis. The evaluation of these results will be used to maintain a rigorous course selection.

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/23/2014

6.Action Step: The district will contract with Dr. Vicki Schmitt. Dr. Schmitt is a research/data specialist who will assist in analyzing assessment data for the purpose of aligning curriculum to NCLB standards.

Date To Implement Action Step: 09/21/2009

Date of Completion: 05/14/2010

2. Objective: The district will continue to meet or exceed the graduation goal of 85 percent(or as established by DESE).(J7-2)

MSIP Standard: 9.4,9.5

Progress Measure:

School Year	Baseline	Progress	Target	Target Met
2007 - 2008	76.4%			Yes
2008 - 2009		85%		Yes
2009 - 2010			85%	N/A
2010 - 2011			85%	N/A
2011 - 2012			85%	N/A
2012 - 2013			85%	N/A

Comments: The district met with a 85.1% in 2008-09. We will continue to monitor graduation rate as a district.

1. Strategy: Current information and longitudinal data will be collected on students in kindergarten through grade 12 for the purpose of identifying students at risk for not graduating.

MSIP Standard: 7.2,7.3,7.4,9.4,9.5,9.6,10.1

Persons Responsible: Curriculum/Assessment Coordinators, at-risk director, and principals

Funding Source Name: At-Risk Program, Special Education Part B Entitlement, Special Education Part B IDEA - ARRA, Local Funds, Title I, TITLE IV.A

Date to Implement Strategy: 07/01/2007

Date of Completion: 06/30/2013

1.Action Step: Collect and review data through Acuity and Mastery Manager including Locally Developed Assessment (LDA) scores, MAP scores, math scores, and DRA scores.

Date To Implement Action Step: 09/03/2007

Date of Completion: 09/03/2013

2.Action Step: Each building will implement Response to Intervention(RtI) strategies.

Date To Implement Action Step: 08/16/2007

Date of Completion: 05/16/2013

3.Action Step: Each building will continue with At-risk programming in identifying and assisting students that are at-risk of not graduating. Programs will be evaluated on a yearly basis.

Date To Implement Action Step: 07/01/2007

Date of Completion: 06/30/2013

3. Objective: The Marshfield R-1 School District will increase the percentage of students with IEPs inside the regular classroom at least 80% of the day to 60.50% by the 2011-12 school year.

MSIP Standard: 7.1,7.7

Progress Measure:

School Year	Baseline	Progress	Target	Target Met
2007 - 2008	52.37%			No
2008 - 2009		55.00%		No
2009 - 2010		58.00%		N/A
2010 - 2011		60%		N/A
2011 - 2012			60.50	N/A

Comments: This objective will be monitored throughout the year by the director of special services as IEP teams make decisions about placements. The Stakeholders will meet to review the December 1 Core Data Report on a yearly basis. If progression is not met the Stakeholders will review the strategies and decide if adjustments need to be made to the implementation in order to meet the objective.

1. **Strategy:** Junior high special education teachers will provide instruction for students with disabilities in grades 6-8 by using the co-teaching model of instruction in the areas of communication arts and math. Comment continued: Teachers believe this will give students greater access to regular education and should raise MAP scores in math and combination arts. After researching literature, they learned that co-teaching will enhance access to the general ed. curriculum for special ed. students. Teachers also discovered high outcomes when co-teaching was implemented properly and when the general and special educators co-planned and taught the lessons and activities in the classroom. Teachers will receive professional development to increase their knowledge of implementation of this model. Fidelity of the implementation will be collected and examined.

MSIP Standard: 6.7,7.1

Persons Responsible: Cheryl Wrinkle, Special Services Director and Alan Thomas, principal

Funding Source Name: Special Education Part B Entitlement, Local Funds

Date to Implement Strategy: 08/14/2009

Date of Completion: 05/20/2012

1. **Action Step:** 1. Select junior high personnel to plan and lead implementation of co-teaching. Include teachers and principals.

Date To Implement Action Step: 03/02/2009

Date of Completion: 05/15/2009

2. **Action Step:** 2. Teachers will participate in professional development opportunities including workshops, visits to other districts, and other classrooms inside the district at the high school building.

