



# MOBERLY SCHOOL DISTRICT

*"Accredited with Distinction"*

## COMPREHENSIVE SCHOOL IMPROVEMENT PLAN

2010 Update

### ***Moberly School District Mission:***

***Create a safe environment that fosters mutual respect & responsibility.***

***Inspire and value life-long learners.***

***The Spartan way is excellence for ALL!***

**With Completed Work Marked and Not Removed**

**Revisions Made 2009-2010**

**Moberly  
School District**



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# PLANNING COMMITTEE MEMBERS

Bobby Riley Board of Education	Tiffany Payne SP Faculty
Ken Asbury Board of Education	Lisa Vitt K-2 Nurse
Mark S. Penny Superintendent	Lorrie Egesdal North Park Faculty
Tim Roling Assistant Superintendent	Alexis Holman MMS Faculty
Gena McCluskey Assistant Superintendent	Carol Pemberton North Park Faculty
Kelley Speakar Director of Special Services	Jordan Perry MHS/MMS Faculty
Aaron Vitt MHS Administrator	Marcia Godwin MHS Parent
Della Bell GBE Administrator	Kim Tadrus Elementary Parent
Debbie Young NCRS Director	Veronica Hamblin Elementary Parent
Mike Barner MATC Director	Angie Black Parent
Tim Roth South Park Administrator	Laura Heimann GBE Parent
Tara Link SHINE Coordinator	Janene Mathis MHS Parent
Ken Bailey District Assessment	Logan Nichols MHS Student
Lisa Johnson Home/School Parent Communications	Ale' Martinez MHS Student
Jennifer Vestal MMS Faculty	Nick Barnett MHS Student
Denise Stewart NP Faculty	Trae Riley MMS Student
Amy Turner NCRS/HS Faculty	Tiphanie Coronado NCRS Student
Vanessa Morris MHS Faculty	Khadijah Jones NCRS Student

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## **PLANNING PROCESS**

The Moberly School District started the process of revising its five year Comprehensive School Improvement Plan (CSIP) during the 2006-07 school year. In October 2006, the district established a Comprehensive School Improvement Planning Committee comprised of twenty-eight participants including; parents, students, school, district, and community representatives. Mr. Mark S. Penny, Assistant Superintendent of Curriculum and Instruction, served as the facilitator for the planning process.

During the period of January 2007 through April 2007 the Planning Committee met, formed subgroups, reviewed information, and determined the areas to be included in the Moberly School District Comprehensive School Improvement Plan.

During the 2008-2009 School Year the Planning Committee met with the goal of reviewing the information contained in the Comprehensive School Improvement Plan. The Committee, comprised of various stakeholders, completed a needs assessment, established a shared vision, and revised the Moberly School District Comprehensive School Improvement Plan. The Committee also revised the Mission Statement to reflect the direction of the district. Mrs. Gena McCluskey, Assistant Superintendent of Curriculum and Instruction, served as the facilitator for the planning process.

During the 2009-2010 school year the Planning Committee met to review, update, and ensure the focus for the Comprehensive School Improvement Plan. The Moberly School District's Vision Statement was also revised.

The comprehensive plan represents the vision of the district's staff, parents, students, Board of Education, and key stakeholders in the community. It includes Board of Education goals, long-range improvement objectives, strategies, and specific actions to be considered. Any objective, strategy or action that requires new policy or appropriation of funds will be presented to the Board of Education for approval.

The Moberly School District Comprehensive School Improvement Plan will be used to guide the development of long-range and annual building and program improvement plans.



## **DISTRICT VISION**

The Moberly School District is committed to a vision of exemplary education. The learning environment that we must foster will stimulate intellectual curiosity, teach children how to learn, and enable them to become productive and effective citizens. We value the importance and contributions of the various stakeholders in our learning community. This vision statement provides a blueprint of standards that the Moberly School District will achieve and maintain.

