

SMITHTON R-VI SCHOOL DISTRICT



DISTRICT STRATEGIC PLAN 2016-2020



Strategic Plan Summary

Our goal is to be the best school district in Missouri. This desire was a driving force behind the development of the Smithton R-VI strategic plan. During the 2015-2016 school year, a committee of stakeholders was asked to take part in several meetings to develop a plan that would drive the school district toward continuous improvement. In addition to supporting the development of the strategic planning team, the Board of Education also approved the superintendent's recommendation to hire a strategic planning consultant to facilitate the planning process. This was a first step in creating an inclusive plan independent of the superintendent and administration. Though the district administration was involved in the process, the consultant ensured that the plan expressed the voice of the committee and school community. Developing a plan independent of any specific school official was essential in ensuring that the plan would continue regardless of staff turnover.

The 35+ strategic planning team represented a wide cross-section of the community and met on four different occasions beginning August 26, 2015 through November 9, 2015. Our first session was designed to develop a strong team and to rally around a common purpose. The team found a common "why" and the passion and love for the school district, as well as a desire to see the district become the very best, led the team's decision-making process through the remainder of the process. During the second session, the strategic team discussed the primary purposes of schools and began drafting the district's Mission and Vision. Discussion was also had regarding the "Big Rocks" and developing Focus Areas to achieve our Mission and Vision. Each strategic team member expressed what Focus Area they were most passionate about placed in that area. Each Focus Area was led by two Focus Area Champions. The Focus Areas for the Smithton R-VI are 1. Relevant Learning Opportunities 2. Recruit, Retain Quality Staff 3. Community Pride & Involvement 4. Buildings & Grounds/Safe Environment.

During the third session, our consultants provided a "report card" on how the district is being judged by the state through the MSIP 5 process. After this educational session, the Focus Area Teams were revealed and each team began to develop and define a Focus Area Statement and Goals. After the third session, each Focus Area team was encouraged to solicit more community input. Focus Area teams met multiple times with other members of the community between September 1, 2015 and November 9, 2015.

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The final session was held on November 9, 2016. During this concluding session, each Focus Area Champion presented to the strategic planning team. The team listened to all presentations and ensured that the plan included all the components the team had identified as essential to the district's success. All members of the strategic planning team were invited to the November 16, 2015 Board of Education meeting to present the final draft. The Board of Education asked questions and applauded the work of the team and reviewed the final draft for a month. On December 21, 2015 the Smithton R-VI Board of Education approved & adopted the final draft.

The strategic plan will be implemented with the goal of making Smithton R-VI a Premier School District in Missouri by the year 2020. The strategic planning team, as well as the district faculty and staff, recognize that improvement takes time. Adjustments will need to be made as new challenges are identified and then addressed. While the future is unknown, the planning team believes this plan's implementation will offer our children and community a stronger and more academically focused school district ready and able to meet the challenges ahead.



Words cannot adequately express the gratitude the Smithton R-VI School District has for the support, work, and commitment of the Board of Education and the Strategic Planning Team. All Smithton R-VI children and staff, both current and future, will forever be blessed because of their work.

Board of Education

Eddie Bybee - President Jason Brown - Vice President Linda Barnes - Secretary Steve Nessler - Treasurer

John Frazee - Member Becky Williams - Member Sara Moore - Member Greg Wehrman - Member Kyle Asbury - Member

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The Strategic Planning Team

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Carrie Huffman Jonathan Petersen Valarie Schultz Judy Gerke Stacey Bahner Cindy Lea-Thompson Amy Page

Emma Slaughter Mike Brown Brent Hampy Connie Hampy John Shipman Trish Wehrman Jason Brown

Kyle Asbury Connie Schwartz Mason Elgin Jessica Pyle Vaughn Loomis Damian Lemens David Holiway

Angela DeHaven Kenda Maples Matt Bax Matt Teeter



Tagline

“Encourage, Engage, Educate”

MOTTO:

“Excellence in Action!”

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MISSION:



Smithton R-VI serves our community by providing a safe and caring environment where each student, through encouragement and engagement, becomes a responsible citizen and lifelong learner.

VISION:

Through the direction provided by our mission, Smithton R-VI will become a school community that:

- cultivates a culture of mutual respect and acceptance,
- provides innovative learning opportunities and
- communicates a sense of pride both within our schools and community.