Date To Implement Action Step: 06/01/2009

Date of Completion: 12/01/2009

3. **Action Step:** 3. A parent meeting will be held to explain co-teaching.

Date To Implement Action Step: 08/16/2009

Date of Completion: 08/16/2009

4. **Action Step:** 4. Training will be held for selected general and special education teachers and principals before school starts.

Date To Implement Action Step: 08/14/2009

Date of Completion: 08/14/2009

5. **Action Step:** 5. Teachers will implement the co-teaching model of instruction and expand access to regular education to improve student instruction and achievement.

Date To Implement Action Step: 08/14/2009

Date of Completion: 05/20/2012

6.Action Step: 6. IMPLEMENTATION OF FIDELITY MEASURE: Principals will conduct quarterly observations to determine whether co-teaching principles are being adhered to and evaluate problems.

Date To Implement Action Step: 10/05/2009

Date of Completion: 05/20/2012

7.Action Step: 7. IMPLEMENTATION OF FIDELITY MEASURE: Monthly teacher groups will meet to allow discussion. Problems will be discussed and advice, if needed, will be sought.

Date To Implement Action Step: 08/14/2009

Date of Completion: 05/20/2012

8.Action Step: 8. Reports of data collected and progress made will be given to the stakeholder groups twice yearly.

Date To Implement Action Step: 12/01/2009

Date of Completion: 05/20/2012

9.Action Step: IMPLEMENTATION OF FIDELITY MEASURE: Teachers will be surveyed anonymously on a quarterly basis. Items will include information on role of each teacher in development of lesson plans and teaching strategies.

Date To Implement Action Step: 10/01/2009

Date of Completion: 05/20/2012

10.Action Step: 10. Reports will made to DESE twice a year as required

Date To Implement Action Step: 11/01/2009

Date of Completion: 05/20/2012

11.Action Step: 11. STUDENT PROGRESS MONITOR: Conduct student grade checks every three weeks for disabled and non-disabled students in co-teaching classroom. Send grade these grade checks to parents.

Date To Implement Action Step: 09/04/2009

Date of Completion: 05/20/2012

4. Objective: The Marshfield R-1 School District will increase the percent of students with disabilities in grade 5 who score in the Advanced/Proficient levels on the MAP Communication Arts from 6.67% to 60% by the 2011-2012 School Year. **MSIP Standard:** 6.3,6.4,7.1

Progress Measure:

School Year	Baseline	Progress	Target	Target Met
2007 - 2008	6.67%			Yes
2008 - 2009		30.00%		No
2009 - 2010		50.00%		N/A
2010 - 2011		55.00%		N/A
2011 - 2012			60.00%	N/A

Comments: MAP data for the special education subgroup will be gathered yearly. The Stakeholder group will meet annually to evaluate data and determine the progress made toward the target by the grade five students. If the progress is not made or is insufficient to meet the progress targets, they will look at the strategies and make necessary changes. The goal of these changes will be to improve the progress toward the target.

1. Strategy: Implementation of the Wilson Reading Program for grades two through five. Comment continued: One teacher representative from each grade(2-5) researched the program and

watched it demonstrated and feel it the best intervention available. This system requires professional development for teachers so there is consistency in the method of presentation. The Wilson system will be implemented in Webster Elem.(grades 2-3) and Shook Elem.(grades 4-5) with those students struggling in the area of literacy with a focus on IEP students. Evidence Based: District personnel reviewed the literature available from Florida Center for Reading Research which gave Wilson a strong review. Their report from 2007 details that Wilson clearly addresses what has been determined as the important aspects of fluency and is consistent with findings reported by the National Reading Panel.FCRR collected data over a 2 year period with over 600 students involved and concluded that Wilson can be used effectively to close the gap in reading skills for struggling readers. Most research can be found on the following Website: [www.fcr.org/FCRRReports/PDF/Wilson Fluency/](http://www.fcr.org/FCRRReports/PDF/Wilson_Fluency/). Our district is committed to implementing the Wilson Reading System with fidelity to ensure that it will be successful. Fidelity of implementation measures will be carefully collected and examined.