- Enthusiastic learning environments are created that include both students and staff
- Students are provided different instructional methods that address individual learning styles based on needs.
- Provide and maintain a positive, safe, orderly and supportive school environment.
- Strong bonds are developed and maintained between students and staff during school and outside the school setting.
- Have high expectations for the achievement of all students while working to meet the individual needs.
- Strive to grow professionally through ongoing staff development.
- Work collaboratively to make decisions in the best interest of students.
- Celebrate achievements, dedication and accomplishments.
- Create a climate focused on student success measured by performance and facilitated by effective instruction.
- Develop a school culture to facilitate and nurture staff collaboration and participate in decision-making.
- Establish credibility by modeling behavior consistent with the vision and values of their school.
- Teach lifelong learning and problem-solving skills.
- Use community resources for the development of "real world" learning and application of knowledge.
- Ensure successful academic student performance in and out of school.
- Conduct regular curriculum reviews that include all stakeholders.
- Ensure a continuous review of best instructional practices and implementation in our schools.



# INTERNAL/EXTERNAL ANALYSIS

The Moberly School District conducted an analysis of internal and external factors, such as test results, drop-out studies, district demographics, Show-Me Standards, etc. This analysis, began with the initial CSIP, and has been an annual process for the last five years. Through this process of analysis the district identified the following strengths and areas of concern for the district.

## **-STRENGTHS-**

- Committed leadership at all levels
- Dedicated faculty and staff
- School Resource Officer
- After-School Tutoring Programs
- Extensive Staff Development Program (PLC, PBS, Rti)
- Early Childhood Program for 3 and 4 year olds
- Summer School Program
- Low Student/Teacher ratio
- Identification of At-Promise students
- Collaborative Learning Time
- A+ Program
- Accredited with Distinction
- Committed Board of Education
- Improve classroom technology
- Focus on Student Data
- Improved facilities across the district
- Sound financial base with significant carryover
- 13/14 on our Annual Performance Report (APR)
- MAP performance is improving
- Multiple partnerships with the University of Missouri
- Implementation of new literacy program K-5
- Improved Curriculum/Instruction Equipment at Moberly Area Technical Center
- Two mental health initiatives with the University of Missouri
- Improved relations with the community of Moberly

## **-AREAS FOR IMPROVEMENT-**

- Continued commitment to close the achievement gap particularly in the area of the Missouri Assessment Program. (MAP)
- Continued emphasis on closing the achievement gap pertaining to student with special needs.
- District focus on increasing persistence to graduation rate.
- Maintaining an effective school climate.

## STRATEGY 1.0 ACTIVITY PLAN

<p><b>Goal 1: Increase Student Performance</b></p> <p>Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.</p> <p><b>Strategy:</b></p> <p>Each building will utilize informal and standardized assessments to differentiate instruction.</p>	<p><b>Objective 1.1:</b></p> <p>The District will demonstrate annual improvement in student achievement as measured by state and national testing.</p> <p><b>Evaluation:</b></p> <p>4<sup>th</sup> Cycle MSIP 2011 Spring Review, 2008, 2009, 2010, 2011, 2012 MAP Results</p>
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MSIP Process Standard	Action Plans	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin	End		
6.2, 6.3, 7.1	The District will use student performance data related to State and National Standards to evaluate and adapt the approved curriculum, implementing differentiated instructional practices.	Asst. Supt. C&I, Building Principals, Director of Assessment, STAR Teacher	September 2007	May 2011	Homeless Education – ARRA, Homeless Education, Local Funds, Title 1, Title II D	Vertical Team, PLC Teams, Grade Level Teams
6.2, 6.3, 7.1	Grade level, vertical teams, as well as SPED staffing teams will collaborate regarding data and set instructional goals based upon assessment data from routine ongoing formative/summative assessments related to curriculum outcomes.	Asst. Supt. C&I, Building Principals, Director of Assessment	September 2007	May 2011	Homeless Education – ARRA, Homeless Education, Local Funds, Title 1, Title II D	Vertical Team, PLC Team, BLT Teams

## STRATEGY 1.0 ACTIVITY PLAN

<b>Goal 1: Increase Student Performance</b>	<b>Objective 1.2:</b>
Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.	All students will read at or above grade level by the end of Fifth grade as measured by the Developmental Reading Assessment (DRA).
<b>Strategy:</b>	<b>Evaluation:</b>
The District will continue with the Professional Learning Communities (PLC) training with the focus on educators that are committed to working collaboratively in an on-going process of collective inquiry and action research in order to achieve better results for all students.	4 <sup>th</sup> Cycle MSIP 2011 Spring Review, 2008, 2009, 2010, 2011, 2012 MAP Results

