

Tarkio R-I School District CSIP 2021-2026



Inspire, Prepare, Achieve...Every Day!

Encourage, Believe, Succeed...REPEAT

**Approved by the Tarkio School Board on October 19, 2022
Revised: July 19, 2023- Board Approved Sep. 20 2023**

Tarkio Comprehensive School Improvement Plan

MISSION: "Through a collaborative environment, Tarkio R-I will inspire and prepare students to realize their full potential now and in the future as productive citizens."

VISION: "Inspire and prepare students to better themselves and society"

Planning Committee Members:

Administrators:

- ★ Bob Hedding-Superintendent
- ★ Dustin Barnes-Elementary Principal/Assistant Superintendent
- ★ Kevin Dodson-High School Principal
- ★ Kari Taylor-Special Education Director

Teachers:

- ★ Blu Dow, Casey Martin, Michelle Henry, Erica Taylor

Students:

- ★ Alex Barnett
- ★ Lizzie Schlueter

Community/Business Leaders:

- ★ Johnnie Davis, Brooke Vette, Heather Olsen

Parent(s):

- ★

Board of Education Members:

- ★ Sam Hannah-Vice President, Amy Hurst

Non Certified Staff

Beginning in the Fall of 2020, the Tarkio R-I staff initiated the development of a new Comprehensive School Improvement Plan (CSIP) to align with the new Missouri School Improvement Program (MSIP) six Standards and Indicators. Smaller committees including members of the District Leadership Team, community members and stakeholders, board of education members, parents, students, and other certified staff worked on the development of our Mission Statement, Vision Statement, goals, strategies, and action steps. Each small committee was assigned one of the six pillars as their area of focus. Once each committee had identified goals, strategies, action steps, and values, the six committees were merged together to make one large committee. Much conversation took place in the early stages of development about our purpose and role as a school district. From those conversations, we began to narrow our focus on areas of strength and areas of improvement within our district. The team worked collaboratively to identify key priority areas to guide the work of creating our goals and strategies. The following methods were utilized in data collection process:

- Culture/Climate Survey Data (DESE SURVEY)
- MSIP 6 Guidance Document
- MAP/EOC Assessment Data
- ACT Results
- NWEA Map Growth Data
- Accelerated Reading Data
- S.T.A.R Reading Data
- Locally Designed Formative Assessments

- ASBR (district financial data)
- DESE Report Card
- Student, staff, and parent surveys
- Attendance Data
- Response to Intervention Data/ Behavioral Data
- Parent-Teacher Conferences Participation and Data
- Teacher Collaborative Teams' Meeting Notes

In the early phases of development, the committees met multiple times a semester. After completion, the committee will meet annually to revise and evaluate the plan. To further evaluate and assess the plan, the local Board of Education will revisit the plan, or components of the plan, during monthly BOE meetings.

After analyzing the data, we determined four focus areas and goals:

- Collaborate Climate and Culture
 - Goal 1: Promote, facilitate, and enhance parent, student, and community communication in the district by increasing to 85% participation as measured by various surveys including parent, student, staff, and community by Summer 2025
- Viable Curriculum Aligned to Missouri Learning Standards
 - Goal 2: 100% of students will be college and career ready by their projected graduation date through the current use of student Individual Career and Academic Plans (ICAP).
 - Goal 3: The district will develop and enhance quality educational/instructional programs to improve academic personal, and career performance and goals.
- Effective Teaching and Learning
 - Goal 4: By the fall of 2025, 100% of all certified staff will be considered 'highly qualified' per DESE certification standards
 - Goal 5: Students testing performance in the areas of ELA and Math on State and District wide assessments will meet or exceed state averages or assessment norms (**Added in July/August 2023**)
- Functional and Safe Facilities
 - Goal 5: The district will provide and maintain safe and secure facilities. (**Changed To Goal 6 In July 2023**)

During the July 19th 2023 meeting, it was determined that the school district needed to add a goal tied to reading for the 2023-2024 school year. In addition we discussed having a data based Math Goal along with expanding our opportunities to enroll in courses at our local 2 year technical institution, Tarkio Tech. July/August of 2023- Goal Number 5 was created above in the area of Effective Teaching and Learning to address the Reading and math Goals. An action step was created to address our inclusion of Tarkio Tech into our students plans.