MSIP Standard: 6.3,6.4,6.7,7.1,7.7,9.2

Persons Responsible: Valerie Willis, Webster Elementary Principal and Cheryl Wrinkle, Special Services Director

Funding Source Name: Special Education Elem. Ach.

Date to Implement Strategy: 08/20/2009

Date of Completion: 05/12/2012

1.**Action Step:** 1. Select teachers to receive training, focusing first on those who teach students with IEP's.

Date To Implement Action Step: 08/20/2009

Date of Completion: 08/25/2009

2.**Action Step:** 2.Contract with Wilson Reading System trainers/consultant to set dates for initial and follow-up trainings.

Date To Implement Action Step: 08/26/2009

Date of Completion: 09/01/2009

3.**Action Step:** 3.Order and purchase Wilson Reading System.

Date To Implement Action Step: 09/01/2009

Date of Completion: 09/01/2009

4.**Action Step:** 4. Hold trainings: 10 hours of WRS Introductory Workshop/Overview

Date To Implement Action Step: 08/31/2009

Date of Completion: 09/11/2009

5.**Action Step:** 5. Follow-up support through online membership to WRS.

Date To Implement Action Step: 09/01/2009

Date of Completion: 05/30/2010

6.**Action Step:** 6. IMPLEMENTATION FIDELITY MEASURE: Monthly meetings with teachers using WRS to discuss issues, data, implementation and instruction.

Date To Implement Action Step: 10/01/2009

Date of Completion: 05/12/2012

7.**Action Step:** 7.IMPLEMENTATION FIDELITY MEASURE: To ensure fidelity, WRS trainers will be contracted to visit and observe teachers/students.

Date To Implement Action Step: 09/01/2009

Date of Completion: 05/20/2012

8.**Action Step:** 8. Reports to DESE made as required (twice a year).

Date To Implement Action Step: 11/01/2009

Date of Completion: 05/12/2012

9.Action Step: 9. STUDENT PROGRESS MEASURE: Quarterly measures will be taken using AimsWEB and CBM's. Results will be sent to parents.

Date To Implement Action Step: 10/01/2009

Date of Completion: 05/12/2012

10.Action Step: 10.STUDENT PROGRESS MEASURE: Annually administer Stanford 10 to evaluate reading progress/achievement progress. Results will be given to parents.

Date To Implement Action Step: 04/08/2010

Date of Completion: 05/12/2012

2. Goal: Recruit, attract, develop, and retain highly qualified staff to carry out the LEA (local educational agency)/District mission, goals, and objectives.

1. Objective: All staff will meet the highly qualified criteria as determined by NCLB.

MSIP Standard: 3.1,3.2,4.1,4.2,4.3,5.1

Progress Measure:

School Year	Baseline	Progress	Target	Met	Target
2008 - 2009	100%				Yes
2009 - 2010		100%	100%		Yes
2010 - 2011			100%		N/A

Comments: All staff has appropriate certification to meet NCLB standards. This will be monitored by principals in the hiring and evaluation process.

1. Strategy: All principals will be informed of NCLB standards when hiring staff.

MSIP Standard: 3.1,3.2,4.3,5.1

Persons Responsible: Building principals

Funding Source Name: TITLE II.A, Local Funds, Title I

Date to Implement Strategy: 08/01/2008

Date of Completion: 05/15/2011

1.Action Step: All prospective staff will go through the application process that will include screening for NCLB standards.

Date To Implement Action Step: 08/01/2008

Date of Completion: 05/15/2011

2.Action Step: Building principals will evaluate staff to monitor ongoing certification requirements.

Date To Implement Action Step: 08/01/2008

Date of Completion: 05/15/2011

2. Objective: Marshfield R-1 School District will provide ongoing and high quality Professional Development to improve instructional delivery for all staff. **MSIP Standard:** 6.3,6.7

Progress Measure:

School Year	Baseline	Progress	Target	Met	Target
2007 - 2008	80%				Yes
2008 - 2009		100%			Yes
2009 - 2010		100%			N/A

2010 - 2011

100%

N/A

Comments: The district will continue to provide 100% participation. Progress will be monitored by measuring teacher participation in professional development activities. All PD activities will be evaluated by staff.