MSIP Process Standard	Action Plans	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin	End		
6.2, 6.3, 6.4	The District will provide high-quality professional development for all teachers by insuring literacy, PLC, and Common Assessment is a priority across the curriculum with appropriate instructional materials provided.	Asst. Supt. C&I, Building Principals, Professional Development Committee, Dir of SPED, Literacy Director	August 2008	May 2012	Prop C, Title I, Special Education Elem. Ach., Local Funds, Basic Formula-State monies, Title I School Improvement (a)	Collaborative Learning Time Activities, Regional PD Center Assistance, 3 Year Commitment 09/10 – 11/12
6.2, 6.3, 6.4	The District will provide a consistent curriculum and instructional materials for literacy instruction.	Asst. Supt. C&I, Building Principals, Professional Development Committee, Dir of SPED	September 2008	May 2012	Prop C, Title I, Special Education Elem. Ach., Local Funds, Basic Formula-State monies, Title I School Improvement (a)	Vertical Teams, PLC Team

## Strategy 1.0 Student Performance - Continued

MSIP Process Standard	Action Plans	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin	End		
6.2, 6.3, 6.4	The District will use individual student performance data (DRA, NWEA Study Island, ACT series, MAP, Word Analysis and Dibels) to develop formative assessments that drive instructional strategies.	Asst. Supt. C&I, Building Principals, Professional Development Committee, Dir of SPED, STAR Teacher	September 2008	May 2010	Prop C, Title I, Special Education Elem. Ach., Local Funds, Basic Formula-State monies, Title I School Improvement (a)	Vertical Teams, PLC Teams, Assessment Wall Teams
6.2, 6.3, 6.4	The District will use student achievement data to develop summer school programs to address those students reading below grade level to supplement the traditional summer school programs.	Asst. Supt. C&I, Building Principals, Professional Development Committee, Dir of SPED, Federal Programs Coordinator	May 2009	June 2009	Prop C, Title I, Special Education Elem. Ach., Local Funds, Basic Formula-State monies, Title I School Improvement (a)	
6.2, 6.3, 6.4	The District will provide high-quality professional development K-5 in the area of PLC, Literacy, and Literacy assessment to support increased scores of students in grades K-5 for Reading in Communication Arts (MAP) assessment.	Asst. Supt. C&I, Building Principals, Professional Development Committee, Dir of SPED, STAR Teacher, Literacy Director	July 2010	May 2011	Prop C, Title I, Special Education Elem. Ach., Local Funds, Basic Formula-State monies, Title I School Improvement (a)	School year 2011/2012
6.2, 6.3, 6.4	The District will provide specific instructional materials designed to enhance literacy instruction K-5 for all students.	Asst. Supt. C&I, Building Principals, Professional Development Committee, Dir of SPED, STAR Teacher	July 2010	May 2011	Prop C, Title I, Special Education Elem. Ach., Local Funds, Basic Formula-State monies, Title I School Improvement (a)	10/11/10 PDU

## STRATEGY 1.0 ACTIVITY PLAN

<b>Goal 1: Increase Student Performance</b>	<b>Objective 1.3:</b>
Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.	The District will reduce the dropout rate to 3% or below and the District will increase the persistence to graduation rate from 87% to 90% by 2010.
<b>Strategy:</b>	<b>Evaluation:</b>
Each building will develop a Constant Student Improvement (CSI) Plan to significantly reduce the achievement gap between identified groups as measured by state and national standardized tests.	4 <sup>th</sup> Cycle MSIP 2011 Spring Review, Annual Performance Report (APR) data

MSIP Process Standard	Action Plans	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin	End		
6.4, 8.8, 8.11	The District will continue to enhance the alternative educational programs across the district.	Asst. Supt of Student Services, NCRS Director	March 2008	May 2011	Homeless Education, Title I, Local Funds, Early Child Parents as Teachers, Basic Formula-State Monies, Title IV.A, Homeless Education-ARRA, ECSE-Current Year	CLT Activities, Building Bridge Conference participation, Missouri Options Program
6.4, 8.8, 8.11	Educators will participate in professional learning and development activities that strategically address reduction in the achievement gap.	Asst. Supt of Student Services, NCRS Director, STAR Teacher	August 2008	May 2012	Homeless Edu., T I, Local Funds, Early Child Parents as Teachers, Basic Formula-State Monies, Title IV.A, Homeless Edu.-ARRA, ECSE-Current Year	Summer Literacy Institute, Collaborative Learning Time Activities, Vertical Teaming, MAP Committee, SPED, 10/11/10 PDU

