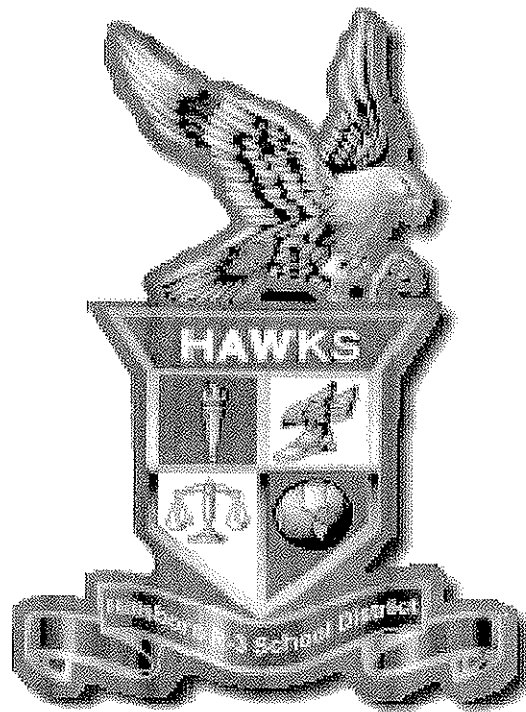


# Comprehensive School Improvement Plan 2006-2011



Hillsboro R-3 School District  
#20 Hawk Dr  
Hillsboro, MO 63050

Adopted by the Board of Education on January 17, 2007  
Revision adopted on April 21, 2009

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# **HILLSBORO R-3 COMPREHENSIVE SCHOOL IMPROVEMENT PLAN**

## **Introduction**

The Hillsboro R-3 School District has been involved in Strategic Planning for many years. In 1993 a committee comprised of district staff, parents and community members began working on a list of beliefs, a mission statement and a draft list of goals and strategies. This work continues today in the form of annual revisions and development of a new plan at each five-year interval. In the spring of 2006 a committee was formed to review the beliefs, to update the mission statement, vision statement, and to draft goals and strategies. The Board adopted the revised mission and vision statements in June 2006 and issued a directive to complete the goals, objectives and strategies during the fall of 2006.

The Comprehensive School Improvement Plan (CSIP) will meet the following criteria:

- It will direct the overall improvement of our district educational programs and services.
- It will meet MSIP Standard 8.2 and provide the district with a focus on long-term planning and progress.
- It will serve for the plan required for application of all Federal Programs.
- It will be the blueprint for improvement efforts and evaluation of these efforts for the Hillsboro R-3 School District.
- It will ensure the goals are implemented.
- It will ensure the mission and vision of our district is being carried out to the fullest extent possible.

Our planning efforts have involved a committee of parents, teachers, support staff, board members, students, community members, and administrators. We have created a mission and vision for Hillsboro Schools; and directed the spending of available funds in a fiscally responsible manner that will use tax dollars and state funding to provide the best possible access to programs and services for all district students.

Our focus is implemented through collaboration and ongoing evaluation of the plan with the revision of strategies based on research and data. Annually scheduled program reviews initiate any necessary changes. Revisions to the plan are evaluated and approved by the Board of Education. We continue to strive for excellence throughout the district as we offer exceptional learning opportunities to students, staff and the community.

## **Description of the Planning Process**

The Hillsboro R-3 Board of Education recognizes that a set planning and evaluation process must be in place to effect change and improvements in our district. To do this the Board has adopted a planning process to evaluate the existing status of our district based on data and to develop a plan that will formulate a structure for a quality comprehensive school improvement plan for Hillsboro R-3 School District. Following are the guidelines for this process:

### **Charge of the Committee**

The Committee will:

- Compare the District's current status in meeting the Missouri School Improvement Program standards as it is related to each improvement goal. (current CSIP)
- Compare current level of performance by building and district in APR and requirements for 4<sup>th</sup> cycle accreditation/review.
- Identify strengths and concerns of the Hillsboro R-3 School District.
- Develop goals and specific action steps based on needs in Resource Standards, Process Standards, and Performance Standards.
- Incorporate Goals and Action Steps from previously defined committees into this CSIP.

### **Membership:**

A thirty-seven (37) member committee will be comprised of parents and/or community members and district staff:

- Eighteen (18) parents and/or community members
  - *Selected by the Superintendent and Executive Director of Curriculum and Instruction, and approved by the Board*
- Two (2) classified staff (Transportation, Maintenance, Secretarial, Information Technology, Nurse, Food Service)
  - *Selected by the Executive Director of Curriculum and Instruction*
- Two (2) Board Members
  - *Selected by the Board of Education*
- Ten (10) Teachers (representatives from each building)
  - *Five selected by each of the two Teachers' organizations*
- Three (3) Building Administrators (to represent elementary and secondary levels)
  - *Selected by the Superintendent*
- Executive Director of Student Services
- Executive Director of Curriculum and Instruction

The Superintendent will serve as a meeting facilitator, but the committee will be co-chaired by the Executive Director of Curriculum and Instruction and a committee member.

**Authority:**

The Committee will formulate recommendations to the Board of Education. Formal and final plan approval is the responsibility of the Board of Education.

**Committee Member Expectations:**

The time commitment of Committee members is significant. The Committee will meet in the evening. CSIP committee members may be asked to facilitate subcommittee meetings to establish goals and action steps for concerns as identified by the committee.

The initial meeting was March 27, 2006 and the final meeting was November 27, 2006.

The following individuals served as committee representatives for the Comprehensive Improvement Planning Committee:

Administrators

Randal Charles- Superintendent  
Tom Muzzey- Associate Superintendent  
Jana Rhame- Executive Director of Curriculum and Instruction  
Paula Steeno- Executive Director of Student Services  
Steve Murray- Director of Technology  
Cheryl Aylesworth- High School Principal      Scott Readnour- Intermediate Principal  
Cathy Freeman- High School Assistant Principal      Jackie Kocurek- Elementary Principal  
Callista Kostine- Primary Assistant Principal      Mona Hunt- Alternative School Principal

Board of Education Members

Tony Koenig- BOE member      Keith Woodland- BOE member

Classified Staff

Cathy Ringo- Classified staff      Julie Hicks- Classified staff

Certified Staff

Jennifer Gamm- Primary Teacher      Teresa Zielonko- High School Counselor  
Sonya Stanerson- Intermediate Teacher      Kristen Maerli- Junior High Teacher  
Jennifer Laiben- Primary Teacher

Patrons

Sheryta Jackson- Patron      Chuck Naeger- Patron  
Steve Jackson- Patron      Sherry Phillips- Patron  
Buddy Russell- Patron      Shawn Brewer- Patron  
Margaret Cox- Patron      John DePriest- Patron  
Tamara Jackson- Patron

**Hillsboro R-3 School District Beliefs**  
(adopted by Hillsboro Board of Education April 14, 2003)

We believe that learning is...

- \*the human process of reasoning and thinking;
- \*continuous;
- \*interrelated;
- \*lifelong;
- \*rewarding.

We believe that all students...

- \*want to learn;
- \*can learn and succeed at an individual rate and pace;
- \*have unique strengths, abilities, and learning styles;
- \*need a positive self-concept to learn and succeed at an optimum level;
- \*learn when they see relevance of the subject matter;
- \*need to learn certain basic values such as honesty and tolerance for others;
- \*can make positive contributions.

We believe that the effective learning environment...

- \*encourages active participation in learning for all students;
- \*values mistakes as opportunities to learn;
- \*is built on a partnership and sense of shared responsibility among home, community, and school;
- \*offers respect and dignity to all students;
- \*provides an outstanding education for all students based on individual needs;
- \*emphasizes certain basic social values such as honesty, tolerance for others, responsibility and respect;
- \*establishes high expectations for all students.

## **Mission of the Hillsboro R-3 School District**

(adopted by the Board on May 8, 2006)

Our school and community will educate and inspire our students through exceptional learning opportunities.

## **Vision of the Hillsboro R-3 School District**

(adopted by the Board on May 8, 2006)

Our first priority is student achievement, to accomplish this we envision:

- A true partnership including parents, students, staff, the Board of Education, and community resources,
- A well-equipped, qualified staff that puts students first, exhibits strong leadership, a passion for learning, and a commitment to success for every student,
- A curriculum based on research and best practices that allows students to demonstrate knowledge through a variety of activities,
- Exceptional facilities providing safe and developmentally appropriate environments that allow for short and long-term growth.

## **Motto of the Hillsboro R-3 School District**

(adopted by Board in June of 2005)

**Children are #1..Inspire..Learn..Succeed!**

## **Philosophy of the Hillsboro R-3 School District**

(adopted by the Board on April 21, 2009)

Our educational philosophy is based on the premise that everyone can learn. Learning by each individual is a continuous life long process leading to new knowledge and personal growth. We further believe that each person has self worth and therefore should be treated with dignity and respect. We believe our district's primary purpose is to provide a comprehensive learning environment that prepares every student to be a successful contributor to an ever changing world.

## **Analysis of Internal/External Factors**

The Hillsboro R-3 School District used the following data in its internal assessment:

1. The MSIP self-study
2. The results of a district wide evaluation of programs
3. The District Profile/Report Card
4. Adequate Yearly Progress
5. Annual Performance Report
6. Attendance records
7. PDC staff needs assessment data
8. Information from surveys or advance questionnaire data
9. Missouri Library Media Standards assessments
10. Curriculum assessments (e.g. common assessments)
11. Resource assessments (e.g. computers, census of technology, technology resource standards)
12. Long-term facility studies (e.g. information from the Facilities Committee)
13. Drug and alcohol use surveys
14. Student follow-up surveys.

The Hillsboro R-III District used the following data in its external analysis:

1. Population shift studies
2. Changing demographic studies to include community and district growth trends
3. Advances in technology
4. Changes in legal requirements
5. State and Federal Program requirements
6. MSIP final report
7. Mobility rate
8. Census reports
9. National standards/studies
10. Show-me Standards and Grade-Level Expectations.

From the district analysis the following strengths and concerns were identified:

### **Strengths**

1. District MAP scores in grades 3 and 4 are at or above the state/national average
2. The District exceeds state averages in attendance and graduation. In 2006 the district met the AYP additional indicator for attendance and the additional indicator for graduation at the high school level.
3. The District has continued to expand and improve programs and instruction to provide alternatives and support to At-Risk students.
4. The District has focused on developing Professional Learning Communities to improve instruction through collaboration and research based practices.
5. The District has implemented programs to develop a more positive school climate.
6. Building maintenance and cleanliness have improved through systems implemented to place and monitor work orders and other building needs.
7. The district has developed and implemented a Wellness Policy and improved healthy meal selections offered to students K-12.

8. The building discipline codes are updated annually and enforced to provide a safe environment for our students and staff.
9. District parents volunteer for a variety of activities K-12.
10. The Board of Education has been recognized as an outstanding Board for 2006 by MSBA.
11. Teacher's salaries are competitive with schools districts in the county of comparative size.

The concerns, which identify areas the district must address in the future, are as follows:

**Concerns:**

1. MAP data analysis indicates the need to increase the number of students performing in the top two achievement level for Communication Arts for grades 5-8, Math for grade 10 and Communication Arts for grade 11
2. The Advanced and Career Course enrollment does not meet standards for Adequate Yearly Progress (AYP).
3. The ACT is below the state average and the number taking the ACT has dropped.
4. Four- year college placement is slightly below the national average.
5. Communication for the District needs to be improved within the buildings, between buildings, and with the community.
6. The District needs to continue to develop descriptions for all staff positions.
7. Routines and procedures between buildings are not consistent in addressing parent communication, consequences for misbehaviors, and procedures for addressing student concern.
8. The District needs to research the need for a preschool and develop a plan for implementation.
9. The District's Parents as Teachers program served 26.2 percent of its eligible families in 2000-01, compared to the state average of 42 percent. In 2005 28% of eligible families were served, compared to the state average of 45%.

## Major Goals

**Goal 1:** Hillsboro R-3 School District will improve student performance to meet or exceed state standards.

**Goal 2:** Hillsboro R-3 School District will improve learning with expanded access to resources for all students, staff, and community.

**Goal 3:** Hillsboro R-3 School District will provide an environment conducive to learning.

How will we measure the achievement of our goals?

Annual Performance Report and Adequate Yearly Progress

Demographic Data

District Assessments

District Awards and Achievements

Professional Learning Communities Annual Evaluation

Program Data and Program Evaluation Reports to the Board

Student Services Data

Student, Staff, and Parent surveys conducted throughout the year

**Goal 1.** Hillsboro R-3 School District will improve student performance to meet or exceed state standards.

\*Meet or exceed AYP cutoff scores for all desegregated groups

\*Meet all APR standards

\*Increase the percentage of High School graduates entering college

\*Increase ACT scores to exceed state standards by at least one point

\*Increase parent and/or guardian involvement in student performance

**Goal 2.** Hillsboro R-3 School District will improve learning with expanded access to resources for all students, staff, and community.