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FOCUS AREAS

FA 1: Relevant Learning Opportunities: Curriculum, Early Childhood, Life Skills, Struggling Students

-We will develop relevant learning opportunities for each student from Pre-K through Post-Graduation

1. We will be in the top 1/3 of the conference schools in each academic performance area
2. We will provide low cost early childhood experiences for all children within our school district
3. We will provide students with real world learning and leadership opportunities
 - a. Define, develop, and implement a vertically aligned pre-K through grade 12 curriculum for all academic areas
 - b. Expand and enhance vocational, career readiness, and life skill development opportunities suited to changing student needs
 - c. Ensure challenging opportunities are available to all students at the earliest point possible
 - d. Develop the use of technology into relevant learning opportunities

FA 2: Recruit & Retain High Quality Staff

-Smithton R-VI will employ high quality staff committed to a culture of excellence and dedicated to our mission and vision

1. We will be in the top 1/3 of the conference in salaries for each staff position
2. We will retain quality staff
3. We will provide an attractive benefit package that includes a wellness program
4. We will provide relevant professional development both district wide and individually

FA 3: Community Pride & Involvement

-We will engage the community by fostering close relationships and increasing its level of knowledge and support of our district

1. We will promote and increase connections between individuals, organizations, and businesses in our community
2. We will establish an effective internal and external communication plan
3. We will promote our school to enhance pride and community participation

FA 4: Buildings & Grounds/Safe Environment

-We ensure the building and grounds will continually be updated to provide an engaging, safe, and welcoming environment that reflects a prideful community

1. We will provide adequate district facilities to meet the needs of the students, faculty, and community reflecting an updated and engaging environment
2. We will maintain a safe and orderly environment to promote maximum student learning
3. We will provide district facilities that are welcoming and aesthetically pleasing and that reflect and enhance the pride associated with our community

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FOCUS AREA 1:

Relevant Learning Opportunities: Curriculum, Early Childhood, Life Skills, Struggling Students

We will develop relevant learning opportunities for each student from Pre-K through Post-Graduation

Objective	Person(s) Responsible	Timeline/Measurement	Funding Source
We will be in the top 1/3 of the conference schools in each academic performance area	Board of Education Superintendent Principals Staff	Yearly Conference Comparison: MAP Data EOC Data ACT Data	District Budget
We will provide low cost early childhood experiences for all children within our school district	Board of Education Superintendent Elementary Principal Pre-School Staff Parents as Teachers Staff	Yearly Comparison: Number of Pre-Schoolers Served Number of Children in Parents as Teachers Served Comparison Cost of Area Preschools -Per Hour Rate	District Budget
We will provide students with real world learning and leadership opportunities <ul style="list-style-type: none"> ● Define, develop, and implement a vertically aligned pre-K through grade 12 curriculum for all academic areas 	Board of Education Superintendent Principals Staff	Spring 2017 -All Curriculum housed in an accessible and viewable manner to Staff Summer of 2017 -Math & English Complete Revisions Spring 2018 -All Curriculum Reviewed and Analyzed with Standards Spring 2019 -Common Assessments Developed Utilizing Curriculum & Standards for Each Content Area	District Budget -Curriculum Facilitators Stipends

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Objective	Person(s) Responsible	Timeline/Measurement	Funding Source
<p>We will provide students with real world learning and leadership opportunities</p> <ul style="list-style-type: none"> Expand and enhance vocational, career readiness, and life skill development opportunities suited to changing student needs 	<p>Board of Education Superintendent Principals Staff</p>	<p>Yearly Comparison: Track Students Attending Career Center</p> <p>Staff & Student Survey Data</p> <p>Spring 2018 -Create a College and Career Readiness Plan adopted by the Board of Education</p>	<p>District Budget</p>
<p>We will provide students with real world learning and leadership opportunities</p> <ul style="list-style-type: none"> Ensure challenging opportunities are available to all students at the earliest point possible 	<p>Board of Education Superintendent Principals Staff</p>	<p>Yearly Comparison: Staff & Student Survey Data</p> <p>Curriculum Development & Early Childhood Program (See Above)</p> <p>Differentiation of Instruction: -Within Lessons Plans & Use of Technology</p> <p>Student Attendance Percentage</p> <p>Students Taking Dual Credit Courses</p>	<p>District Budget</p>
<p>We will provide students with real world learning and leadership opportunities</p> <ul style="list-style-type: none"> Develop the use of technology into relevant learning opportunities 	<p>Board of Education Superintendent Principals Technology Director Staff</p>	<p>December of 2016 -Develop 5 Year Technology Plan</p> <p>Curriculum Development includes purposeful usage of Technology</p>	<p>District Budget</p>