## Strategy 1.0 Student Performance - Continued

MSIP Process Standard	Action Plans	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin	End		
6.4, 8.8, 8.11	The District will continue to improve student services through community partnerships and interagency collaboration.	Asst. Supt of Student Services, NCRS Director	September 2008	May 2011	Homeless Education, Title I, Local Funds, Early Child Parents as Teachers, Basic Formula-State Monies, Title IV.A, Homeless Education ARRA, ECSE Current Year	Interagency Meetings, Student Services Intranet Server, Vertical Teaming, Special Services Staff Inclusion
6.4, 8.8, 8.11	The District will identify at risk students in a timely manner and provide appropriate interventions that are monitored and evaluated to determine effectiveness by researching and putting in place Response to Intervention (RTI). RTI K-3 by May 2009, K-5 by 2011.	Asst. Supt of Student Services, NCRS Director, STAR Teacher	May 2008	May 2012	Homeless Education, Title I, Local Funds, Early Child Parents as Teachers, Basic Formula-State Monies, Title IV.A, Homeless Education-ARRA, ECSE-Current Year	Constant Student Improvement Meetings (CSI), Care Team, CLT Team
6.4, 8.8, 8.11	The District will continue to expand opportunities regarding the Early Childhood Special Education & Title Preschools (ECSE).	Asst. Supt of Student Services, NCRS Director	August 2008	May 2010	Homeless Education, Title I, Local Funds, Early Child Parents as Teachers, Basic Formula-State Monies, Title IV.A, Homeless Education-ARRA, ECSE-Current Year	Conduct Site Visits, Form an Early Childhood Taskforce
6.4, 8.8, 8.11	The District will work to increase student participation in clubs and organizations to assist with ownership.	Asst. Supt of Student Services, NCRS Director	August 2009	May 2011	Homeless Education, Title I, Local Funds, Early Child Parents as Teachers, Basic Formula-State Monies, Title IV.A, Homeless Education-ARRA, ECSE-Current Year	Evaluation of Activities/Athletics report to BOE 04/2011

## STRATEGY 1.0 ACTIVITY PLAN

<b>Goal 1: Increase Student Performance</b>	<b>Objective 1.4:</b>
Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.	All students will engage in rigorous instruction driven by technology-enriched curriculum that meets student’s assessed needs, resulting in higher levels of academic achievement and performance, and foster life-long learners.
<b>Strategy:</b>	<b>Evaluation:</b>
Each building will develop an improvement plan that will result in annual MAP Performance Index (MPI) increases in each subject tested. The overall goal will be to receive a “MET” status on the MSIP APR.	4 <sup>th</sup> Cycle MSIP 2011 Spring Review, 2007 MAP results, Annual Performance Report (APR), Building Level Student Literacy Data, Terra Nova Results

MSIP Process Standard	Action Plans	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin	End		
6.1, 6.2, 6.3, 6.4	The District will provide an essential curriculum including instructional activities which are research supported best practices utilizing the integration of technology with quality common assessments for all curricular areas in support of reading, writing, science and math.	Asst. Supt C&I, Director of Elementary Education, Building Principals, District Level Chairs.	June 2008	May 2011	T1, T2, 5050, LOCALF, ENHANCE, T2D, SCHIMPROVE	Vertical Teams, Student MAP Teams, CLT Activities, PLC Teams, MORENET
6.1, 6.2, 6.3, 6.4	Written Curriculum will incorporate content and processes related to equity, technology, research, and workplace readiness skills. As recorded with the EAT software.	Asst. Supt C&I, Director of Elementary Education, Building Principals, District Level Chairs.	June 2008	May 2011	T1, T2, 5050, LOCALF, ENHANCE, T2D, SCHIMPROVE	ICC, Vertical Teams, Technology Committee

## STRATEGY 1.0 ACTIVITY PLAN

<b>Goal 1: Increase Student Performance</b>
Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.
<b>Strategy:</b>
Each building will develop an improvement plan addressing strategies to increase the Average Daily Attendance (ADA) and receive a “MET” status on the Attendance Performance Standard for the MSIP Annual Performance Report

<b>Objective 1.5:</b>
The District will achieve a 95% average daily attendance rate as measured by the MSIP Annual Performance Report
<b>Evaluation:</b>
4 <sup>th</sup> Cycle MSIP 2011 Spring Review, Core Data Attendance Reports (Monthly), Annual Performance Report (APR)