\*Increase utilization of specialized student services

\*Increase usage of academic resources

\*Improve access to educational programs

\*Complete District athletic facilities and upgrade other existing facilities

\*Realign district to a K-6 building structure and create space to house a Pre-K program

**Goal 3.** Hillsboro R-3 School District will provide an environment conducive to learning.

\*The District will increase the number of positive responses from the parents, students, and staff by 10% from the 3<sup>rd</sup> cycle MSIP.

\*Each school building will focus on strategies to improve learning and building climate

\*The LEA/District will be governed in an efficient and effective manner providing leadership and representation to benefit the students, staff, and patrons

## Additional Planning Documents

The district has also developed several supplemental documents that provide specific goals and objectives for program improvements. These documents include a Technology Plan, a Curriculum Guide, a Professional Development Plan, a Facilities Plan, and a Budget Plan.

## Evaluation for 2007-2008

The district, building level, and program improvement plans are evaluated on an annual basis. A formal report on progress made toward meeting district level goals identified in the Comprehensive Improvement Plan is made annually to the Board of Education. Recommendations for revisions to the plan are made by the improvement committee and formally approved by the Board of Education. The entire CSIP review and revision process will be repeated in 2011.

## Evaluation for 2008-2009

The District Plan was evaluated by a committee representative of staff, Board Members, and community members. The committee met on February 26th, March 12th, March 26th, and April 1st of 2008. The following individuals served as representatives:

|  |                                |
|--|--------------------------------|
| Beverly Schonhoff- Superintendent                            | Tony Koenig- BOE Member        |
| Tom Muzzey- Associate Superintendent                         | Keith Woodland- BOE Member     |
| Jana Rhame- Executive Director of Curriculum and Instruction | Cathy Ringo- Classified Staff  |
| Paula Steeno- Executive Director of Student Services         | Carla Tucker- Classified Staff |
| Steve Murray- Director of Technology                         | Margie Burris- J.H. Teacher    |
| Cheryl Aylesworth- High School Principal                     | Erin Folwarski- J.H. Teacher   |
| Cathy Freeman- High School Assistant Principal               | Nicki Russell- H.S. Teacher    |
| Callista Kostine- Primary Assistant Principal                | Mandy Alley- Patron            |
| Scott Readnour- Intermediate Principal                       | Ed Kriska, Sr.- Patron         |
| Jackie Kocurek- Elementary Principal                         |                                |
| Mona Hunt- Alternative School Principal                      |                                |

A list of the evaluation tools utilized by the committee is noted on pages 13 and 14. An area to note progress for each Action Step has been added to the Goal pages. The entire Goal will be evaluated for completion at the end of the five year plan. The following is an explanation of the terms used for the evaluation:

**Met-** the Action Step has been satisfactorily completed and can be supported through documentation

**Progress Made-** the Action Step has been worked on with measurable and/or documented progress but is not yet completed

**In Progress-** work has begun on the Action Step but there has not been enough time involved or evidence to be measured

Revisions to the CSIP are based on needs identified for continued improvement. The District Improvement Indicators based on the Non-Regulatory Guidance Section J7 (July 21, 2006) as received from DESE are identified in the DI Indicator Column to ensure we are addressing these areas in our CSIP. The CSIP was also evaluated to ensure that there are strategies relating to the five CSIP Goal Categories identified for improvement. These areas are described in detail on page 12.

Included is the 2007 Annual Performance Report (APR). The APR shows a summary of data from 2001-2007. The years 2003-2007 were used to calculate the 2007 APR. A complete breakdown of this data is available upon request and on our website under the District tab and then to Curriculum, Professional Development, and CSIP.

## Evaluation for 2009-2010

The district Plan was evaluated by a committee representative of staff, Board Members, and community members. The committee met on February 19, February 26 and March 3, 2009. The following individuals served as representatives:

Beverly Schonhoff- Superintendent  
Tom Muzzey- Associate Superintendent  
Jana Rhame- Assistant Superintendent  
Tom Moreland- Director of Student Services  
Steve Murray- Director of Technology  
Cathy Freeman- High School Assistant Principal  
Callista Kostine- Primary Assistant Principal  
Scott Readnour- Intermediate Principal  
Jackie Kocurek- Elementary Principal  
Mona Hunt- Alternative School Principal  
Heath Allison- Junior High Principal  
Paul Suchland- Primary Principal  
Kelly Genge- Director of Finance  
Jimmy Turner- Director of Maintenance  
Jonelle Frasca- Certified Staff  
Deanna Broadwell- Patron

Randy Hargis- BOE Member  
Tony Koenig- BOE Member  
Mary Luby- Instructional Coach  
Jennifer Laiben- Instructional Coach  
Margie Burris- J.H. Teacher  
Tracy Darian- Elem. Teacher  
Erin Dittman- Primary Teacher  
Erin Folwarski- J.H. Teacher  
Ronda Harrison- Elem Teacher  
Noelle Horner- Int. Teacher  
Jennifer Litterst- Primary Teacher  
Molly Oilar- Int. Teacher  
Brian Robbins- Teacher  
Lee Freeman- Alt. School Teacher  
Vernon Tinker- Patron

The committee developed a District Philosophy to be included as part of the revised CSIP. Each goal, objective, strategy, action step, time line, persons responsible and funding source were reviewed for any revisions needed. A list of the evaluation tools utilized by the committee is noted on pages 14 and 15. Progress is noted for each action step. Revisions are also noted and included. The following is an explanation of the terms used for the evaluation:

**MET-** the Action Step has been satisfactorily completed and can be supported through documentation

**PROGRESS MADE-** the Action Step has been worked on with measurable and/or documented progress but is not yet completed

**IN PROGRESS-** work has begun on the Action Step but there has not been enough time involved or evidence to be measured

Revisions to the CSIP are based on needs identified for continued improvement. The CSIP is entered into the Electronic Programs and Electronic Grants System (ePeGS) to be in compliance with the Department of Elementary and Secondary Education. Areas of improvement include areas not met in our Adequate Yearly Progress and to meet requirements for District Improvement.

Included is the 2008 Annual Performance Report (APR). The APR shows a summary of data from 2002 – 2008. A complete breakdown of this data is available upon request and on our website under the District tab then to News and Publications, then click on link to DESE located under Annual Reports.

## District Improvement Information

*LEA and School Improvement: Non-Regulatory Guidance, Section J7 (July 21, 2006).*

### Specifically, the plan must:

- The following are indicated in the column "DI Indicator"

**DI 1.** Address the fundamental teaching and learning needs of schools in the LEA, especially the academic problems of low-achieving students

**DI 2.** Define specific measurable achievement goals and targets for each of the student subgroups whose disaggregated results are included in the State's definition of AYP

**DI 3.** Incorporate strategies grounded in scientifically based research that will strengthen instruction in core academic subjects. \*\* Funds utilized will be part of the required 10% of the Title I allocation for Professional Development.

**DI 4.** Include, as appropriate, student learning activities before school, after school, during the summer, and during any extension of the school year

**DI 5.** Provide for high-quality professional development for instructional staff that focuses primarily on improved instruction. \*\* Funds utilized will be part of the required 10% of the Title I allocation for Professional Development.

**DI 6.** Include strategies to promote effective parental involvement in the schools served by the LEA

### CSIP Goal Categories correlated to current plan:

- The following are indicated in the column "DESE/CSIP Goal Categories"

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

**2. Highly Qualified Staff:** Recruit, attract, develop, and retain highly qualified staff to carry out the LEA/District mission, goals, and objectives.

**3. Facilities, support, and Instructional resources:** Provide and maintain appropriate instructional resources, support services, and safe facilities.

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

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

## **CSIP Evaluation Tools/Documents for 2008-2009**

*\*Evaluation Information or the location of the information is available upon request.*

**Goal 1-** Hillsboro R-3 School District will improve student performance to meet or exceed state standards.

### **Objective 1-4**

**Evaluation-** AYP Report- attached  
APR Report- attached  
Professional Learning Communities Annual Evaluation  
Special Education District Profile  
Infinite Campus Reports

**Goal 2-** Hillsboro R-3 School District will improve learning with expanded access to resources for all students, staff, and community.

### **Objective 1-5**

**Evaluation-** Parents as Teachers annual report  
Early Childhood Special Education count  
Information from S.A.P. and E.A.P. quarterly reports  
Referral data from individual buildings  
Parent satisfaction survey  
Data based on referrals and services identified for students  
Circulation count for each building  
Building library schedule  
Technology surveys and evaluation  
Persistence to graduation  
At- Risk program evaluation  
Attendance data

**Goal 3-** Hillsboro R-3 School District will provide an environment conducive to learning.

### **Objective 1-3**

**Evaluation-** Parent, student, and staff surveys  
Formal, annual surveys and questionnaires from parents, students, and staff  
Annual completion schedule for facilities, maintenance, MSIP standards, and indicators  
District profile, state, and county rankings  
Evaluate completion of annual goals for each building  
Program evaluations

WWW.dese.mo.gov → Directory of Public Schools - Hillsboro-

|   |   |         |     |
|---|---|---------|-----|
| Missouri Department of Elementary and Secondary<br>Education<br>HILLSBORO R-III (050003 )<br>FINAL Adequate Yearly Progress** | 2008  | Groups* | Met |
|   | Communication Arts                            | 4       | 2   |
|   | Mathematics                                   | 4       | 2   |
|   | Required Action: District Improvement Level 2 |         |     |

LDAD

| Overall Status                   |                   | 2002        | 2003        | 2004        | 2005        | 2006        | 2007        | 2008        | 2009        | 2010        | 2011        | 2012        | 2013        | 2014        |
|----------------------------------|-------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Communication Arts Status        |                   |             | Not Met     | Met         | Met         | Not Met     | Not Met     | Not Met     |             |             |             |             |             |             |
| Mathematics Status               |                   |             | Met         | Met         | Met         | Met         | Not Met     | Not Met     |             |             |             |             |             |             |
| Attendance Rate                  |                   |             |             |             |             | Met         | Met         | Met         |             |             |             |             |             |             |
| Graduation Rate                  |                   |             |             |             |             | Met         | Met         | Met         |             |             |             |             |             |             |
| <b>COMMUNICATION ARTS</b>        |                   | <b>2002</b> | <b>2003</b> | <b>2004</b> | <b>2005</b> | <b>2006</b> | <b>2007</b> | <b>2008</b> | <b>2009</b> | <b>2010</b> | <b>2011</b> | <b>2012</b> | <b>2013</b> | <b>2014</b> |
| <b>Annual Proficiency Target</b> |                   | 18.4        | 19.4        | 20.4        | 26.6        | 34.7        | 42.9        | 51.0        | 59.2        | 67.4        | 75.5        | 83.7        | 91.8        | 100.0       |
| School Total (All Kids)          | PROF              | 27.2 *      | 32.1 *<br>Y | 30.8 *<br>Y | 34.7 *<br>Y | 46.5 *<br>Y | 46.4 *<br>Y | 45.8 *<br>G |             |             |             |             |             |             |
|                                  | GROWTH + PROF PCT |             |             |             |             |             |             | 52.9        |             |             |             |             |             |             |
|                                  | LND/PR            | 3.1         | 1.4         | 0.4         | 0.2         | 0.8         | 0           | 0           |             |             |             |             |             |             |
| Asian/Pacific Isl.               | PROF              |             |             | 50<br>--    | 50<br>--    | 50<br>--    | 57.1<br>--  | 33.3<br>--  |             |             |             |             |             |             |
|                                  | GROWTH + PROF PCT |             |             |             |             |             |             | 33.3        |             |             |             |             |             |             |
|                                  | LND/PR            |             |             | 0           | 0           | 0           | 0           |             |             |             |             |             |             |             |
| Black                            | PROF              | 0           | 0<br>--     | 100<br>--   | 0<br>--     | 33.3<br>--  | 33.3<br>--  | 30<br>--    |             |             |             |             |             |             |
|                                  | GROWTH + PROF PCT |             |             |             |             |             |             | 70          |             |             |             |             |             |             |
|                                  | LND/PR            | 0           | 0           | 0           | 0           | 0           | 0           | 0           |             |             |             |             |             |             |
| Hispanic                         | PROF              | 0           | 12.5<br>--  | 40<br>--    | 80<br>--    | 53.8<br>--  | 43.8<br>--  | 36.4<br>--  |             |             |             |             |             |             |
|                                  | GROWTH + PROF PCT |             |             |             |             |             |             | 36.4        |             |             |             |             |             |             |
|                                  | LND/PR            | 0           | 0           | 0           | 0           | 0           | 0           | 0           |             |             |             |             |             |             |
| American Indian                  | PROF              | 50          | .           | .           | 0<br>--     | 37.5<br>--  | 57.1<br>--  | 75<br>--    |             |             |             |             |             |             |
|                                  | GROWTH + PROF PCT |             |             |             |             |             |             | 75          |             |             |             |             |             |             |
|                                  | LND/PR            | 0           | .           | .           | 20          | 0           | 0           | 0           |             |             |             |             |             |             |
| White                            | PROF              | 27.7 *      | 32.5 *<br>Y | 30.6 *<br>Y | 34.5 *<br>Y | 46.6 *<br>Y | 46.4 *<br>Y | 45.9 *<br>G |             |             |             |             |             |             |
|                                  | GROWTH +          |             |             |             |             |             |             | 53          |             |             |             |             |             |             |

