



## **Mission**

Striving to develop lifelong learners and responsible citizens.

## **Vision**

The District will involve students, parents, staff, and the community as partners in the educational process to help students successfully pursue further opportunities through:

- College
- Career/technical school
- Employment
- Military Service

## **Beliefs**

We believe:

- All students can learn
- All students have inherent value
- Staff, parents, and students share responsibility for student achievement
- The total educational team involves a community partnership
- The educational process involves social-emotional support

# Goals

**Goal #1: The Central R-III School District will develop, implement, and annually review communications practices to ensure two-way communication is provided to all stakeholders including students, parents, staff, and community members.**

Strategies and Action Steps:

- A. The District will develop a communications plan to provide two-way communication with all stakeholders.
  - a. Establish a communications committee including a representative from each stakeholder group.
  - b. Identify methods to communicate with external stakeholders.
  - c. Identify methods to communicate with internal stakeholders.
  - d. Establish timelines and frequency of communications.
  - e. Identify opportunities for stakeholders to provide input on a regular basis.
  - f. Continue student participation at board meetings.
  - g. Develop marketing and branding materials.
  - h. Identify district-level and building-level communication strategies.
- B. The District will conduct an annual survey of all stakeholders.
  - a. Identify survey timeline.
  - b. Identify survey instrument.
  - c. Review and communicate results to all stakeholders.
  - d. Conduct Title I survey (K-5).
- C. The District will annually communicate progress towards CSIP goals.
  - a. The CSIP steering committee will meet annually to review progress.
  - b. The board of education will receive quarterly updates on CSIP progress.
  - c. A district report card will be shared with the public annually.
- D. Review and communicate volunteer opportunities.

**Goal #2: The Central R-III School District will annually review staffing needs to maintain high quality educational programs for students based on available resources.**

Strategies and Action Steps:

- A. The District will conduct an annual review of staffing needs.
  - a. Study enrollment trends.
  - b. Analyze the budget - revenues and expenditures.
  - c. Utilize salary committee to identify a process for the annual review of salary and benefits.
  - d. Utilize data to create an annual staffing needs assessment of all staffing needs, including support staff, interventionists, special education, and instructional coaches (prioritize our needs).
  - e. Consider housing/space needs with regard to staffing. (Facilities Plan?)
- B. Identify outside sources of funding.
  - a. Utilize retention and recruitment (Grow Your Own) grants.
  - b. Grant for Mental Health
  - c. Explore other funding sources.
- C. Identify ways to provide staff recognition.
- D. Identify outside resources to assist on a variety of topics (Be proactive – Invitations/outreach to parents/community on a variety of topics – health, drugs, Great Mines, etc.).

MSIP 6: L4; L9 – A and B Pg. 2 and 4

**Goal #3: The Central R-III School District will implement a multi-tiered system of support to address the academic, behavioral, and mental health needs of all students.**

Strategies and Action Steps:

- A. The District will establish learning and behavioral supports at all levels.
  - a. Monitor implementation through observation, program evaluation, and data analysis.
  - b. Develop a written process for the early identification of students' needs and implement differentiated learning and behavioral supports for each student.
  - c. Use targeted student assessment and data collection to monitor, evaluate, and inform decision-making.
  - d. Collaborate with community partners to provide information and resources to students and parents.
  - e. Implement practices to support social-emotional learning, culturally responsive teaching, and trauma-informed practices.
- B. The District will review the Professional Development Plan, specific to each building, to support a multi-tiered system.
  - a. Identify professional development for MTSS for academics.
  - b. Identify professional development for MTSS for behavior.
  - c. Identify professional development for MTSS for mental health.
- C. The District will establish opportunities for collaboration that focuses on effective practices.

MSIP 6: TL1 pg. 6, TL7 pg. 10, and DB4 pg. 17