MSIP Process Standard	Action Plans	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin	End		
6.5, 8.7	The District will continue to evaluate district/building level attendance policies through core data reports.	Building Administrators, Asst. Superintendent of Student Services, Guidance Counselors.	August 2007	May 2011	LOCALF, SB287FF	Collaborative Learning Time Activities, Attendance Committee
6.5, 8.7	The District will utilize Student Information System (SIS) and District Pulse for accurate record keeping, communicating attendance issues with parents.	Building Administrators, Asst. Superintendent of Student Services, Guidance Counselors	August 2007	May 2011	LOCALF, SB287FF	Core Data Training, SIS Training

## STRATEGY 1.0 ACTIVITY PLAN

<b>Goal 1: Increase Student Performance</b>	<b>Objective 1.6:</b>
Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.	All Moberly School District graduates will be prepared to enter and succeed in post-secondary education and/or training programs or productive occupations as measured by student follow-up studies and the ACT Annual Report.
<b>Strategy:</b>	<b>Evaluation:</b>
Each high school will develop an improvement plan that will result in an increase in credits taken by Juniors and Seniors in Advanced and Vocational Courses.	Annual Performance Report (APR), Graduate Follow-Up Survey, Higher Education Feedback Report, ACT Annual Report

MSIP Process Standard	Activities to Implement Strategy	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin	End		
6.1, 6.4, 7.2, 7.3, 7.8	The District will track and use follow-up survey information to improve curriculum, curricular offerings, career education, and post-secondary planning activities.	Asst. Supt of Student Services, A+ Coordinator, District Curriculum Chairs, Building Administrators	August 2007	May 2011	NCAR, T2A, VE_PERKPS, T4A, LOCALF, VE_PERKSEC	CLT, ICC, District Curriculum Chair Meetings
6.1, 6.4, 7.2, 7.3, 7.8	The District will increase the number of under-represented student populations taking Honor/AP college preparatory courses.	Asst. Supt of Student Services, A+ Coordinator, District Curriculum Chairs, Building Administrators	August 2007	May 2011	NCAR, T2A, VE_PERKPS, T4A, LOCALF, VE_PERKSEC	CLT Activities, Dept Chair Meetings, Advanced Placement Training, Parent Advisory Committees

## Strategy 1.0 Student Performance – Continued

MSIP Process Standard	Action Plans	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin	End		
6.1, 6.4, 7.2, 7.3, 7.8	The District will establish a school climate, which invites and encourages active participation in the school community through elimination of barriers for parents, students, and community, through district-wide PBS.	Asst. Supt of Student Services, A+ Coordinator, District Curriculum Chairs, Building Administrators	August 2007	June 2010	NCAR, T2A, VE_PERKPS, T4A, LOCALF, VE_PERKSEC	CARE team and Special Services Staff Meetings, Open House Nights, PBS, SIS (Parent Portal) Training
6.1, 6.4, 7.2, 7.3, 7.8	The District will monitor progress of standardized college and career readiness skills through the Explore, Plan, and ACT exams.	Asst. Supt of Student Services, A+ Coordinator, District Curriculum Chairs, Building Administrators	September 2009	September 2012	NCAR, T2A, VE_PERKPS, T4A, LOCALF, VE_PERKSEC	PLC Teams

## STRATEGY 2.0 ACTIVITY PLAN

<b>Goal 2: High Quality Staff Development</b>	<b>Objective 2.1:</b>
The Moberly School District will recruit, attract, develop, and retain highly qualified staff to carry out the LEA (local educational agency) / District mission, goals, and objectives.	The District will recruit, attract, develop, and retain a highly qualified staff at all times. We will decrease our average attrition rate of 18% to equal the National and State average of 16% and we will decrease that by another 3% by the year 2010.
<b>Strategy:</b>	<b>Evaluation:</b>
Each year the Board of Education and the Superintendent will meet to establish goals for the upcoming year and evaluate expectations.	District Staff Annual Retention Rate, Summary of Exit Interviews, Summative/Formative Staff Evaluations