|                                  |                          |             |                 |                 |                 |                 |                 |                 |             |             |             |             |             |              |
|----------------------------------|--------------------------|-------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-------------|-------------|-------------|-------------|-------------|--------------|
|                                  | <i>PROF PCT</i>          |             |                 |                 |                 |                 |                 |                 |             |             |             |             |             |              |
|                                  | <i>LND/PR</i>            | 3.1         | 1.4             | 0.4             | 0.1             | 0.8             | 0               | 0               |             |             |             |             |             |              |
| Other/Non-Response               | <b>PROF</b>              | 15.4        | 16.7<br>--      | 0<br>--         | .               | 0<br>--         | 0<br>--         | .               |             |             |             |             |             |              |
|                                  | <i>GROWTH + PROF PCT</i> |             |                 |                 |                 |                 |                 |                 |             |             |             |             |             |              |
|                                  | <i>LND/PR</i>            | 3.7         | 0               | 0               | .               | 25              | 0               | .               |             |             |             |             |             |              |
| F/R Lunch                        | <b>PROF</b>              | 0           | 23.4<br>*<br>Y  | 22.3<br>*<br>Y  | 25.9<br>*<br>CI | 34.7<br>*<br>Y  | 33.3<br>*<br>NP | 35.6<br>*<br>NP |             |             |             |             |             |              |
|                                  | <i>GROWTH + PROF PCT</i> |             |                 |                 |                 |                 |                 | 46.2            |             |             |             |             |             |              |
|                                  | <i>LND/PR</i>            | 0           | 1.7             | 0               | 0               | 0.7             | 0               | 0               |             |             |             |             |             |              |
| IEP                              | <b>PROF</b>              | 22.9<br>*   | 24.5<br>*<br>N* | 17.3<br>*<br>CI | 27.4<br>*<br>Y  | 19.3<br>*<br>NP | 26.8<br>*<br>NP | 25.7<br>*<br>NP |             |             |             |             |             |              |
|                                  | <i>GROWTH + PROF PCT</i> |             |                 |                 |                 |                 |                 | 37.2            |             |             |             |             |             |              |
|                                  | <i>LND/PR</i>            | 13.5        | 5.6             | 0               | 0.8             | 4.3             | 0               | 0               |             |             |             |             |             |              |
| LEP                              | <b>PROF</b>              | .           | 0<br>--         | 0<br>--         | 0<br>--         | 0<br>--         | 0<br>--         | 0<br>--         |             |             |             |             |             |              |
|                                  | <i>GROWTH + PROF PCT</i> |             |                 |                 |                 |                 |                 | 0               |             |             |             |             |             |              |
|                                  | <i>LND/PR</i>            | .           | 0               | 0               | 0               | 0               | 0               | 0               |             |             |             |             |             |              |
| <b>MATHEMATICS</b>               |                          | <b>2002</b> | <b>2003</b>     | <b>2004</b>     | <b>2005</b>     | <b>2006</b>     | <b>2007</b>     | <b>2008</b>     | <b>2009</b> | <b>2010</b> | <b>2011</b> | <b>2012</b> | <b>2013</b> | <b>2014</b>  |
| <b>Annual Proficiency Target</b> |                          | <b>8.3</b>  | <b>9.3</b>      | <b>10.3</b>     | <b>17.5</b>     | <b>26.6</b>     | <b>35.8</b>     | <b>45.0</b>     | <b>54.1</b> | <b>63.3</b> | <b>72.5</b> | <b>81.7</b> | <b>90.8</b> | <b>100.0</b> |
| School Total (All Kids)          | <b>PROF</b>              | 23.1<br>*   | 23.8<br>*<br>Y  | 24.6<br>*<br>Y  | 28.2<br>*<br>Y  | 50.3<br>*<br>Y  | 45.1<br>*<br>Y  | 47.9<br>*<br>Y  |             |             |             |             |             |              |
|                                  | <i>GROWTH + PROF PCT</i> |             |                 |                 |                 |                 |                 | 54.7            |             |             |             |             |             |              |
|                                  | <i>LND/PR</i>            | 1.1         | 0.8             | 0               | 0               | 0.4             | 0               | 0               |             |             |             |             |             |              |
| Asian/Pacific Isl.               | <b>PROF</b>              |             |                 | 0<br>--         | 0<br>--         | 60<br>--        | 33.3<br>--      | 40<br>--        |             |             |             |             |             |              |
|                                  | <i>GROWTH + PROF PCT</i> |             |                 |                 |                 |                 |                 | 40              |             |             |             |             |             |              |
|                                  | <i>LND/PR</i>            |             |                 | 0               | 0               | 0               | 0               | 0               |             |             |             |             |             |              |
| Black                            | <b>PROF</b>              | .           | 0<br>--         | 20<br>--        | 0<br>--         | 30<br>--        | 36.4<br>--      | 50<br>--        |             |             |             |             |             |              |
|                                  | <i>GROWTH + PROF PCT</i> |             |                 |                 |                 |                 |                 | 60              |             |             |             |             |             |              |
|                                  | <i>LND/PR</i>            | .           | 0               | 0               | 0               | 0               | 0               | 0               |             |             |             |             |             |              |
| Hispanic                         | <b>PROF</b>              | 0           | 33.3<br>--      | 25<br>--        | 0<br>--         | 45.5<br>--      | 38.9<br>--      | 26.3<br>--      |             |             |             |             |             |              |
|                                  | <i>GROWTH + PROF PCT</i> |             |                 |                 |                 |                 |                 | 36.8            |             |             |             |             |             |              |
|                                  | <i>LND/PR</i>            | 20          | 0               | 0               | 0               | 0               | 0               | 0               |             |             |             |             |             |              |
| American                         |                          |             | 0               | 20              | 0               | 37.5            | 33.3            | 44.4            |             |             |             |             |             |              |

|   |                          |             |             |             |               |               |               |               |             |             |             |             |             |             |
|---|--------------------------|-------------|-------------|-------------|---------------|---------------|---------------|---------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Indian  | PROF                     | 0           | --          | --          | --            | --            | --            | --            |             |             |             |             |             |             |
|   | <i>GROWTH + PROF PCT</i> |             |             |             |               |               |               | 55.6          |             |             |             |             |             |             |
|   | LND/PR                   | 0           | 0           | 0           | 0             | 0             | 0             | 0             |             |             |             |             |             |             |
| White   | PROF                     | 23.4 *      | 24 *<br>Y   | 24.7 *<br>Y | 28.7 *<br>Y   | 50.4 *<br>Y   | 45.3 *<br>Y   | 48.2 *<br>Y   |             |             |             |             |             |             |
|   | <i>GROWTH + PROF PCT</i> |             |             |             |               |               |               | 54.9          |             |             |             |             |             |             |
|   | LND/PR                   | 0.9         | 0.8         | 0           | 0             | 0.4           | 0             | 0             |             |             |             |             |             |             |
| Other/Non-Response                            | PROF                     | 18.8        | 12.5 --     | .           | 0 --          | 66.7 --       | .             | .             |             |             |             |             |             |             |
|   | <i>GROWTH + PROF PCT</i> |             |             |             |               |               |               | .             |             |             |             |             |             |             |
|   | LND/PR                   | 5.9         | 0           | .           | 0             | 0             | .             | .             |             |             |             |             |             |             |
| F/R Lunch                                     | PROF                     | 100         | 21.9 *<br>Y | 15.6 *<br>Y | 22 *<br>Y     | 37.4 *<br>Y   | 34.2 *<br>CI  | 35.2 *<br>NP  |             |             |             |             |             |             |
|   | <i>GROWTH + PROF PCT</i> |             |             |             |               |               |               | 43.8          |             |             |             |             |             |             |
|   | LND/PR                   | 0           | 0.7         | 0           | 0             | 0.4           | 0             | 0             |             |             |             |             |             |             |
| IEP   | PROF                     | 18.6 *      | 21.6 *<br>Y | 18.1 *<br>Y | 20 *<br>Y     | 30.4 *<br>Y   | 26.8 *<br>NP  | 33 *<br>NP    |             |             |             |             |             |             |
|   | <i>GROWTH + PROF PCT</i> |             |             |             |               |               |               | 42.6          |             |             |             |             |             |             |
|   | LND/PR                   | 7.5         | 2.5         | 0           | 0             | 1.4           | 0             | 0             |             |             |             |             |             |             |
| LEP   | PROF                     | 0           | 0 --        | .           | 0 --          | 0 --          | 0 --          | 0 --          |             |             |             |             |             |             |
|   | <i>GROWTH + PROF PCT</i> |             |             |             |               |               |               | 0             |             |             |             |             |             |             |
|   | LND/PR                   | 0           | 0           | .           | 0             | 0             | 0             | 0             |             |             |             |             |             |             |
| <b>ADDITIONAL INDICATOR-- ATTENDANCE RATE</b> |                          | <b>2002</b> | <b>2003</b> | <b>2004</b> | <b>2005</b>   | <b>2006</b>   | <b>2007</b>   | <b>2008</b>   | <b>2009</b> | <b>2010</b> | <b>2011</b> | <b>2012</b> | <b>2013</b> | <b>2014</b> |
| School Total (All Kids)                       |                          |             |             |             | 95 *<br>Met   | 95.1 *<br>Met | 95 *<br>Met   | 95.1 *<br>Met |             |             |             |             |             |             |
| <b>ADDITIONAL INDICATOR-- GRADUATION RATE</b> |                          | <b>2002</b> | <b>2003</b> | <b>2004</b> | <b>2005</b>   | <b>2006</b>   | <b>2007</b>   | <b>2008</b>   | <b>2009</b> | <b>2010</b> | <b>2011</b> | <b>2012</b> | <b>2013</b> | <b>2014</b> |
| School Total (All Graduates)                  |                          |             |             |             | 87.4 *<br>Met | 89.5 *<br>Met | 86.1 *<br>Met | 92.1 *<br>Met |             |             |             |             |             |             |

**General Notes:**

School level calculations do not include students that have been in the building less than a full academic year.

District level calculations do not include students that have been in the district less than a full academic year.

To meet AYP all subgroups that met the minimum cell size requirements must meet the Annual Proficiency Target, have tested at least 95% of the students and met the additional indicator requirement.

Additional Indicator -- For both school and district reporting attendance is used at the elementary and middle levels, at the high school level graduation rate is used. (Note: District level reporting is determined by the highest grade level. K-8 uses attendance rate. K-12 uses graduation rate and K-8 attendance rate.) The requirement for MET is: Attendance Rate is equal to or greater than 93% Or shows any improvement from previous year. Graduation Rate is equal to or greater than 85% Or shows any improvement from previous year.

**Additional Indicator Symbols:**

**Y** For Attendance Rate indicates that the group met the requirement based on improvement.

**MY** For Graduation Rate indicates that the group met the requirement based on improvement.

**MY** For Graduation Rate indicates that the group met the requirement based on improvement using the group of total, indicating that the cell size was too small for that group.

**NMY** For Graduation Rate indicates that the group was not met, indicating that the cell size was too small for that group and the group of TOTAL was used in the determination.

**Definitions:**

**PROF:** The percent of students who are Proficient or Advanced.

**LND:** Level Not Determined - The percent of students who did not receive a MAP score. A Student will be considered LND if the student was absent, caught cheating or did not have a valid attempt on the test. The percent of students that were LND should be 5.0 percent or below.

**GROWTH + PROF PCT:** Is the percent of students who are Proficient or Advanced plus the percent of students who are on track using the growth calculation.

**NOTE:** For 2007 LND changed to include only those students who were absent all required sessions of the test.

**Symbols:**

\* Indicates the subgroup meets the minimum cell size requirements. Minimum cell size requirements: 30 for all subgroups except IEP and LEP, which have a minimum cell size of 50 for 2004, 2005, 2006 and 2007.

^ If there are fewer than 30 students in the school total, and State Proficiency Target was not met, the current year and two prior years are aggregated. This only applies to the calculation for the school total, not the disaggregated groups.

@ The group Met the 95% participation using an average of current and prior year, or current year and prior two years.