1. **Strategy:** A staff elected Professional Development Committee will coordinate and direct professional development activities. There will be a written procedural plan for development which will include goals, objectives, evaluation criteria, policies and procedures.

MSIP Standard: 6.7

Persons Responsible: Professional Development Committee and building principals

Funding Source Name: TITLE II.A, Basic Formula - State Monies, Title I

Date to Implement Strategy: 08/01/2008

Date of Completion: 05/13/2011

1. **Action Step:** The Professional Development Committee will receive 1% of the district's current year basic formula apportionments. The Committee will spend at least 75% of this allocation on activities related to the objectives of the CSIP Plan.

Date To Implement Action Step: 08/01/2008

Date of Completion: 05/15/2011

2. **Action Step:** A Needs Assessment will be conducted by the Professional Development Committee that is based upon staff input, student data, and other pertinent information.

Date To Implement Action Step: 08/01/2009

Date of Completion: 05/13/2011

3. **Action Step:** Title I and Title II-A funds will also be used to enhance staff development opportunities and planned activities.

Date To Implement Action Step: 08/01/2008

Date of Completion: 05/13/2011

4. **Action Step:** The PDC will provide resources for a mentor/mentee program.

Date To Implement Action Step: 08/02/2008

Date of Completion: 05/13/2011

5. **Action Step:** All district staff will be trained by the Missouri Reading Initiative which is a three year plan.

Date To Implement Action Step: 08/16/2008

Date of Completion: 05/13/2011

3. **Goal:** Provide and maintain appropriate instructional resources, support services, and functional and safe facilities.

1. **Objective:** The Marshfield School District will strive to ensure that all resources, support services, and facilities meet or exceed MSIP standards.

MSIP Standard: 8.2,8.11,8.12,8.14,8.15

Progress Measure:

School Year	Baseline	Progress	Target	Met	Target
2008 - 2009	95%				Yes
2009 - 2010		100%			N/A
2010 - 2011			100%		N/A

Comments: We will monitor the district using the Report Writing Form to make

sure we meet MSIP standards in these areas. this will be measured by percent compliance in compliance with these standards.

1. **Strategy:** The district will develop a long range building plan to address future and needed improvements as required by MSIP

MSIP Standard: 6.6,8.5,8.11,8.15

Persons Responsible: Superintendent, Principals, School Board, and Assistant Superintendent

Funding Source Name: Local Funds

Date to Implement Strategy: 07/01/2008

Date of Completion: 05/19/2011

1.**Action Step:** The district will continue to explore the feasibility of recommendations given by the architect. The board of education will survey the district patrons regarding future building plans. J7-6

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2011

2.**Action Step:** The district administrators will regularly monitor each building for adequate size, safety and cleanliness. District personnel will also maintain a healthy environment in each building.

Date To Implement Action Step: 08/01/2008

Date of Completion: 05/13/2011

3.**Action Step:** The assistant superintendent will provide for adequate and safe transportation for students.

Date To Implement Action Step: 08/01/2008

Date of Completion: 05/19/2011

2. **Strategy:** The district will evaluate its resource collection according to criteria outlined in the State's library media standards publication.

MSIP Standard: 6.4,6.8

Persons Responsible: Building librarians, principals, superintendent

Funding Source Name:

Date to Implement Strategy: 07/01/2008

Date of Completion: 06/30/2011

1.**Action Step:** The district will continue to update the Library Media Center (LMC) resource collection to assure resources are available in sufficient quantity and quality to support, enhance, and enrich curriculum

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2011

2.**Action Step:** Out-dated materials and worn out equipment will be replaced on a regular basis. The goal is to provide two new books per student per year and one audio-visual software item per teacher per school year.

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2011

3.**Action Step:** The LMC staff will collaborate with the curriculum and technology committees to integrate LMC resources into the curriculum.