Abbreviation:

**TRIBE-elementary parent support group

**DLT-District Leadership Team (made up of the Leadership Teams from each building that includes teachers, counselors, and administrators)

**PDC- Professional Development Team

Focus Area 1: Collaborative Climate and Culture					
Goal 1: Promote, facilitate, and enhance parent, student, and community communication in the district by increasing to 85% participation as measured by various surveys including parent, student, staff, and community by May 2025					
Strategy 1: The district will conduct training on parent(s) use of SIS (student information system). New Lumen System Implemented Fall of 2023.					
Action Steps	Person(s) Responsible	Funding Source	Projected Completion Date and Status	Plan Alignment	Date Completed
Surveys will be conducted to determine current percentage of use of SIS by parents/guardians (text alerts, facebook, mailings, placed at local businesses or sent home with students)	District Leadership Team Administration	Local	May 2024	Technology Plan	
Surveys will be conducted to determine the best method of training delivery: in-person vs virtual	District Leadership Team Administration	Local	May 2022	Technology Plan	Completed
Training will be conducted to teach parents/guardians on the use of SIS	District Leadership Team Administration	Local	December 2023	Technology Plan	
Strategy 2: Purchase and install marquee sign for the District- THIS STRATEGY HAS BEEN PUT ON HOLD DUE TO ISSUES WITH THE LAND WHERE THE MARQUEE WAS TO BE PLACED. THE SCHOOL HAS NOT RECEIVED PERMISSION TO PLACE A MARQUEE ON THE LAND.					
Action Steps	Person(s) Responsible	Funding Source	Projected Completion Date	Plan Alignment	Date Completed
Student leaders will keep signs current.	Principals Students	*TRIBE	May 2026	NA	ON HOLD
Funds will be solicited from various community groups and organizations as well as from parents.	*TRIBE members	*TRIBE	August 2025	NA	ON HOLD
Fundraisers will be held to aid in addition funds to assist with other expenses incurred during the	*TRIBE members	*TRIBE	August 2025	NA	ON HOLD

installation of the sign.					
Strategy 3: The district will utilize various forms of media to communicate daily happenings, upcoming events, and student and staff celebrations.					
Action Steps	Person(s) Responsible	Funding Source	Projected Completion Date	Plan Alignment	Date Completed
Administrators and teachers will use various social media platforms (Facebook, twitter, etc) to share school information.	Administrators Secretaries Teachers	Local	Ongoing	NA	
Teachers will use the REMIND app to communicate with parents.	Administrators Teachers	Local	Ongoing	NA	
School Website will be remade and updated into a more usable format. Website will be promoted to parents and the community	Administrators/ Technology	Local	May 2024	NA	
Textcasters will be used to disperse information to community members.	Administrators	Local	Ongoing	NA	
The local newspaper will be used to share dates and information of events.	Administrators Teachers	Local	Ongoing	NA	
Information will be placed on the District's website to share CSIP progress	Superintendent	Local	Spring 2024	NA	
The BOE and Superintendent will establish parameters and expectations of communication methods and frequency.	Superintendent Board of Education	Local	March 2024	NA	