**AYP MET Symbols:**

**Y** Annual Proficiency Target Met

**CI** Annual Proficiency Target Met with confidence interval

**G** Annual Proficiency Target Met using Growth

**S** Annual Proficiency Target Met using Safe Harbor provision

**SC** Annual Proficiency Target Met using the confidence interval for Safe Harbor

**AYP NOT MET Symbols:**

**N\*** Annual Proficiency Target Met, but did not have a participation rate of at least 95%

**NC** Annual Proficiency Target Met with the confidence interval, but did not have a participation rate of at least 95%

**NP** Annual Proficiency Target Not Met

**NN** Annual Proficiency Target Not Met and participation rate was less than 95%

September 12, 2008

| Missouri Department of Elementary and Secondary Education<br>FINAL 2008<br>District Summary of Annual Performance Report (APR)<br>4th Cycle |               |   |               |                         | { Back to: School List   Summary   Data } |          |        |           |           |   |   |             |
|---|---------------|---|---------------|-------------------------|---|----------|--------|-----------|-----------|---|---|-------------|
| District Name: HILLSBORO R-III<br>County/District Code: 050003  |               |   |               |                         |   |          |        |           |           |   |   |             |
| MSIP Standard/Indicator   | GRADE SPAN    |   | GRADE LEVEL   |                         | Total Points Earned                       |          |        |           | Gap Bonus | Status + Progress                             | Points Required   | Met/Not Met |
|   | Status Points | Progress Points                           | Status Points | Progress Points**       | Status                                    | Progress | Status | Progress* |           |   |   |             |
| 9.1*1 MAP Grades 3-5 Mathematics  | High 1 =30    | Annual=12<br>Rlng Avg=6<br>3 Over<br>2=0  | High 2 =24    | Annual=0<br>Rlng Avg=0  | 30  | 12       | 24     | 0         | Y         | Status Total=54<br>Status & Progress Total=66 | 40 Status<br>50 Status + Progress<br>40 Status + Progress + Bonus=Y | Met         |
| 9.1*2 MAP Grades 3-5 Communication Arts   | High 1 =30    | Annual=6<br>Rlng Avg=6<br>3 Over<br>2=0   | High 2 =24    | Annual=0<br>Rlng Avg=0  | 30  | 6        | 24     | 0         | Y         | Status Total=54<br>Status & Progress Total=60 | 40 Status<br>50 Status + Progress<br>40 Status + Progress + Bonus=Y | Met         |
| 9.1*3 MAP Grades 6-8 Mathematics  | High 1 =30    | Annual=18<br>Rlng Avg=12<br>3 Over<br>2=0 | High 2 =24    | Annual=8<br>Rlng Avg=0  | 30  | 18       | 24     | 8         | Y         | Status Total=54<br>Status & Progress Total=80 | 40 Status<br>50 Status + Progress<br>40 Status + Progress + Bonus=Y | Met         |
| 9.1*4 MAP Grades 6-8 Communication Arts   | High 2 =24    | Annual=6<br>Rlng Avg=6<br>3 Over<br>2=0 @ | High 2 =24    | Annual=0<br>Rlng Avg=0  | 24  | 6        | 24     | 0         |           | Status Total=48<br>Status & Progress Total=54 | 40 Status<br>50 Status + Progress<br>40 Status + Progress + Bonus=Y | Met         |
| 9.1*5 MAP Grades 9-11 Mathematics   | High 1 =30    | Annual=6<br>Rlng Avg=6<br>3 Over<br>2=0 @ | Average =18   | Annual=16<br>Rlng Avg=8 | 30  | 6        | 18     | 16        |           | Status Total=48<br>STATUS & PROGRESS Total=70 | 40 Status<br>50 Status + Progress<br>40 Status + Progress           | Met         |

|  |             |  |                         |                           |    |   |    |   |   |  |         |
|--|-------------|--|-------------------------|---------------------------|----|---|----|---|---|--|---------|
| 9.1*6 MAP Grades<br>9-11 Communication<br>Arts | Average =18 | Annual=6<br>Rlng<br>Avg=0<br>3 Over<br>2=0 @ | Below<br>Average<br>=12 | Annual=8<br>Rlng<br>Avg=0 | 18 | 6 | 12 | 8 | Status Total=30<br><br>STATUS &<br>PROGRESS<br>Total=44 | +<br>Bonus=Y<br>40 Status<br>+<br>Progress<br>40 Status<br>+<br>Progress<br>+<br>Bonus=Y | Not Met |
| BONUS MAP ACHIEVEMENT                          |             |  |                         |                           |    |   |    |   |   | Met  |         |

\*\*Only Annual and Rolling Average points may be earned for grade level test data in Year 3 of the Fourth MSIP Cycle.

| SCIENCE BONUS POINTS            |               |                     |            |                    |                |
|---------------------------------|---------------|---------------------|------------|--------------------|----------------|
| MSIP Standard/Indicator         | Status Points | Total Points Earned | Average    | Average Points Req | Met/Not Met    |
| BONUS POINTS Grade 3-5 Science  | Average = 3   | 3                   |            |                    |                |
| BONUS POINTS Grade 6-8 Science  | Average = 3   | 3                   |            |                    |                |
| BONUS POINTS Grade 9-11 Science | Average = 3   | 3                   |            |                    |                |
| <b>TOTAL POINTS</b>             |               | <b>9</b>            | <b>3.0</b> | <b>3.3</b>         | <b>Not Met</b> |

| District Name: HILLSBORO R-III<br>County/District Code: 050003 |                                |   |                     |          |                   |                           |             |
|--|--------------------------------|---|---------------------|----------|-------------------|---------------------------|-------------|
| MSIP Standard/Indicator  | Status Points                  | Progress Points                         | Total Points Earned |          |                   | Points Required (Minimum) | Met/Not Met |
|  |                                |   | Status              | Progress | Status + Progress | Status + Progress         |             |
| 9.3 ACT  | Average =3                     | Annual=0<br>Rlng Avg=0<br>3 Over 2= 0 @ | 3                   | 0        | 3                 | 4                         | Not Met     |
| 9.4*1 Advanced Courses   | High 1 =5<br>Combined=4        | Annual=2<br>Rlng Avg=1<br>3 Over 2=0    | 5                   | 2        | 7                 | 4                         | Met         |
| 9.4*2 Career Education Courses                                 | Below Average =2<br>Combined=4 | Annual=1<br>Rlng Avg=1<br>3 Over 2=0 @  | 4                   | 1        | 5                 | 4                         | Met         |
| 9.4*3 College Placement  | High 2 =4<br>Combined=0        | Annual=3<br>Rlng Avg=2<br>3 Over 2=0    | 4                   | 3        | 7                 | 4                         | Met         |
| 9.4*4 Career Education Placement                               | High 1 =5<br>Combined=0        | Annual=2<br>Rlng Avg=0<br>3 Over 2=0 @  | 5                   | 2        | 7                 | 4                         | Met         |
| 9.5 Graduation Rate  | Average =3                     | Annual=2<br>Rlng Avg=1<br>3 Over 2=0    | 3                   | 2        | 5                 | 4                         | Met         |
| 9.6 Attendance Rate  | High 2 =4                      | Annual=1<br>Rlng Avg=1<br>3 Over 2=0    | 4                   | 1        | 5                 | 4                         | Met         |
| 9.7 Subgroup Achievement                                       | Floor =0                       |   | 0                   | NA       | 0                 | 4                         | Not Met     |
| <b>Total Standards Met</b>                                     |                                |   |                     |          |                   |                           | <b>12</b>   |
| <b>Performance Accreditation Rating</b>                        |                                |   |                     |          |                   |                           |             |

**SYMBOLS**

@ 3 over 2 - No points are awarded if the MPI in more than one of the three latest years is lower than the average of the first two years.

\* Missing, incomplete, or inaccurate data.

# Level Not Determined (LND) -- Zero (0) points will be awarded for grade span or grade level data when the LND has been exceeded.

## ACTION PLAN

**Goal I Hillsboro R-3 School District will improve student performance to meet or exceed state standards.**

**Objective 1 Meet or exceed AYP cutoff scores for all disaggregated groups.**

**Strategy A Meet or exceed High School Math and Communication Arts scores on the End of Course**

**Evaluation AYP and APR Report**

| Standard/<br>Indicator | Action Plan   | Target<br>Date  | Person(s)<br>Responsible                          | Funding Source<br>*Based on Fund<br>Availability | DI Indicator<br>** = see page 12 | DESE/CSIP<br>Goal<br>Categories |
|------------------------|---|-----------------|---|--|----------------------------------|---------------------------------|
| 6.2                    | Increase the percentage of students taking Math and English courses.  | 2009<br>Ongoing | All Staff   | District   | DI1                              |                                 |
| Evaluation<br>2008-09  | MET <u>PROGRESS MADE</u> IN PROGRESS <ul style="list-style-type: none"> <li>• Infinite Campus</li> <li>• Vo-tech enrollment</li> </ul>  |                 |   |  |                                  |                                 |
| 6.2.6<br>6.5           | End of Course to be tabulated into 10% of course grade  | 2009<br>Ongoing | All Staff   | No Cost  |                                  |                                 |
| Evaluation<br>2008-09  | MET <u>PROGRESS MADE</u> IN PROGRESS <ul style="list-style-type: none"> <li>• Scores reflected in Infinite Campus</li> </ul>  |                 |   |  |                                  |                                 |
| 6.3<br>6.7             | Provide Professional Development to teachers to understand and implement Depth of Knowledge.  | 2009<br>Ongoing | Administration<br>PDC<br>Instructional<br>Coaches | District/PD<br>*Title IIA                        | DI5                              |                                 |
| Evaluation<br>2008-09  | MET <u>PROGRESS MADE</u> IN PROGRESS <ul style="list-style-type: none"> <li>• My Learning Plan</li> <li>• Professional Development documentation</li> <li>• Performance Based Teacher Evaluation</li> </ul> |                 |   |  |                                  |                                 |

**ACTION PLAN**

**Goal I** Hillsboro R-3 School District will improve student performance to meet or exceed state standards.

**Objective 1** Meet or exceed AYP for all disaggregated groups

**Strategy B** Ensure instructional strategies are researched based.

**Evaluation** Professional Learning Communities Annual Evaluation/ APR Report/ Professional Development Summary Reports from My Learning Plan

| Standard/<br>Indicator | Action Plan  | Target<br>Date                                     | Person(s)<br>Responsible   | Funding Source<br>*Based on Fund<br>Availability | DI Indicator<br>** = see page 12                                  | DESE/CSIP<br>Goal<br>Categories |
|------------------------|--|--|--|--|---|---------------------------------|
| 6.2<br>6.3<br>6.7      | Provide professional development to include research based instructional strategies.   | August 2009<br>(annually to<br>train new<br>staff) | Administrators<br>Curriculum<br>Director<br>Instructional<br>Coaches | PD 1%<br>*Title IIA<br>District                  | **DI 3.<br>**DI 5.<br>**(\$ equal to<br>10% of Title I<br>budget) |                                 |
| Evaluation<br>2008-09  | MET <u>PROGRESS MADE</u> IN PROGRESS <ul style="list-style-type: none"> <li>• Attendance Logs</li> <li>• Professional Development documentation</li> <li>• Lesson plans</li> </ul>                               |  |  |  |   |                                 |
| 6.7.6                  | Improve resources and time for teachers to collaborate and analyze data for improved instruction.  | August 2007<br>Ongoing                             | Administrators<br>Curriculum<br>Director<br>Instructional<br>Coaches | PD<br>*Title IIA<br>District                     | **DI 3.<br>**DI 5.  |                                 |
| Evaluation<br>2008-09  | MET <u>PROGRESS MADE</u> IN PROGRESS <ul style="list-style-type: none"> <li>• Professional Development documentation (Building Improvement Plans)</li> <li>• PLC Agendas</li> <li>• District calendar</li> </ul> |  |  |  |   |                                 |

|                       |   |                                  |                           |   |     |  |
|-----------------------|---|----------------------------------|---------------------------|---|-----|--|
| 6.3<br>6.4<br>6.5     | Increase the use of technology to improve student achievement.  | Ongoing coordinated w/ Tech Plan | Teachers Technology Staff | District Technology Grants Carl Perkins Grant | DI3 |  |
| Evaluation<br>2008-09 | <p>MET <u>PROGRESS MADE</u> IN PROGRESS</p> <ul style="list-style-type: none"> <li>• Computer lab sign-up lists</li> <li>• Teacher lesson plans</li> <li>• Technology 5 year plan</li> <li>• Performance Based Teacher Evaluation</li> <li>• Technology grant applications</li> </ul> |                                  |                           |   |     |  |

## ACTION PLAN

**Goal I** Hillsboro R-3 School District will improve student performance to meet or exceed state standards.

**Objective 1** Meet or exceed AYP for all disaggregated groups

**Strategy C** Create common assessments and scoring guides

**Evaluation** Professional Learning Communities Annual Evaluation /APR Report

| Standard/<br>Indicator | Action Plan   | Target<br>Date                 | Person(s)<br>Responsible  | Funding<br>Source<br>*Based on<br>Fund<br>Availability | DI Indicator<br>** = see page 12 | DESE/CSIP<br>Goal<br>Categories |
|------------------------|---|--------------------------------|---|--|----------------------------------|---------------------------------|
| 6.1<br>6.2<br>6.3      | Teachers will teach to mastery, based on the Grade Level Expectations, CLE'S, and local objectives.   | Annual Revisions<br>Ongoing    | Teachers,<br>Administration,<br>Assistant<br>Superintendent<br>Instructional<br>Coaches | PD<br>District<br>*Title I                             | DI 2<br>DI 3                     |                                 |
| Evaluation<br>2008-09  | MET <b><u>PROGRESS MADE</u></b> IN PROGRESS <ul style="list-style-type: none"> <li>• End of Course</li> <li>• MAP scores</li> <li>• Data assessments</li> </ul> |                                |   |  |                                  |                                 |
| 6.7.2<br>6.7.3         | Teachers will collaborate on a regular basis to share improved strategies for improved learning in the classroom.   | Annual Revisions<br>Ongoing    | Teachers<br>Administrators<br>Instructional<br>Coaches                                  | PD<br>District   | DI 3<br>***DI 5                  |                                 |
| Evaluation<br>2008-09  | MET <b><u>PROGRESS MADE</u></b> IN PROGRESS <ul style="list-style-type: none"> <li>• PLC meeting agendas and minutes</li> <li>• Building schedules</li> </ul>   |                                |   |  |                                  |                                 |
| 6.1<br>6.2<br>6.3      | Align curriculum internally and externally.   | Annual<br>Revisions<br>Ongoing | Curriculum<br>committees,<br>Assistant<br>Superintendent<br>Instructional<br>Coaches    | PD<br>District   | ***DI 3                          |                                 |

|                       |  |  |  |  |  |  |
|-----------------------|--|--|--|--|--|--|
| Evaluation<br>2008-09 | <b>MET    <u>PROGRESS MADE</u>    IN PROGRESS</b> <ul style="list-style-type: none"> <li>• Electronic Alignment Tool (online curriculum)</li> <li>• Vertical Team Agendas</li> </ul> |  |  |  |  |  |
|-----------------------|--|--|--|--|--|--|