Date To Implement Action Step: 07/03/2008

Date of Completion: 06/30/2011

4. **Action Step:** The media centers in all district buildings will strive to meet Missouri School Improvement Plan (MSIP) standards prior to the fall of 2009

Date To Implement Action Step: 07/01/2007

Date of Completion: 07/01/2009

3. **Strategy:** The district will ensure all classrooms meet minimum standards regarding class size.

MSIP Standard: 6.6,8.10,8.5,8.15

Persons Responsible: Superintendent, building principals

Funding Source Name: Local Funds

Date to Implement Strategy: 07/01/2007

Date of Completion: 06/30/2011

1. **Action Step:** The district will develop a facilities development plan that guides decision-making addressing improvements and maintenance of current facilities.

Date To Implement Action Step: 07/01/2007

Date of Completion: 06/30/2011

2. **Action Step:** The Marshfield Board of Education will solicit community input regarding faculty construction by providing community forums. J7-6

Date To Implement Action Step: 07/01/2007

Date of Completion: 06/30/2011

4. **Strategy:** The district Health Services will provide an optimal health program to increase the average daily attendance of the district's students.

MSIP Standard: 8.5,8.12,8.15

Persons Responsible: Superintendent, Head Nurse, School Social Worker, building nurses, building principals

Funding Source Name: Local Funds

Date to Implement Strategy: 07/01/2008

Date of Completion: 06/30/2011

1. **Action Step:** Health Services will provide health education both in the classroom and during each individual visit by students to the nurses' office. The emphasis on hygiene, self-care, and prompt attention to health concerns will be reflected in higher average daily attendance of students.

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2011

2. **Action Step:** The district will ensure that Health screenings, referrals, and attention to local health issues will help with early detection and subsequent intervention strategies. This will lead to lower absenteeism and higher daily attendance. The Family-Liaison Social Worker employed by the district will assist in implementing this strategy.

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2011

3. **Action Step:** The district will meet or exceed goals and guidelines that reflect s.2507 Child Nutrition and WIC Reauthorization Act of 2004.

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2011

4. **Action Step:** The district will follow the suggested federal and state guidelines in developing and maintaining a wellness policy for all students and staff members.

Date To Implement Action Step: 07/01/2008

Date of Completion: 06/30/2011

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

1. **Objective:** The Marshfield R-1 School District will generate and strengthen parental and community involvement in order to improve student performance as measured by the Missouri Assessment Program (MAP) testing. J7-6

MSIP Standard: 7.5,8.8,8.9

Progress Measure:

School Year	Baseline	Progress	Target	Target Met
2007 - 2008	75%			Yes
2008 - 2009		80%		Yes
2009 - 2010		90%		N/A
2010 - 2011		95%		N/A
2011 - 2012			100%	N/A

Comments: This will be measured by parent participation in parental involvement activities/conferences. Principals will keep record of attendance at events and report to assistant superintendent.

1. **Strategy:** The district parents will receive varied opportunities to constructively participate in educational programs through serving on advisory committees, site councils, parent/teacher conferences, and parent volunteer groups.

MSIP Standard: 7.5,8.8,8.9

Persons Responsible: Title I Director, Health Services Director, Principals, Counselors and A+ Coordinator

Funding Source Name: TITLE II.A, TITLE IV.A, Local Funds, Title I

Date to Implement Strategy: 08/15/2007

Date of Completion: 06/30/2012

1. **Action Step:** Each building will have active advisory committees and site councils to provide communication and input into school services and programs.

Date To Implement Action Step: 08/15/2007

Date of Completion: 06/30/2012

2. **Action Step:** The district will utilize parent and community volunteers through Community Helpers Assisting Marshfield Public Schools (CHAMPS).

Date To Implement Action Step: 08/15/2007

Date of Completion: 05/13/2012

3. **Action Step:** Each building will have regularly scheduled parent-teacher conferences twice yearly.

Date To Implement Action Step: 08/15/2007

Date of Completion: 06/30/2012

2. **Strategy:** The district will provide information relating to child development and parenting skills.