Focus Area 2: Viable Curriculum Aligned to Missouri Learning Standards					
Goal 2: 100% of students will be college and career ready by their projected graduation date through the current use of student Individual Career and Academic Plans (ICAP).					
Strategy 1: The district will provide equitable access to career and college exploration to support student decision making for future plans.-					
Action Steps	Person(s) Responsible	Funding Source	Projected Completion Date	Plan Alignment	Date Completed
Guidance counselors will be meet with every student prior to the end of their 8th grade year to create their initial ICAP	Guidance Counselors	State Local	Fall of every school year	Assessment	Spring 2022
Guidance counselors will meet annually with students in grades 9-12 to monitor and update ICAP	Guidance Counselors	State Local	Fall of every school year	Assessment	Spring 2022
Tarkio R-1 will enhance our partnership with our local Technical school, Tarkio Tech to provide career and trade related schooling to Tarkio High School Students. We will evaluate and work to expand opportunities for Tarkio HS students to graduate HS with industry recognized credentials	Guidance Counselors Administrators	State Local	Ongoing	NA	
Goal 3: 100% of the certified staff will participate in the development and enhancement of quality educational/instructional programs to improve academic, personal, and career performance and goals.					
Strategy 1: Staff will fully and skillfully implement and monitor the district's curriculum.					
Action Steps	Person(s) Responsible	Funding Source	Projected Completion Date	Plan Alignment	Date Completed
Training will be provided to all certified staff thru the NWRPDC and DESE's DCI staff to write, monitor, and implement curriculum	Principals Certified Staff	State-P D	May 2024	Professional Learning Plan	
Formative assessments aligned to the MO Learning Standards will be developed	Principals Certified Staff	State-P D	May 2024	Professional Learning Plan	
Principals will use walk-thru tools that incorporate evidence of curriculum implementation	Principals Superintendent	Local	May 2024	Professional Development	

Principals will conduct at least one formal classroom observation per semester for each provisional teacher and at least one formal observation per year for each tenure teacher.	Superintendent Principals	Local	Annually	Professional Development	
Principals will be trained in the use of IPI walkthrough data collection and feedback. Data will be used to provide teachers with instructional strategies and to identify strengths and weaknesses of curriculum implementation	Superintendent Principals	Local	May 2024	Professional Development	
Strategy 2: The district will ensure all students have equal access to the district's adopted curriculum, supports, and educational experiences.					
Before and after school tutoring will be available for students seeking additional support.	Teachers	Local State Federal	August 2024	Professional Development	
Staff will modify instruction and make accommodations and modifications on an individual student basis to meet individual student needs.	Teachers Principals	Local	August 2024	Professional Development	

Focus Area 3: Effective Teaching and Learning					
Goal 4: By the fall of 2025, 100% of all certified staff will be considered 'highly qualified' per DESE certification standards					
Strategy 1: The District Professional Development Committee that will create an annual professional development plan.					
Action Steps	Person(s) Responsible	Funding Source	Projected Completion Date	Plan Alignment	Date Completed
Surveys will be conducted at the beginning and end of the school year to determine professional development needs	Administrators PDC	Local State Federal	August 2024	Professional Development	
An updated professional development handbook and district mentoring handbook will be created	Administrators PDC	Local	May 2024	Professional Development	
Training will be made available to staff that includes technology, SIS, equity and inclusion, and content area	Administrators PDC	State-PD	May 2024	Professional Development	

Professional development opportunities will be provided to ensure staff needs are being met, evidence-based instructional strategies are being used (Kagan, Marzano, Hattie, Rutherford, etc)	Administrators PDC	State-P D	May 2024	Professional Development	
Create, schedule, and implement 100% of program evaluations needed. Ex: food service, transportation, federal programs, health services, Sped, etc	Administrators Staff	Local	December 2022	Professional Development	
Strategy 2: Implement a new teacher mentor program to help retain and recruit teachers.					
First year teachers will be assigned to a teacher mentor in the district	PDC	Local	August 2024	Professional Development	
First and second year teachers will participate in a two-year New Teacher Training thru NWRPDC	PDC Principals	State-P D	August 2024	Professional Development	
New teachers to the district will be assigned an in-house mentor	PDC	Local	August 2024	Professional Development	
New teachers will be allowed time to observe a master teacher and reflect with their mentor	PDC Principals	Local	Ongoing	Professional Development	
Review and revise the teacher mentor program annually	PDC Principals	Local	May 2024	Professional Development	