## ACTION PLAN

**Goal I** Hillsboro R-3 School District will improve student performance to meet or exceed state standards.

**Objective 1** Meet or exceed AYP cutoff for all disaggregated groups

**Strategy D** Develop effective instructional strategies for students who score basic or below basic.

**Evaluation** APR Report/ Professional Learning Communities Annual Evaluation/ Special Education Core Data Summer Reports

| Standard/<br>Indicator | Action Plan  | Target<br>Date  | Person(s)<br>Responsible  | Funding<br>Source<br>*Based on<br>Fund<br>Availability | DI Indicator<br>** = see page<br>12 | DESE/CSIP<br>Goal<br>Categories |
|------------------------|--|-----------------|---|--|-------------------------------------|---------------------------------|
| 7.1                    | Increase access of all students with disabilities to the general curriculum.   | 2007<br>Ongoing | Regular and<br>Special Ed Teachers<br>Student Services Director   | District   | DI1<br>DI2                          |                                 |
| Evaluation<br>2008-09  | MET <u>PROGRESS MADE</u> IN PROGRESS <ul style="list-style-type: none"> <li>• Student schedules</li> <li>• Increased co-teaching sections</li> </ul>       |                 |   |  |                                     |                                 |
| 6.7<br>7.1.3           | Provide professional development for special and regular education teachers to meet the individual needs of students who score basic or below basic.       | 2007<br>Ongoing | Administrators<br>Assistant Superintendent<br>Student Services Director<br>Instructional Coaches          | PD<br>CSPD<br>District                                 | DI1<br>**DI5                        |                                 |
| Evaluation<br>2008-09  | MET <u>PROGRESS MADE</u> IN PROGRESS <ul style="list-style-type: none"> <li>• Attendance Logs</li> <li>• Professional development documentation</li> </ul> |                 |   |  |                                     |                                 |
| 6.1<br>7.1             | Provide instructional interventions for all students who score basic or below basic.   | 2009<br>Ongoing | Regular Ed Teachers<br>Special Ed Teachers<br>Para Educators<br>Media Specialist<br>Instructional Coaches | District<br>IDEA<br>Part B<br>fund                     |                                     |                                 |

|                               |   |  |  |  |  |  |
|-------------------------------|---|--|--|--|--|--|
| <p>Evaluation<br/>2008-09</p> | <p><b>MET    PROGRESS MADE    IN PROGRESS</b></p> <ul style="list-style-type: none"> <li>• Progress monitoring- professional based teacher evaluation</li> <li>• Lesson/unit plans</li> </ul> |  |  |  |  |  |
|-------------------------------|---|--|--|--|--|--|

## ACTION PLAN

**Goal I Hillsboro R-3 School District will improve student performance to meet or exceed state standards.**

**Objective 2 Meet all APR standards ( Increase AYP for all disaggregated groups)**

**Strategy A Increase the percentage of students taking advanced courses.**

### Evaluation APR Report

| Standard/<br>Indicator | Action Plan  | Target<br>Date            | Person(s)<br>Responsible  | Funding Source<br>*Based on Fund<br>Availability | DI Indicator<br>** = see page I2 | DESE/CSIP<br>Goal Categories |
|------------------------|--|---------------------------|---|--|----------------------------------|------------------------------|
| 6.9                    | Counselors will develop 6-year plans with students.  | 2007<br>Ongoing           | Counselors  | District   | DI1<br>DI3                       |                              |
| Evaluation<br>2008-09  | MET <u>PROGRESS MADE</u> IN PROGRESS <ul style="list-style-type: none"> <li>• Individual guidance files in counselor office</li> </ul>                                       |                           |   |  |                                  |                              |
| 7.3<br>6.9             | Advisory groups in Junior High and High School will be created so that students can explore educational and career options in small groups.                                  | August<br>2007<br>Ongoing | Junior High<br>Staff<br>High School<br>Staff                              |  |                                  |                              |
| Evaluation<br>2008-09  | MET <u>PROGRESS MADE</u> IN PROGRESS <ul style="list-style-type: none"> <li>• Programs implemented: HAWK time</li> <li>• Assessments: ASVAB, KUDER, PLAN, EXPLORE</li> </ul> |                           |   |  |                                  |                              |
|                        | Increase advance course offerings  | 2008<br>Ongoing           | High School<br>Administrators<br>and Staff<br>Assistant<br>Superintendent |  |                                  |                              |
| Evaluation<br>2008-09  | MET <u>PROGRESS MADE</u> IN PROGRESS <ul style="list-style-type: none"> <li>• Course catalog</li> <li>• Core data (Mosis)</li> </ul>   |                           |   |  |                                  |                              |

**ACTION PLAN**

**Goal I Hillsboro R-3 School District will improve student performance to meet or exceed state standards.**

**Objective 2 Meet all APR standards.**

**Strategy B Increase percentage of students taking career education courses at the High School level.**

**Evaluation APR Report**

| Standard/<br>Indicator | Action Plan   | Target<br>Date            | Person(s)<br>Responsible | Funding Source<br>*Based on Fund<br>Availability | DI Indicator<br>** = see page 12 | DESE/CSIP<br>Goal<br>Categories |
|------------------------|---|---------------------------|--------------------------|--|----------------------------------|---------------------------------|
| 6.9<br>7.8             | Counselors will develop 6 year plans with students to help them choose a career cluster.  | August<br>2007<br>Ongoing | Counselors               | District   | DI 1<br>DI 3                     |                                 |
| Evaluation<br>2008-09  | MET <u>PROGRESS MADE</u> IN PROGRESS <ul style="list-style-type: none"> <li>• Individual guidance files in counselor office</li> </ul>  |                           |                          |  |                                  |                                 |
| 7.3<br>6.9             | Advisory groups will be created so that students can explore educational and career options in small groups.  | August<br>2007<br>Ongoing | High School Staff        | District   |                                  |                                 |
| Evaluation<br>2008-09  | MET <u>PROGRESS MADE</u> <b>IN PROGRESS</b> <ul style="list-style-type: none"> <li>• Programs implemented: HAWK time</li> <li>• Assessments: ASVAB, KUDER, PLAN, EXPLORE</li> </ul> |                           |                          |  |                                  |                                 |

## ACTION PLAN

**Goal I** Hillsboro R-3 School District will improve student performance to meet or exceed state standards.

**Objective 3** Increase the percentage of high school graduates entering college

**Strategy A** To educate students about post-secondary opportunities

**Evaluation** APR Report

| Standard/<br>Indicator | Action Plan  | Target<br>Date                    | Person(s)<br>Responsible                  | Funding Source<br>*Based on Fund<br>Availability | DI Indicator<br>** = see page 12 | DESE/CSIP<br>Goal<br>Categories |
|------------------------|--|-----------------------------------|---|--|----------------------------------|---------------------------------|
| 6.9<br>7.8             | Counselors will develop 6 year plans with students.  | August 2007<br>Ongoing            | Counselors                                | District   | DI 1<br>DI 3                     |                                 |
| Evaluation<br>2008-09  | MET PROGRESS MADE IN PROGRESS  |                                   |   |  |                                  |                                 |
| 7.5<br>7.8             | Hillsboro High School will host a college fair.  | Annually<br>To begin Fall<br>2008 | Counselors<br>Administrators<br>Committee | District   | DI 4                             |                                 |
| Evaluation<br>2008-09  | MET PROGRESS MADE IN PROGRESS  |                                   |   |  |                                  |                                 |
| 6.9                    | Representatives from colleges, technical schools, and armed forces will be scheduled for visits throughout the year. | Annually<br>Ongoing               | Counselors                                | District<br>No Cost                              | DI 4                             |                                 |
| Evaluation<br>2008-09  | MET PROGRESS MADE IN PROGRESS<br>• Scheduled by guidance department  |                                   |   |  |                                  |                                 |

|                       |  |                  |  |                     |     |  |
|-----------------------|--|------------------|--|---------------------|-----|--|
| 6.9                   | Students will be given release time to visit colleges.   | Annually Ongoing | Administrators<br>Counselors<br>Attendance Clerk | District<br>No Cost | DI4 |  |
| Evaluation<br>2008-09 | MET <u>PROGRESS MADE</u> IN PROGRESS <ul style="list-style-type: none"> <li>• Campus visits list or universities and colleges</li> <li>• Off campus- required student documentation</li> </ul>   |                  |  |                     |     |  |
| 6.9                   | Students will be educated on the availability of financial and scholarship opportunities.  | Annually Ongoing | Counselors                                       | District<br>No Cost |     |  |
| Evaluation<br>2008-09 | MET <u>PROGRESS MADE</u> IN PROGRESS <ul style="list-style-type: none"> <li>• Evening activity attendance logs (e.g. FAFSA, senior counseling, etc...)</li> <li>• Senior announcements (e.g. scholarships, financial aid, on college campus visits, etc...)</li> </ul> |                  |  |                     |     |  |

## ACTION PLAN

**Goal I** Hillsboro R-3 School District will improve student performance to meet or exceed state standards.

**Objective 4** Increase ACT scores to exceed state standards by at least one point.

**Strategy A** Increase the percentage of students taking 4 years of core courses.

### Evaluation APR Report

| Standard/<br>Indicator | Action Plan   | Target<br>Date         | Person(s)<br>Responsible | Funding Source<br>*Based on Fund<br>Availability | DI Indicator<br>** = see page<br>12 | DESE/CSIP<br>Goal<br>Categories |
|------------------------|---|------------------------|--------------------------|--|-------------------------------------|---------------------------------|
| 6.9<br>7.8<br>7.5      | Counselors will develop 6-year plans with students.   | Annually<br>Ongoing    | Counselors               | District   | D11<br>D13                          |                                 |
| Evaluation<br>2008-09  | MET <u>PROGRESS MADE</u> IN PROGRESS<br><ul style="list-style-type: none"> <li>• Enrollment data</li> </ul>   |                        |                          |  |                                     |                                 |
| 6.9<br>7.3<br>7.5      | Advisory groups will be created so that students can explore educational and career options in small groups.  | August 2007<br>Ongoing | High School<br>Staff     | District   |                                     |                                 |
| Evaluation<br>2008-09  | MET <u>PROGRESS MADE</u> <b>IN PROGRESS</b><br><ul style="list-style-type: none"> <li>• Model guidance lessons</li> <li>• HAWK time activities ( e.g. Choices)</li> </ul> |                        |                          |  |                                     |                                 |

## ACTION PLAN

**Goal I Hillsboro R-3 School District will improve student performance to meet or exceed state standards.**

**Objective 4 Increase ACT scores to exceed state standards by at least one point.**

**Strategy B Embed and enhance curriculum at the High School.**

### Evaluation APR Report

| Standard/<br>Indicator | Action Plan   | Target<br>Date         | Person(s)<br>Responsible                                  | Funding Source<br>*Based on Fund<br>Availability | DI Indicator<br>** = see page 12 | DESE/CSIP<br>Goal<br>Categories |
|------------------------|---|------------------------|---|--|----------------------------------|---------------------------------|
| 6.2<br>6.3<br>6.7      | Teachers trained through ACT workshops will incorporate ACT strategies into the curriculum. Grade levels will be phased in: 9 <sup>th</sup> in 07-08, 10 <sup>th</sup> in 08-09, 11 <sup>th</sup> in 09-10, 12 <sup>th</sup> in 11-12 | June 2008<br>Ongoing   | Principals<br>High School Staff<br>Administration         | PD<br>*Title II<br>District                      | DI1<br>DI2<br>**DI3<br>**DI5     |                                 |
| Evaluation<br>2008-09  | MET <b>PROGRESS MADE</b> IN PROGRESS<br><ul style="list-style-type: none"> <li>• Implementations of ACT programs and strategies</li> <li>• Professional Development logs</li> </ul>   |                        |   |  |                                  |                                 |
| 6.1<br>6.2             | Develop local curriculum objectives that incorporate ACT strategies into the High School curriculum and activities  | August 2008<br>Ongoing | Teachers<br>Assistant<br>Superintendent<br>Administrators | PD<br>*Title II                                  | DI1<br>DI2<br>**DI3<br>**DI5     |                                 |
| Evaluation<br>2008-09  | MET <b>PROGRESS MADE</b> IN PROGRESS<br><ul style="list-style-type: none"> <li>• Revisions of curriculum guides</li> <li>• Activity schedule: ACT Academy, Online ACT, ACT prep courses</li> </ul>                                    |                        |   |  |                                  |                                 |
| 6.1<br>6.2             | Provide practice ACT tests  | 2008<br>Ongoing        | High School<br>Administrators<br>and Staff                | District   |                                  |                                 |

|                       |   |                 |                                      |          |  |  |  |
|-----------------------|---|-----------------|--------------------------------------|----------|--|--|--|
| Evaluation<br>2008-09 | <p>MET <u>PROGRESS MADE</u> IN PROGRESS</p> <ul style="list-style-type: none"> <li>• High School calendar</li> <li>• Attendance sheets</li> <li>• Test scores/data</li> </ul> |                 |                                      |          |  |  |  |
| 6.1<br>6.2<br>9.3     | Offer before and after weekend stand alone ACT prep courses   | 2008<br>Ongoing | High School Administrators and Staff | District |  |  |  |
| Evaluation<br>2008-09 | <p>MET <u>PROGRESS MADE</u> IN PROGRESS</p> <ul style="list-style-type: none"> <li>• Test scores/data</li> <li>• High School calendar</li> <li>• Attendance sheets</li> </ul> |                 |                                      |          |  |  |  |