MSIP Standard: 7.4,7.5

Persons Responsible: Title I Director, Principals, and Counselors

Funding Source Name: TITLE IV.A, Local Funds, Title I

Date to Implement Strategy: 08/15/2007

Date of Completion: 05/13/2012

1. **Action Step:** A series of parenting sessions will be provided. School personnel and other non-school agencies will conduct these sessions. These sessions will provide information regarding developmental needs, discipline types, communication skills, developing responsibility, encouraging attitudes, and school success.

Date To Implement Action Step: 08/15/2007

Date of Completion: 05/13/2012

2. **Action Step:** There will be a Parent Night held annually at Hubble Elementary for all parents of Title I students in Preschool through first grade. They will get a Parent Participation Policy and sign a Parent-Teacher Compact at that time.

Date To Implement Action Step: 08/15/2007

Date of Completion: 05/13/2012

3. **Action Step:** The school liaison will provide parents with literature/brochures that will detail parenting information to assist those parents who are having difficulty. The liaison will work with the building counselors in determining which parents are in need of assistance.

Date To Implement Action Step: 08/15/2007

Date of Completion: 05/13/2012

4. **Action Step:** Hubble, Webster, and Shook Elementary schools implement the Practical Parenting Partnerships in their buildings. They meet with parent and children for social events and family fun nights. They work on building relationships and parenting styles.

Date To Implement Action Step: 08/15/2007

Date of Completion: 05/12/2012

5. **Action Step:** The Parents as Teachers Program will provide parent education through individual family visits and group meeting for children birth to five years old. These visits will stress age appropriate skills and child development.

Date To Implement Action Step: 08/15/2007

Date of Completion: 05/13/2012

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

1. **Objective:** The Marshfield R-1 School Board will meet regularly and adopt a current set of policies and procedures to guide the school district.

MSIP Standard: 8.3,8.4,8.5,8.6,8.7,8.8,8.9

Progress Measure:

School Year	Baseline	Progress	Target	Target Met
2007 - 2008	100%			Yes
2008 - 2009		100%		Yes
2009 - 2010			100%	N/A
2010 - 2011			100%	N/A
2011 - 2012			100%	N/A

Comments: Progress and Target goals are met by scheduled monthly regular board meetings. The board adopts and govern policies and procedures for the district at these meetings

1. **Strategy:** The Board of Education will employ staff members, including administrators, to

carry out the policies and procedures.

MSIP Standard: 8.4

Persons Responsible: Superintendent and Board of Education

Funding Source Name: Local Funds

Date to Implement Strategy: 08/13/2007

Date of Completion: 05/15/2012

1. **Action Step:** Job responsibilities and duties of all staff members will be clearly defined and job descriptions are developed for all positions.

Date To Implement Action Step: 08/13/2007

Date of Completion: 05/15/2012

2. **Action Step:** The district will meet and exceed the minimum salary requirement as set by Missouri statutes for all teachers. The board will also develop a salary schedule for all staff members of the district.

Date To Implement Action Step: 08/13/2007

Date of Completion: 05/15/2012

2. **Strategy:** The community, through the Board of Education, will provide sufficient financial resources to ensure an educational program of quality.

MSIP Standard: 8.5

Persons Responsible: Board of Education and Superintendent

Funding Source Name: Special Education Part B Entitlement, Title I, Local Funds, Early Childhood Parents as Teachers, Basic Formula - Stabilization Funds, TITLE IV.A, ECSE - Current Year, TITLE II.A

Date to Implement Strategy: 08/13/2007

Date of Completion: 05/15/2012

1. **Action Step:** The Board of Education will regularly review the fiscal condition of the district's long-term fiscal needs.

Date To Implement Action Step: 08/13/2007

Date of Completion: 05/15/2012

2. **Action Step:** The Superintendent will prepare an annual budget as required by law and will receive input from staff members.

Date To Implement Action Step: 08/13/2007

Date of Completion: 05/15/2012

3. **Action Step:** The district will have sufficient financial resources to support effective educational programs and services.

Date To Implement Action Step: 08/13/2007

Date of Completion: 05/15/2012

3. **Strategy:** Patrons, parents, staff and students of the Marshfield R-1 School District will have opportunities to discuss concerns with the district.