Goal 5: Students testing performance in the areas of ELA and Math on State and District wide assessments will meet or exceed state averages or assessment norms.					
Strategy 1: Classroom Reading Instruction and Student Intervention will align with the Science of Reading.					
Action Steps	Person(s) Responsible	Funding Source	Projected Completion Date	Plan Alignment	Date Completed
Within the next two school years, all PK-12 ELA and Title reading teachers will either be completed with, or participating in LETRS training.	Administration PD committee	Local State	May 2026	PD Assessment	
Reading Intervention time will be incorporated in schedules daily	Administration Title Reading	Local	May 2025	N/A	

to provide additional instruction to students who are not meeting assessment guidelines in the area of ELA	SPED Classroom Teachers				
A comprehensive plan for student assessment, staff collaboration, and intervention will be completed. Using student reading data individual student reading success plans will be developed for struggling readers.	Administration Title Reading SPED Classroom Teachers	Local	May 2025	Assessment	

Strategy 2: Math curriculum and instructional practices will align to the most current Missouri Learning Standards and mathematical					
Action Steps	Person(s) Responsible	Funding Source	Projected Completion Date	Plan Alignment	Date Completed
Math Curriculums will be evaluated and aligned to the Missouri Learning Standards. Special Attention will be given to areas in which students score low on state and district assessments	Administration Data Teams	Local	May 2025	PD	
Instructional Practice Professional Development will be provided to Math teachers	Administration PD Data Teams	PD	May 2025	PD	
Assessment Data will be used to identify students who are in need of additional math instruction. Students will be assessed for foundational skill deficiencies and on their mastery of priority standards.	Administration Data Teams Title Math	Local	May 2025	Assessment	

Focus Area 4: Functional and Safe Facilities					
Goal 6: The district will provide and maintain safe and secure facilities.					
Strategy 1: Develop a district facilities committee to assess current facilities and create a long-term facilities/campus plan					
Action Steps	Person(s) Responsible	Funding Source	Projected Completion Date	Plan Alignment	

A crisis management team containing board member, teachers, administrators, students, and community members will be formed	Superintendent	Local	May 2024	Facilities	
Committee will develop and conduct surveys to seek input on needs/wants of the district	Superintendent Facilities Committee	Local	May 2024	Facilities	
Current and long-term facilities plan will be presented to the board of education	Superintendent	Local	August 2024	Facilities	
Updates will be presented to the board at least quarterly.	Superintendent	Local	ongoing	Facilities	
Strategy 2: Ensure the district facilities provide a safe and clean environment to protect the investment of the district.					
Action Steps	Person(s) Responsible	Funding Source	Projected Completion Date	Plan Alignment	Date Completed
Maintain functionality of cameras, buzzers, HVAC, and conduct Lead Testing yearly.	Maintenance Director Superintendent	Local	August 2025	Facilities	
The district will partner with Hillyard to ensure high quality cleaning supplies and equipment	Custodians Superintendent	Local	Ongoing	Facilities	
Custodial schedules will be modified to provide an evening custodian	Custodians Superintendent	Local	September 2024	Facilities	
Every classroom will be provided with sanitizer wipes and other supplies to clean/disinfect daily	Custodians Superintendent	Local	Ongoing	Facilities	
Strategy 3: Ensure all students have access to social emotional supports such as guidance counselors, peer mentors, and outside resources.					
Action Steps	Person(s) Responsible	Funding Source	Projected Completion Date	Plan Alignment	Date Completed
The district will partner with local	Administrator	Federal	May 2024	NA	

organizations to provide mentoring to students.	s Guidance Counselors				
The district will assign older peer mentors to younger students for academic, emotional, and mental support.	Administrators Guidance Counselors	Local	August 2024	NA	
The district will utilize outside resources to provide counseling and/or mental health support for at-risk students.	Guidance Counselors Administrators	Local	August 2024	NA	
The district will utilize three guidance counselors to increase availability and resources for students.	Administrators Guidance Counselors	Federal Local	August 2024	NA	
The district will employ social worker/behavior interventionist.	Administrators	Local	August 2024	NA	
PBIS data will be gathered and reviewed by staff to evaluate discipline within the school setting. This data will be used to identify areas of concern and areas for student intervention and instructional growth.	Administrators Guidance Counselors Staff	Local	May 2025	NA	
Attendance Data will be evaluated to identify At-Risk students who might benefit from additional home and school supports.	Administrators Guidance Counselors	Local	May 2025	NA	