## ACTION PLAN

**Goal I Hillsboro R-3 School District will improve student performance to meet or exceed state standards.**

**Objective 5 Increase parent and/or guardian involvement in student performance.**

**Strategy A Improve regular and concise communication to parents and community.**

### Evaluation APR Report and Attendance

| Standard/<br>Indicator | Action Plan  | Target<br>Date  | Person(s)<br>Responsible                        | Funding Source<br>*Based on Fund<br>Availability | DI Indicator<br>** = see page 12 | DESE/CSIP<br>Goal<br>Categories |
|------------------------|--|-----------------|---|--|----------------------------------|---------------------------------|
| 6.5                    | Continue to promote parent/guardian accessibility to student records via parent portal.  | 2009<br>Ongoing | Administrators<br>Teachers<br>Parents/Guardians | District   |                                  |                                 |
| Evaluation<br>2008-09  | MET PROGRESS MADE <u>IN PROGRESS</u> <ul style="list-style-type: none"> <li>• Attendance data</li> <li>• Parent/teacher communication logs</li> <li>• Parent portal activity data from Infinite Campus</li> </ul>          |                 |   |  |                                  |                                 |
| 6.5<br>8.8<br>8.9      | Develop a system to educate parents and encourage participation through information sent home, on the website, in the Messenger, etc... in reference to student achievement and the need for an active role by the parent. | 2009<br>Ongoing | Administrators<br>Teachers<br>Parents/Guardians | District   |                                  |                                 |
| Evaluation<br>2008-09  | MET PROGRESS MADE <u>IN PROGRESS</u> <ul style="list-style-type: none"> <li>• Website activity data</li> <li>• Contact logs</li> <li>• Parent surveys</li> </ul>   |                 |   |  |                                  |                                 |

## ACTION PLAN

**Goal II** Hillsboro R-3 School District will improve learning with expanded access to resources for all students, staff, and community.

**Objective 1** Increase utilization of specialized student services

**Strategy A** Improve early identification screening procedures for Early Childhood Special Education (ECSE)

**Evaluation** Parents as Teachers Annual Report, Early Childhood Special Education Count

| Standard/<br>Indicator | Action Plan  | Target<br>Date    | Person(s)<br>Responsible     | Funding<br>Source<br>* Based on fund<br>availability | DI<br>Indicator<br>** = see<br>page 12 | DESE/CSIP<br>Goal<br>Categories |
|------------------------|--|-------------------|------------------------------|--|--|---------------------------------|
| 7.4<br>7.5             | Utilize Parents as Teachers services to screen children ages 3-5 in our district.  | Ongoing           | Student Services<br>Director | District   | DI 3                                   |                                 |
| Evaluation<br>2008-09  | <u>MET</u> PROGRESS MADE IN PROGRESS <ul style="list-style-type: none"> <li>• P.A.T.</li> <li>• DESE report/ online</li> </ul> |                   |                              |  |  |                                 |
| 7.1<br>7.4<br>7.5      | Coordinate to identify children for ECSE.  | Ongoing           | Student Services<br>Director | District<br>Part C<br>Funds                          | DI 3<br>DI 4                           |                                 |
| Evaluation<br>2008-09  | <u>MET</u> PROGRESS MADE IN PROGRESS <ul style="list-style-type: none"> <li>• COOP dissolved 7/1/08</li> </ul>                 |                   |                              |  |  |                                 |
| 7.1<br>7.4<br>7.5      | Coordinate activities with the Desoto, Grandview, Hillsboro, Sunrise Consortium to identify children for ECSE.                 | Annual<br>Ongoing | Student Services<br>Director | District<br>Part C Funds                             | DI 3<br>DI 4                           |                                 |
| Evaluation<br>2008-09  | <u>MET</u> PROGRESS MADE IN PROGRESS   |                   |                              |  |  |                                 |

## ACTION PLAN

**Goal II Hillsboro R-3 School District will improve learning with expanded access to resources for all students, staff, and community.**

**Objective 1 Increase utilization of specialized student services**

**Strategy B Increase utilization of Student Assistance Program (S.A.P.) and Employee Assistance Program (E.A.P.)**

**Evaluation Information from Student Assistance Program (S.A.P) and Employee Assistance Program (E.A.P) quarterly reports, referral data from individual buildings, parent satisfaction survey.**

| Standard/<br>Indicator | Action Plan   | Target<br>Date                     | Person(s)<br>Responsible   | Funding<br>Source<br>* Based on<br>fund<br>availability | DI<br>Indicator<br>** = see<br>page 12 | DESE/CSIP<br>Goal<br>Categories |
|------------------------|---|------------------------------------|--|---|--|---------------------------------|
| 6.7                    | Train counselors and administrators in referral process and in recording data for student assistance program.   | Ongoing                            | Assistant Superintendent<br>Student Service Director<br>Counseling Service<br>Provider | *Title IV<br>District                                   | DI 1<br>**DI 3                         |                                 |
| Evaluation<br>2008-09  | <u>MET</u> PROGRESS MADE IN PROGRESS <ul style="list-style-type: none"> <li>Based on recommendation from At-Risk committee a contract was established with Caring Corners and Board approved.</li> </ul>  |                                    |  |   |  |                                 |
| 6.9                    | Develop and utilize brief surveys for staff to evaluate service from student assistance program. Surveys will be anonymous.   | August 2007<br>Ongoing<br>Annually | Administrators<br>Counselors   | *Title IV<br>District                                   | DI 3<br>DI 4<br>DI 6                   |                                 |
| Evaluation<br>2008-09  | <u>MET</u> PROGRESS MADE IN PROGRESS <ul style="list-style-type: none"> <li>Informal surveys are no longer being used to evaluate services due to confidentiality concerns.</li> <li>Recommendation to only survey referring staff members in this action step</li> </ul> |                                    |  |   |  |                                 |

|                    |   |                  |                                   |          |                      |
|--------------------|---|------------------|-----------------------------------|----------|----------------------|
| 6.3.5              | Distribute information to families through website, Messenger, and At-Risk brochure about student assistance program. | Annually Ongoing | Central Office                    | District | DI 3<br>DI 4<br>DI 6 |
| Evaluation 2008-09 | <u>MET</u> PROGRESS MADE <u>IN PROGRESS</u>   |                  |                                   |          |                      |
| 6.3.5              | Inform staff on a semi annual basis of services available through Employee Assistance Program.                        | Annual Ongoing   | Central Office<br>Human Resources | District | DI 3                 |
| Evaluation 2008-09 | <u>MET</u> PROGRESS MADE IN PROGRESS <ul style="list-style-type: none"> <li>• Human Resource documentation</li> </ul> |                  |                                   |          |                      |

## ACTION PLAN

**Goal II** Hillsboro R-3 School District will improve learning with expanded access to resources for all students, staff, and community.

**Objective 1** Increase utilization of specialized student services.

**Strategy C** Utilize Children are reason enough (C.A.R.E) and/or Teacher Support Teams (T.S.T) teams in each building

**Evaluation** Data based on referrals and services identified for students

| Standard/<br>Indicator | Action Plan  | Target<br>Date            | Person(s)<br>Responsible                      | Funding<br>Source<br>* Based on fund<br>availability | DI Indicator<br>** = see page<br>12 | DESE/CSIP<br>Goal<br>Categories |
|------------------------|--|---------------------------|---|--|-------------------------------------|---------------------------------|
| 6.3<br>6.5             | Update training and referral process for C.A.R.E. and T.S.T. in each building.   | August<br>2007<br>Ongoing | Administrators<br>At-Risk Staff               | *Title IV<br>District                                | DI 1<br>DI 3                        |                                 |
| Evaluation<br>2008-09  | <u>MET</u> PROGRESS MADE IN PROGRESS<br><ul style="list-style-type: none"> <li>Teams are all C.A.R.E. no more T.S.T. as of 8/07</li> </ul> |                           |   |  |                                     |                                 |
| 6.2                    | Develop data collection spreadsheet for accurate evaluation.   | August<br>2007<br>Ongoing | Assistant<br>Superintendent<br>Building Teams | District   | DI 1<br>DI 3                        |                                 |
| Evaluation<br>2008-09  | MET PROGRESS MADE <u>IN PROGRESS</u>   |                           |   |  |                                     |                                 |
| 6.3                    | Building Intervention Pyramid will be available for district use.  | August<br>2007<br>Ongoing | Administrators<br>w/ At-Risk<br>committee     | District   | DI 1<br>DI 2<br>DI 3<br>DI 4        |                                 |
| Evaluation<br>2008-09  | MET PROGRESS MADE <u>IN PROGRESS</u>   |                           |   |  |                                     |                                 |

|                       |  |          |   |          |                              |  |
|-----------------------|--|----------|---|----------|------------------------------|--|
| 6.2<br>6.3            | Implement Response to Intervention per state mandate-<br>Plan of Implementation by 2009. | May 2009 | Administrators<br>Assistant<br>Superintendent | District | DI 1<br>DI 2<br>DI 3<br>DI 4 |  |
| Evaluation<br>2008-09 | <u>MET</u> PROGRESS MADE IN PROGRESS   |          |   |          |                              |  |

## ACTION PLAN

**Goal II**     Hillsboro R-3 School District will improve learning with expanded access to resources for all students, staff, and community.

**Objective 2**     Increase usage of academic resources

**Strategy A**     Extend library resources to students, staff, and community

**Evaluation**     Circulation count for each building, building library schedule

| Standard/<br>Indicator | Action Plan   | Target<br>Date    | Person(s)<br>Responsible     | Funding<br>Source<br>* Based on fund<br>availability | DI Indicator<br>** = see page<br>12 | DESE/CSIP<br>Goal<br>Categories |
|------------------------|---|-------------------|------------------------------|--|-------------------------------------|---------------------------------|
| 6.4<br>6.8             | Increase hours of operation during regular school year based on parent survey for usage.            | August<br>2009    | Librarians<br>Superintendent | District   | DI 3<br>DI 4<br>DI 6                |                                 |
| Evaluation<br>2008-09  | MET    PROGRESS MADE <u>IN PROGRESS</u>   |                   |                              |  |                                     |                                 |
| 6.4<br>6.8             | Disseminate information to district parents on hours of operation and guidelines for community use. | September<br>2009 | Librarians<br>Superintendent | District   | DI 3<br>DI 4<br>DI 6                |                                 |
| Evaluation<br>2008-09  | MET    PROGRESS MADE <u>IN PROGRESS</u><br>•    Webpage information                                 |                   |                              |  |                                     |                                 |
| 6.4<br>6.8             | Disseminate information to district parents on availability of library during summer school.        | May 2010          | Librarians<br>Superintendent | District   | DI 3<br>DI 4<br>DI 6                |                                 |
| Evaluation<br>2008-09  | MET    PROGRESS MADE <u>IN PROGRESS</u>   |                   |                              |  |                                     |                                 |

**ACTION PLAN**

**Goal II** Hillsboro R-3 School District will improve learning with expanded access to resources for all students, staff, and community.