MSIP Process Standard	Action Plans	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin	End		
6.5, 6.7	The District will define components of a highly competitive compensation package and continuously monitor these benefits in comparison to other districts to recruit & retain a high qualified staff that will approach student achievement as a Professional Learning Community. All staff required to be certified will hold a valid certificate.	Board of Education, Superintendent, Asst Superintendent of Personnel, PDC	August 2007	May 2010	PROPC, T1, T,2A, SB287FF, T6B, ECSE	Staff Welfare Committee meetings, Teacher Organization Superintendent Monthly Meeting, Board of Education Budget Workshop.
6.5, 6.7	The District will provide job-embedded professional development for all staff members targeted at improving student achievement.	Board of Education, Superintendent, Asst Superintendent of Personnel, PDC	September 2007	May 2011	PROPC, T1, T,2A, SB287FF, T6B, ECSE	District-Wide PLC PD focus, CLT Activities, PBS, Quality Para-training, 10/11/10 PDU

## Strategy 2.0 High Quality Staff Development - Continued

MSIP Process Standard	Action Plans	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin	End		
6.5, 6.7	The District will maintain and expand on the Mentor/Mentee programs while developing a quality Beginning Teacher Induction Program with a Coordinator (SHINE).	Board of Education, Superintendent, Asst Superintendent of Personnel, PDC	September 2008	May 2009	PROPC, T1, T,2A, SB287FF, T6B, ECSE	New Teacher Meetings, Observation,
6.5, 6.7	The District will ensure that all staff continues to work toward meeting student achievement goals as a Professional Learning Community.	Board of Education, Superintendent, Asst Superintendent of Personnel, PDC	September 2008	May 2010	PROPC, T1, T,2A, SB287FF, T6B, ECSE	CLT Activities, Technology PLT Training, Site Visits, Book Studies

## STRATEGY 3.0 ACTIVITY PLAN

<b>Goal 3: Facilities, Support, and Instructional Resources</b>
The Moberly School District will provide and maintain appropriate instructional resources, support services, and safe facilities.
<b>Strategy:</b>
The maintenance/renovation/replacement of facilities to accommodate the District's instructional program will be facilitated through long and short range planning.

<b>Objective 3.1:</b>
All District facilities will be constructed, renovated, and maintained in a safe, health-minded, attractive, and efficient manner. The effectiveness of this will be measured by the MSIP survey.
<b>Evaluation:</b>
Staff and Parent Surveys, Tech Plan Evaluation

MSIP Process Standard	Action Plans	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin	End		
6.4	The District will develop, monitor, and annually review a multi-year plan for the use of existing buildings and the need for additional land and facilities.	Superintendent, Maintenance Director, Asst. Supt of Curriculum/Instruction, District Technology Chair	September 2007	September 2011	T2D, LOCALF, T1, SB287CRT	
6.4	The District will develop and maintain a five year technology plan describing upgrades and improvements in technology infrastructure, hardware/software, and equipment while addressing library media center faculty needs.	Superintendent, Maintenance Director, Asst. Supt of Curriculum/Instruction, District Technology Chair	September 2007	May 2011	T2D, LOCALF, T1, SB287CRT	Technology Committee

**Strategy 3.0 Facilities, Support, and Instructional Resources - Continued**

MSIP Process Standard	Action Plans	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin	End		
6.4	The District will seek and provide the financial resources necessary to create and maintain quality programs and services.	Superintendent, Maintenance Director, Asst. Supt of Curriculum/Instruction, District Technology Chair	July 2007	July 2010	T2D, LOCALF, T1, SB287CRT	
6.4	The District will continually monitor state and federal funding for grant opportunities to improve District facilities.	Superintendent, Maintenance Director, Asst. Supt of Curriculum/Instruction, District Technology Chair	September 2008	June 2009	T2D, LOCALF, T1, SB287CRT	
6.4	The District will address needs related to the Library Media Center facilities, the resource collection, staffing, and information/skills instruction.	Superintendent, Maintenance Director, Asst. Supt of Curriculum/Instruction, District Technology Chair	September 2008	May 2012	T2D, LOCALF, T1, SB287CRT	Technology Committee, ICC

## STRATEGY 4.0 ACTIVITY PLAN

<b>Goal 4: School and Community Partnership</b>	<b>Objective 4.1:</b>
The Moberly School District will promote, facilitate, and enhance parent, student, and community involvement in LEA / District educational programs.	The District will engage and collaborate with parents and the community to establish high expectations, and demonstrate clear lines of responsibility and accountability. Parent Surveys given at Parent Teacher Conferences will show an over-all approval rating of 85%.
<b>Strategy:</b>	<b>Evaluation:</b>
Each building will develop and implement a parent involvement plan that includes strategies to address academic support, parenting skills, and community support services.	Annual Parent Survey, Parent Teacher Conference Participation Results