MSIP Standard: 8.8

Persons Responsible: Board of Education and Superintendent

Funding Source Name: Local Funds

Date to Implement Strategy: 08/13/2007

Date of Completion: 05/15/2012

1. **Action Step:** The district will have required committees and councils which will meet and function within mandates.

Date To Implement Action Step: 08/13/2007

Date of Completion: 05/15/2012

2. **Action Step:** The district will have a variety of committees to study issues, provide advice and facilitate communication with constituents.

Date To Implement Action Step: 08/13/2007

Date of Completion: 05/15/2012

3. **Action Step:** The District will have clear procedures for resolving conflicts and complaints involving its patrons.

Date To Implement Action Step: 08/13/2007

Date of Completion: 05/15/2012

2. **Objective:** The Marshfield R-1 School District reviews the goals and objectives of each program and services at least biennially for effectiveness and takes action to ensure these programs meet their goals.

MSIP Standard: 8.1

Progress Measure:

School Year	Baseline	Progress	Target	Target Met
2007 - 2008	93%			Yes
2008 - 2009		96%		Yes
2009 - 2010		98%		N/A
2010 - 2011		100%		N/A
2011 - 2012			100%	N/A

Comments: Progress and Target will be measured by the percent of programs that are evaluated every year by the school board. The District will probably meet the percent at a higher percentage rate than reported as staff strives to evaluate every program and service for effectiveness.

1. **Strategy:** The Marshfield R-1 School District has a written procedural plan that is approved by the school board which coordinates the evaluation of all programs and services.

MSIP Standard: 8.1

Persons Responsible: Super., Asst.Super., PD Chair, Dir. of Title Prog., Director of Spe. Serv., and Building Principals

Funding Source Name: Local Funds, Title I

Date to Implement Strategy: 08/13/2007

Date of Completion: 05/15/2012

1. **Action Step:** Evaluation/procedural plans must include goals and objective for the program or services.

Date To Implement Action Step: 05/13/2007

Date of Completion: 05/15/2012

2. **Action Step:** Evaluation/procedural plan must include evaluation criteria and procedures for the program or service.

Date To Implement Action Step: 08/13/2007

Date of Completion: 05/15/2012

3. **Action Step:** Evaluation/procedural plan must include designated responsible persons for the program or service.

Date To Implement Action Step: 08/13/2007

Date of Completion: 05/15/2012

4. **Action Step:** Evaluation/procedural plan must have a list of programs which will be evaluated and a timeline for reporting these results to the school board.

Date To Implement Action Step: 08/13/2007

Date of Completion: 05/15/2012

3. **Objective:** The Marshfield R-1 School District has an ongoing Comprehensive School Improvement Plan (CSIP) which directs the overall improvement of its educational programs and services. **MSIP Standard:** 8.2 **Progress Measure:**

School Year	Baseline	Progress	Target	Target Met
2006 - 2007	100%			Yes
2007 - 2008	100%			Yes
2008 - 2009		100%		Yes
2009 - 2010			100%	N/A
2010 - 2011			100%	N/A
2011 - 2012			100%	N/A

Comments: Progress and Target goals are measured by the completion of a CSIP by the district. The district has a current CSIP every year, therefore the percent is 100.

1. **Strategy:** The Board of Education must approve the CSIP which will have ongoing goals, outcomes, and objectives to direct the improvement efforts of the district for the purpose of improving student performance.

MSIP Standard: 8.2

Persons Responsible: Assistant Superintendent and Dir. of Special Services

Funding Source Name: Local Funds

Date to Implement Strategy: 08/13/2007

Date of Completion: 05/15/2012

1. **Action Step:** The Marshfield R-1 School District involves representatives of the entire community in the comprehensive school improvement planning process which constitutes a CSIP Committee.

Date To Implement Action Step: 08/13/2007

Date of Completion: 05/14/2012

2. **Action Step:** The CSIP is continuously evaluated and updated on an annual basis.

Date To Implement Action Step: 08/13/2007

Date of Completion: 05/15/2012

3. **Action Step:** The CSIP strategies will be implemented and monitored for the purpose of improving student performance.

Date To Implement Action Step: 08/13/2007

Date of Completion: 05/15/2012