**Objective 2** Increase usage of academic resources

**Strategy B** Extend access to computer labs to students and staff

**Evaluation** Technology surveys and evaluation

| Standard/<br>Indicator | Action Plan   | Target<br>Date  | Person(s)<br>Responsible                       | Funding<br>Source<br>* Based on<br>fund<br>availability | DI Indicator<br>** = see page<br>12 | DESE/CSIP<br>Goal<br>Categories |
|------------------------|---|-----------------|--|---|-------------------------------------|---------------------------------|
| 6.4                    | See Technology Plan                                       | 2006<br>Ongoing | Director of<br>Technology,<br>Teachers         | District  | DI 1<br>**DI3<br>DI 4<br>**DI5      |                                 |
| Evaluation<br>2008-09  | MET PROGRESS MADE <u>IN PROGRESS</u>                      |                 |  |   |                                     |                                 |
| 6.4                    | Development and approval of Technology Plan for 2009-2012 | May 2009        | Director of Technology<br>Technology Committee | District<br>Grants<br>based on<br>availability          |                                     |                                 |
| Evaluation<br>2008-09  | MET PROGRESS MADE <u>IN PROGRESS</u>                      |                 |  |   |                                     |                                 |

## ACTION PLAN

**Goal II Hillsboro R-3 School District will improve learning with expanded access to resources for all students, staff, and community.**

**Objective 3 Improve access to educational programs**

**Strategy A Offer additional At-Risk services to students**

**Evaluation Data on number of students served, persistence to graduation, At-Risk program evaluation, attendance data**

| Standard/<br>Indicator | Action Plan   | Target<br>Date  | Person(s)<br>Responsible                           | Funding Source<br>* Based on fund<br>availability | DI Indicator<br>** = see page<br>12 | DESE/CSIP<br>Goal<br>Categories |
|------------------------|---|-----------------|--|---|-------------------------------------|---------------------------------|
| 6.3<br>6.5.3           | Alternative School- Increase number of students served in Alternative settings to meet identified needs.  | 2007<br>Ongoing | Alternative School<br>Principal,<br>At- Risk Staff | District<br>*DYS                                  | DI 1<br>DI 2<br>DI 3                |                                 |
| Evaluation<br>2008-09  | <u>MET</u> PROGRESS MADE IN PROGRESS <ul style="list-style-type: none"> <li>• Staff- core data</li> <li>• Enrollment- core data</li> <li>• Courses available- core data</li> <li>• Improved facility</li> </ul> |                 |  |   |                                     |                                 |
| 6.2<br>6.3<br>6.5.3    | Identify needs for At-Risk support grades K-8.  | 2007<br>Ongoing | Assistant<br>Superintendent,<br>At- Risk Staff     | District<br>*DYS<br>*Title I<br>*Title V          | DI 1<br>DI 2<br>DI 3                |                                 |
| Evaluation<br>2008-09  | <u>MET</u> PROGRESS MADE IN PROGRESS <ul style="list-style-type: none"> <li>• Annual At-Risk program evaluation</li> <li>• Specific program data</li> </ul>   |                 |  |   |                                     |                                 |

**ACTION PLAN**

**Goal II** Hillsboro R-3 School District will improve learning with expanded access to resources for all students, staff, and community.

**Objective 3** Improve access to educational programs

**Strategy B** Develop a plan to start Early Childhood Program

**Evaluation** Number of children served P.A.T., community growth

| Standard/<br>Indicator | Action Plan   | Target<br>Date | Person(s)<br>Responsible                       | Funding<br>Source<br>* Based on fund<br>availability | DI<br>Indicator<br>** = see<br>page 12 | DESE/CSIP<br>Goal<br>Categories |
|------------------------|---|----------------|--|--|--|---------------------------------|
| 7.4<br>7.5             | Research and compile information to analyze needs, existing resources, and projected numbers.                                   | August<br>2007 | Superintendent                                 | District   | DI 3<br>DI 4                           |                                 |
| Evaluation<br>2008-09  | MET PROGRESS MADE <b>IN PROGRESS</b><br><ul style="list-style-type: none"> <li>Educational program committee results</li> </ul> |                |  |  |  |                                 |
| 7.4<br>7.5             | Research facility needs and budget to implement Early Childhood program.  | August<br>2007 | Superintendent,<br>Assistant<br>Superintendent | District   | DI 3                                   |                                 |
| Evaluation<br>2008-09  | MET PROGRESS MADE <b>IN PROGRESS</b><br><ul style="list-style-type: none"> <li>Grant application criteria addressed</li> </ul>  |                |  |  |  |                                 |
| 7.4<br>7.5             | Research grant possibilities for Early Childhood program.   | August<br>2008 | Superintendent,<br>Assistant<br>Superintendent | District   | DI 3                                   |                                 |
| Evaluation<br>2008-09  | MET PROGRESS MADE <b>IN PROGRESS</b><br><ul style="list-style-type: none"> <li>Grant application in progress</li> </ul>         |                |  |  |  |                                 |

|                       |   |             |  |          |     |
|-----------------------|---|-------------|--|----------|-----|
| 7.4<br>7.5            | Develop plan with timeline to access facilities, staff, and resources to implement an Early Childhood program.                          | August 2008 | Superintendent<br>Assistant Superintendent | District | DI3 |
| Evaluation<br>2008-09 | <p>MET <b>PROGRESS MADE</b> <u><b>IN PROGRESS</b></u></p> <ul style="list-style-type: none"> <li>• Grant writing in progress</li> </ul> |             |  |          |     |

## ACTION PLAN

**Goal II** Hillsboro R-3 School District will improve learning with expanded access to resources for all students, staff, and community.

**Objective 3** Improve access to educational programs

**Strategy C** Provide a more suitable space to house the Intermediate Library

**Evaluation** Completed moves as noted in Action Steps

| Standard/<br>Indicator | Action Plan   | Target<br>Date | Person(s)<br>Responsible                 | Funding<br>Source<br>* Based on fund<br>availability | DI Indicator<br>*** = see page<br>12 | DESE/CSIP<br>Goal<br>Categories |
|------------------------|---|----------------|--|--|--------------------------------------|---------------------------------|
| 6.4<br>6.8             | Move central office to #5 Ridgeway Dr. Hillsboro, MO<br>63050 | July 2009      | Central Office                           | District   |                                      |                                 |
| Evaluation<br>2008-09  | MET PROGRESS MADE <u>IN PROGRESS</u>                          |                |  |  |                                      |                                 |
| 6.4                    | Move Technology to existing central office building           | July 2009      | Central Office<br>Technology<br>Director | District   |                                      |                                 |
| Evaluation<br>2008-09  | MET PROGRESS MADE <u>IN PROGRESS</u>                          |                |  |  |                                      |                                 |

|                    |  |               |   |          |  |
|--------------------|--|---------------|---|----------|--|
| 6.8                | Relocate library to existing technology space in the Intermediate building | December 2009 | Central Office Intermediate Bldg Administrators | District |  |
| Evaluation 2008-09 | MET PROGRESS MADE <u>IN PROGRESS</u>                                       |               |   |          |  |

## ACTION PLAN

**Goal II** Hillsboro R-3 School District will improve learning with expanded access to resources for all students, staff, and community.

**Objective 4** Complete District athletic facilities and upgrade other existing facilities.

**Strategy A** Develop a plan and educate district patrons on the benefits of proceeding with a No Tax Increase Bond Issue

**Evaluation** If No Tax Increase Bond Issue is placed on ballot

| Standard/<br>Indicator | Action Plan   | Target<br>Date | Person(s)<br>Responsible | Funding<br>Source<br>* Based on fund<br>availability | DI Indicator<br>*** = see page<br>12 | DESE/CSIP<br>Goal<br>Categories |
|------------------------|---|----------------|--------------------------|--|--------------------------------------|---------------------------------|
| 7.4<br>8.11            | Purchase and install remainder of stadium seating including ample space for filming and scouting functions. | Summer<br>2010 | Central Office<br>Admin  | No Tax Bond<br>Issue (NTBI)                          |                                      |                                 |
| Evaluation<br>2008-09  | MET PROGRESS MADE <u>IN PROGRESS</u>  |                |                          |  |                                      |                                 |
| 7.5<br>8.11            | Construct new softball field on high school campus  | Summer<br>2010 | Central Office<br>Admin  | No Tax Bond<br>Issue (NTBI)                          |                                      |                                 |
| Evaluation<br>2008-09  | MET PROGRESS MADE <u>IN PROGRESS</u>  |                |                          |  |                                      |                                 |
| 7.5<br>8.11            | Construct new athletic locker rooms at high school  | Summer<br>2010 | Central Office<br>Admin  | No Tax Bond<br>Issue (NTBI)                          |                                      |                                 |
| Evaluation<br>2008-09  | MET PROGRESS MADE <u>IN PROGRESS</u>  |                |                          |  |                                      |                                 |
| 7.5<br>8.11            | Construct a complete practice field at the high school  | Summer<br>2010 | Central Office<br>Admin  |  |                                      |                                 |

|                               |   |                        |                                 |                                     |  |
|-------------------------------|---|------------------------|---------------------------------|-------------------------------------|--|
| <p>Evaluation<br/>2008-09</p> | <p>MET PROGRESS MADE <u>IN PROGRESS</u></p>                       | <p>Summer<br/>2010</p> | <p>Central Office<br/>Admin</p> | <p>No Tax Bond<br/>Issue (NTBI)</p> |  |
| <p>7.5<br/>8.11</p>           | <p>Replace remainder of original bleachers in junior high gym</p> |                        |                                 |                                     |  |
| <p>Evaluation<br/>2008-09</p> | <p>MET PROGRESS MADE <u>IN PROGRESS</u></p>                       |                        |                                 |                                     |  |

**ACTION STEP**

**Goal II** Hillsboro R-3 School District will improve learning with expanded access to resources for all students, staff, and community.

**Objective 5** Realign district to a K-6 building structure and create space to house a Pre-K program

**Strategy A** Develop a plan and educate district patrons on the benefits of proceeding with this plan

**Evaluation** Completion of district realignment plan to include appropriate communication to educate patrons

| Standard/<br>Indicator | Action Plan  | Target<br>Date   | Person(s)<br>Responsible | Funding<br>Source<br>* Based on fund<br>availability | DI Indicator<br>** = see page<br>12 | DESE/CSIP<br>Goal<br>Categories |
|------------------------|--|------------------|--------------------------|--|-------------------------------------|---------------------------------|
| 7.4<br>7.5             | Complete renovation of Intermediate buildings and house K-6.<br>Add new cafeteria, library, office, adequate space to accommodate growth | November<br>2009 | Central Office<br>Admin  | No Tax Bond<br>Issue (NTBI)                          |                                     |                                 |
| Evaluation<br>2008-09  | MET PROGRESS MADE <u>IN PROGRESS</u>   |                  |                          |  |                                     |                                 |
| 7.5                    | Renovation of Elementary restrooms to accommodate K-2<br>students  | Summer<br>2010   | Central Office<br>Admin  | No Tax Bond<br>Issue (NTBI)                          |                                     |                                 |
| Evaluation<br>2008-09  | MET PROGRESS MADE <u>IN PROGRESS</u>   |                  |                          |  |                                     |                                 |
| 7.5                    | Renovation of Primary restrooms to accommodate 3 <sup>rd</sup> and 5 <sup>th</sup><br>grade students                                     | Summer<br>2010   | Central Office<br>Admin  | No Tax Bond<br>Issue (NTBI)                          |                                     |                                 |
| Evaluation<br>2008-09  | MET PROGRESS MADE <u>IN PROGRESS</u>   |                  |                          |  |                                     |                                 |

## ACTION PLAN

**Goal III Hillsboro R-3 School District will provide an environment conducive to learning.**

**Objective 1 The District will increase the number of positive responses from the parents, students and staff by 10% from the**

**3<sup>rd</sup> cycle MSIP**

**Strategy A Improve two-way communication with students, staff, and parents**

**Evaluation Parent, student, and staff surveys**

| Standard/<br>Indicator | Action Plan   | Target<br>Date  | Person(s)<br>Responsible                 | Funding<br>Source | DI Indicator | DESE/CSIP<br>Goal<br>Categories |
|------------------------|---|-----------------|--|-------------------|--------------|---------------------------------|
| 6.5<br>8.8             | Provide increased access to information on student grades and attendance for parents of students through K-12 planet.   | Ongoing         | Technology<br>Teachers<br>Administrators | District          | DI 6         |                                 |
| Evaluation<br>08-09    | <u><b>MET</b></u> <b>PROGRESS MADE</b> <u><b>IN PROGRESS</b></u> <ul style="list-style-type: none"> <li>• Implementation Infinite campus K-12</li> </ul>  |                 |  |                   |              |                                 |
| 6.5<br>8.8             | Training will be provided annually to sustain and maintain the staffs' ability to interact with the Infinite Campus system.   | Ongoing         | Technology<br>Teachers<br>Administrators | District/ PDC     | DI 6         |                                 |
| Evaluation<br>08-09    | <u><b>MET</b></u> <b>PROGRESS MADE</b> <u><b>IN PROGRESS</b></u>  |                 |  |                   |              |                                 |
| 6.4<br>6.5<br>7.5      | Increase the number of certified staff member websites to 50% of certified staff member total.  | 2010<br>Ongoing | Technology<br>Teachers<br>Administrators | District/ PDC     | DI 6         |                                 |
| Evaluation<br>08-09    | <u><b>MET</b></u> <b>PROGRESS MADE</b> <u><b>IN PROGRESS</b></u> <ul style="list-style-type: none"> <li>• Web data- According to Director of Technology approx. 75% of staff have websites</li> </ul> |                 |  |                   |              |                                 |
| 6.4<br>6.5<br>7.5      | Increase the percent of staff websites from 75% to 85% by 2010  | 2010            | Technology                               | District          |              |                                 |

|                     |   |         |  |          |  |  |  |
|---------------------|---|---------|--|----------|--|--|--|
| Evaluation<br>08-09 | MET PROGRESS MADE IN PROGRESS                             |         |  |          |  |  |  |
| 6.4<br>6.5<br>7.5   | Sustain and maintain district websites with current data. | Ongoing | Technology<br>Teachers<br>Administrators | District |  |  |  |
| Evaluation<br>08-09 | MET PROGRESS MADE IN PROGRESS                             |         |  |          |  |  |  |