MSIP Process Standard	Action Plans	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin	End		
8.8	The District will provide strategies and resources to enable parents to effectively participate in their child's education by maintaining advisory committees with various representations.	Building Administrators, Teachers, Literacy Coaches, Board of Education, Federal Program Coordinator	September 2008	September 2009	PROPC, T1, T2A, LOCALF, SB287FF, T6B, SB287CRT	Friday Folders, Student Extra-Curricular Activities/Events, Parent lunches, Parent Teacher Organizations, Guest readers, Parent volunteers
8.8	The District will recognize student achievement through before and after school activities.	Building Administrators, Teachers, Literacy Coaches, Board of Education, Federal Program Coordinator	September 2008	September 2009	PROPC, T1, T2A, LOCALF, SB287FF, T6B, SB287CRT	BE Meetings, School Assemblies, Media Releases

**Strategy 4.0 School and Community Partnership - Continued**

MSIP Process Standard	Action Plans	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin	End		
8.8	The Moberly School District will expand options utilizing technology to better communicate with parents and community. (District Newsletter, Website, Parent SIS Portal).	Building Administrators, Teachers, Literacy Coaches, Board of Education, Federal Program Coordinator	September 2008	September 2009	PROPC, T1, T2A, LOCALF, SB287FF, T6B, SB287CRT	Advisory Committee Meetings, Surveys

## STRATEGY 5.0 ACTIVITY PLAN

<b>Goal 5: Governance</b>	<b>Objective 5.1:</b>
The Moberly School District will govern in an efficient and effective manner providing leadership and representation to benefit the students, staff, and patrons of the district.	The District will continue to be in compliance with state regulations and remain financially secure.
<b>Strategy:</b>	<b>Evaluation:</b>
Each year the Board of Education and the Superintendent will meet to establish goals for the upcoming year and evaluate expectations.	4th Cycle MSIP 2011 Spring Review, Annual District Audit, Annual District Budge, Annual Superintendent Evaluation

MSIP Process Standard	Action Plans	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin	End		
8.1	The District will conduct annual program evaluations of all district programs for consideration by the Board of Education.	Asst. Supt. C&I, CSIP Committee, Testing Coordinator	September 2008	September 2010	LOCALF	ICC Committee, Program Evaluation rubric form, Program Evaluation rotation schedule
8.1	The District will implement a Comprehensive School Improvement plan and conduct an annual evaluation of the objectives, strategies, and activities.	Asst. Supt. C&I, CSIP Committee, Testing Coordinator	September 2008	September 2010	LOCALF	Data Analysis, MSIP report, State Supervision
8.1	The District Board Policies will be maintained and updated to reflect changes in the educational environment while maintaining equal employment opportunities.	Asst. Supt. C&I, CSIP Committee, Testing Coordinator	September 2008	September 2010	LOCALF	MSBA Membership, District legal staff, On-line software

## Strategy 5.0 Governance - Continued

MSIP Process Standard	Action Plans	Person(s) Accountable	Timeline		Resources (Financial)	Professional Development/ Activities
			Begin	End		
8.1	The District/Superintendent prepares an annual budget utilizing input from staff members which will be subject to an annual audit to ensure efficient fiscal management and accountability.	Asst. Supt. C&I, CSIP Committee, Testing Coordinator	September 2008	September 2010	LOCALF	Review building level requests, Board of Education Workshops, Staff Welfare Committee meetings
8.1	The District will maintain and facilitate employment practices that recruit and retain quality employees without violating equal employment opportunity practices.	Asst. Supt. C&I, CSIP Committee, Testing Coordinator, SHINE Coordinator	July 2008	May 2009	LOCALF	Employment recommendation forms, Survey teacher/staff applicants, Interview Rating Forms, Teacher Recruitment Fairs, Job Fairs
8.1	The District will conduct an annual audit to ensure efficient fiscal management and accountability.	Asst. Supt. C&I, CSIP Committee, Testing Coordinator	August 2008	August 2009	LOCALF	Gathering detailed information in preparation for audit, Annual Secretary Board Report (ASBR)