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FOCUS AREA 2: Recruit & Retain High Quality Staff

Smithton R-VI will employ high quality staff committed to a culture of excellence and dedicated to our mission and vision

Objective	Person(s) Responsible	Timeline/Measurement	Funding Source
We will be in the top 1/3 of the conference in salaries for each staff position	Board of Education Superintendent Staff	Yearly Conference Comparison: Salary Schedules -Classified -Certified -Extra Duty	District Budget
We will retain quality staff	Board of Education Superintendent Principals Staff	Develop a Process to Value All Staff Development Survey Employee Satisfaction Survey Yearly Comparison: Staff Attendance Percentage Staff Retention Percentage Develop Induction Program -Certified & Classified Staff Develop a Recruitment/Hiring Process	District Budget
We will provide an attractive benefit package that includes a wellness program	Board of Education Superintendent Staff	Develop a Wellness Program Benefits Survey	District Budget

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Objective	Person(s) Responsible	Timeline/Measurement	Funding Source
We will provide relevant professional development both district wide and individually	Board of Education Superintendent Principals PD Committee Staff	Staff Development Survey Create a 5 Year Professional Development Plan Identify Student Assessment Measures -MAP, EOC, Formative Assessments, ACT, etc. *This will assist in developing PD Plans for each year	District Budget

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FOCUS AREA 3: Community Pride & Involvement

We will engage the community by fostering close relationships and increasing its level of knowledge and support of our district

Objective	Person(s) Responsible	Timeline/Measurement	Funding Source
We will promote and increase connections between individuals, organizations, and businesses in our community	Board of Education Superintendent Principals Staff	Track Community Connection: -Parent/Teachers Conference -Individuals at Home Events -Number of Volunteers & Hours Served -Outreach with Local Companies/Organizations -Media Coverage Use of Communication Plan	District Budget
We will establish an effective internal and external communication plan	Board of Education Superintendent Principals Staff	Develop a Community Connection Survey Develop a Communication Plan Adopted by the Board of Education	District Budget
We will promote our school to enhance pride and community participation	Board of Education Superintendent Principals Staff	Track Students Involved in Extracurriculars Develop a Pride Survey (Students, Staff, & Community) Develop a Plan to Promote Our Community	District Budget

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FOCUS AREA 4: Buildings & Grounds/Safe Environment



We ensure the building and grounds will continually be updated to provide an engaging, safe, and welcoming environment that reflects a prideful community

Objective	Person(s) Responsible	Timeline/Measurement	Funding Source
<p>We will provide adequate district facilities to meet the needs of the students, faculty, and community reflecting an updated and engaging environment</p>	<p>Board of Education Superintendent Director of Maintenance</p>	<p>Spring 2017 Develop Facilities Audit</p> <p>Summer 2017 Develop a Long-Range Facilities Plan -Select Master Planner (July 2016)</p> <p>Fall 2017 Utilize Facilities Audit Yearly</p> <p>Develop & Utilize a Facility Perception Survey (Students, Staff, & Community)</p>	<p>District Budget</p>
<p>We will maintain a safe and orderly environment to promote maximum student learning</p>	<p>Board of Education Superintendent Principals Staff</p>	<p>Yearly Update Comprehensive Safety Plan</p> <p>Create a Safety Committee</p> <p>Track Safety Drills</p> <p>Spring 2017 Place a Phone in Every Classroom</p>	<p>District Budget</p>

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Objective	Person(s) Responsible	Timeline/Measurement	Funding Source
We will provide district facilities that are welcoming and aesthetically pleasing and that reflect and enhance the pride associated with our community	Board of Education Superintendent Principals Staff	Develop & Utilize a Facility Perception Survey (Students, Staff, & Community)	District Budget

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