## ACTION PLAN

**Goal III Hillsboro R-3 School District will provide an environment conducive to learning.**

**Objective 1 The District will increase the number of positive responses from the parents, students, and staff by 10% from the 3<sup>rd</sup> cycle MSIP**

**Strategy B Improve school climate**

**Evaluation Formal, annual surveys and questionnaires for parents, students, and staff**

| Standard/<br>Indicator | Action Plan  | Target<br>Date          | Person(s)<br>Responsible                      | Funding<br>Source              | DI<br>Indicator | DESE/CSIP<br>Goal<br>Categories |
|------------------------|--|-------------------------|---|--------------------------------|-----------------|---------------------------------|
| 6.3<br>6.4<br>7.1      | The administration will perform walk-throughs in every classroom to adequately evaluate instructional delivery and student engagement.   | Ongoing                 | Administrators                                | District                       | DI 1<br>DI 3    |                                 |
| Evaluation<br>08-09    | <u><b>MET</b></u> <b>PROGRESS MADE IN PROGRESS</b><br><ul style="list-style-type: none"> <li>Documentation- Building Administrator walk-through forms</li> </ul>   |                         |   |                                |                 |                                 |
| 6.3<br>6.4<br>7.1      | The proposed PBTE identifies and incorporates walk-throughs as a component to the structure of this evaluation tool. This goal will be met following a year to pilot the evaluation tool, evaluation, possible revision, and final approval of the evaluation tool by the Board of Education.  | 2009-10                 | Administrators<br>BOE                         | District                       | DI 1<br>DI 3    |                                 |
| Evaluation<br>08-09    | <u><b>MET</b></u> <b>PROGRESS MADE IN PROGRESS</b>   |                         |   |                                |                 |                                 |
| 6.1<br>6.5<br>7.5, 7.6 | Develop and maintain consistent character education K-12 with an element of community involvement.   | June<br>2008<br>Ongoing | Community<br>District Staff<br>Administrators | District<br>*Title IV<br>and V | DI 1<br>**DI 3  |                                 |
| Evaluation<br>07-08    | <u><b>MET</b></u> <b>PROGRESS MADE IN PROGRESS</b><br><ul style="list-style-type: none"> <li>Character Plus membership</li> <li>Phase I- certification process, Phase II- Implementation plan developed and begin implementations K-12, Phase III- continue district implementation K-12</li> <li>District formed a committee, adopted a mission, a philosophy, formed staff and student character education councils.</li> <li>The District has completed Phase I of certification process</li> </ul> |                         |   |                                |                 |                                 |

|   |  |         |  |          |                        |
|---|--|---------|--|----------|------------------------|
| 6.1<br>6.5<br>7.5<br>7.6<br>Evaluation<br>08-09 | Phase II- the implementation plan and Phase III is to continue implementation of the character education program K-12.<br><br>MET PROGRESS MADE IN PROGRESS  | Ongoing | Community<br>BOE<br>District Staff<br>Students | District |                        |
| 6.1<br>6.5<br>7.5<br>7.6<br>Evaluation<br>08-09 | The character education program selected and approved by the Board of Education will be reflected in all aspects of the school community as identified by: use of character education words of the month, use of the mission or the philosophy, or specific plans of action as recommended by the Character Plus program.<br><br>MET PROGRESS MADE IN PROGRESS   | Ongoing | Community<br>BOE<br>District Staff<br>Students | District |                        |
| 6.5<br>6.6<br>Evaluation<br>08-09               | Formal surveys will be purchased or developed by district staff to assist in the evaluation of programs.<br><br>MET PROGRESS MADE IN PROGRESS  | Ongoing | Superintendent<br>Technology                   | District | DI 4<br>**DI 5<br>DI 6 |
| 8.1<br>8.6<br>Evaluation<br>08-09               | The district will utilize the system purchased to develop surveys for the evaluation of programs. The district has a calendar by which programs in the district are evaluated. The evaluation cycle spans two years. The district shall utilize the 2009-10 school year to develop surveys to assess those programs scheduled to be evaluated during the 2010-11 school year.<br><br>MET PROGRESS MADE IN PROGRESS | 2010-11 | District<br>Technology<br>Superintendent       | District |                        |

\*BASED ON AVAILABILITY OF FUNDS

## ACTION PLAN

**Goal III Hillsboro R-3 School District will provide an environment conducive to learning.**

**Objective1 The District will increase the number of positive responses by the parents, students, and staff by 10% from the**

**3rd cycle MSIP**

**Strategy C Provide a safe environment for the students to learn**

**Evaluation Annual completion schedule for facilities, maintenance, MSIP standards and Indicators**

| Standard/<br>Indicator | Action Plan   | Target<br>Date    | Person(s)<br>Responsible                                  | Funding<br>Source | DI<br>Indicator | DESE/CSIP<br>Goal<br>Categories |
|------------------------|---|-------------------|---|-------------------|-----------------|---------------------------------|
| 8.10<br>8.11           | Update the facilities including cameras in all buildings, updated locks and doors.  | Ongoing           | Associate Superintendent Committee for School Safety      | District          |                 |                                 |
| Evaluation<br>08-09    | <p><b>MET PROGRESS MADE IN PROGRESS</b></p> <ul style="list-style-type: none"> <li>• Documentation (e.g. receipts, contracts, etc...) located at Central Office with Associate Superintendent</li> <li>• Each year the district analyzes facilities to determine where the greatest need and then appropriately budgets to meet those needs.</li> </ul> |                   |   |                   |                 |                                 |
| 8.10<br>6.6<br>8.11    | Update and maintain emergency plans and procedures, including crisis intervention with the counselors.  | Annual<br>Ongoing | Associate Superintendent, Administrators Safety Committee | District          |                 |                                 |
| Evaluation<br>08-09    | <p><b>MET PROGRESS MADE IN PROGRESS</b></p> <ul style="list-style-type: none"> <li>• Emergency Response Plans completed 2007-08</li> </ul>  |                   |   |                   |                 |                                 |
|                        | District shall utilize early release time and professional development days for the training of all staff on the components of the emergency and crisis management plan.  | 2009-10           | Associate Superintendent Administrators Safety Committee  |                   |                 |                                 |
| Evaluation<br>08-09    | <b>MET PROGRESS MADE IN PROGRESS</b>  |                   |   |                   |                 |                                 |

|                     |  |                    |  |                |        |  |
|---------------------|--|--------------------|--|----------------|--------|--|
| 8.11<br>6.6         | Provide annual training to the staff in procedures and violence prevention.  | 2009-10<br>Ongoing | Administrators,<br>Assistant<br>Superintendent | District<br>PD | ***DI3 |  |
| Evaluation<br>08-09 | <p>MET    PROGRESS MADE    IN PROGRESS</p> <ul style="list-style-type: none"> <li>• Video log reports located at Central Office</li> <li>• This training will be ongoing, occurring in the fall and in the spring during staff professional development days.</li> </ul> |                    |  |                |        |  |

**ACTION PLAN**

**Goal III Hillsboro R-3 School District will provide an environment conducive to learning.**

**Objective 1 The District will increase the number of positive responses by the parents, students, and staff by 10% from the 3<sup>rd</sup> cycle MSIP**

**Strategy D Acquire and maintain the highest quality staff**

**Evaluation District profile, state, and county rankings**

| Standard/<br>Indicator | Action Plan   | Target<br>Date | Person(s)<br>Responsible  | Funding<br>Source | DI<br>Indicator | DESE/CSIP<br>Goal<br>Categories |
|------------------------|---|----------------|---|-------------------|-----------------|---------------------------------|
| 8.4<br>8.5             | The starting and average salaries for the district should be the highest in Jefferson County.   | 2009           | Superintendent,<br>Board of<br>Education                        | District          | DI3<br>DI5      |                                 |
| Evaluation<br>08-09    | <b>MET PROGRESS MADE IN PROGRESS</b> <ul style="list-style-type: none"> <li>• Documentation: contracts and negotiations</li> <li>• It is recommended, that while this is a worthy goal, this goal, in light of the current national economic crisis, be removed from the current plan until at such time the economic crisis subsides.</li> </ul> |                |   |                   |                 |                                 |
| 6.7                    | Develop and implement a consistent teacher and staff recognition program for K-12.  | June 2009      | Administration,<br>Superintendent,<br>Board of<br>Education     | District          | DI3<br>DI5      |                                 |
| Evaluation<br>08-09    | <b>MET PROGRESS MADE IN PROGRESS</b> <ul style="list-style-type: none"> <li>• Recognition dinner (district wide)</li> <li>• Welcome back luncheon for beginning school year (district wide)</li> </ul>  |                |   |                   |                 |                                 |
|                        | Sustain and enhance current measures to build a positive school climate as evidenced by activities scheduled for back to school activities for staff, measures to recognize positive events, and accomplishments of staff.  | Ongoing        | Central Office<br>Administrators<br>Character Plus<br>Committee | District          |                 |                                 |
| Evaluation<br>08-09    | <b>MET PROGRESS MADE IN PROGRESS</b> <ul style="list-style-type: none"> <li>• A rally day at the January in-service</li> </ul>  |                |   |                   |                 |                                 |
|                        | Form a committee to investigate how to develop a plan and implement a non-certified staff employee of the year recognition program.   | 2009-10        | Superintendent<br>Administrators<br>District staff              | District          |                 |                                 |



**ACTION PLAN**

**Goal III Hillsboro R-3 School District will provide an environment conducive to learning.**

**Objective 2 Each school building will focus on strategies to improve learning and building climate.**

**Strategy A Develop Building Improvement Plan**

**Evaluation Evaluate completion of annual goals for each building, program evaluations**

| Standard/<br>Indicator | Action Plan  | Target<br>Date     | Person(s)<br>Responsible               | Funding<br>Source                  | DI Indicator                        | DESE/CSIP<br>Goal<br>Categories |
|------------------------|--|--------------------|--|------------------------------------|-------------------------------------|---------------------------------|
| 6.2                    | Identify Student needs at building level for transition to next building.  | Annual<br>Ongoing  | Building<br>Administrator<br>and Staff | District<br>*Title I<br>*Title IIA | DI 1<br>DI 4                        |                                 |
| Evaluation<br>08-09    | <p><b>MET PROGRESS MADE IN PROGRESS</b></p> <ul style="list-style-type: none"> <li>• Annual meetings</li> <li>• At-Risk committee meets quarterly to review needs of individual students</li> <li>• All individualized plans are to be communicated to all relevant district personnel grade level to grade level and building to building for the development of instructional plans for the next school year.</li> </ul> |                    |  |                                    |                                     |                                 |
| Evaluation<br>08-09    | Review and analyze data, identify the difference in performance of students with IEP's in resource classrooms against those students with IEP's in regular classrooms and develop appropriate plans to reduce any identified differences.  | 2009-10<br>Ongoing | Administrators<br>District Staff       | District<br>PDC                    |                                     |                                 |
| 6.7                    | Identify Staff needs at building level.  | Annual<br>Ongoing  | Building<br>Administrator<br>and Staff | District                           | DI 1<br>**DI 5                      |                                 |
| Evaluation<br>08-09    | <p><b>MET PROGRESS MADE IN PROGRESS</b></p> <ul style="list-style-type: none"> <li>• Surveys are at building level and are available at building offices</li> </ul>  |                    |  |                                    |                                     |                                 |
| 6.5<br>6.6             | Identify building climate concerns.  | Annual<br>Ongoing  | Building<br>Administrator<br>and Staff | District                           | DI 1, DI 3<br>DI 4<br>*DI 5<br>DI 6 |                                 |

|                     |  |         |                                  |          |                                      |  |
|---------------------|--|---------|----------------------------------|----------|--------------------------------------|--|
| Evaluation<br>08-09 | <u>MET</u> PROGRESS MADE <u>IN PROGRESS</u><br><ul style="list-style-type: none"> <li>Surveys- the building staff surveys and possibly new surveys that will be created</li> </ul> | 2009-10 | Building Administrator and Staff | District | DI 1, DI 3<br>DI 4<br>**DI 5<br>DI 6 |  |
| 8.1                 | Develop plan at building level.  |         |                                  |          |                                      |  |
| Evaluation<br>07-08 | <u>MET</u> PROGRESS MADE <u>IN PROGRESS</u><br><ul style="list-style-type: none"> <li>In progress</li> </ul>   |         |                                  |          |                                      |  |

\*BASED ON AVAILABILITY OF FUNDS

## ACTION PLAN

**Goal III Hillsboro R-3 School District will provide an environment conducive to learning.**

**Objective 3 The LEA/District will be governed in an efficient and effective manner providing leadership and representation to benefit the students, staff and patrons.**

**Strategy A Through the board approved CSIP (which includes ongoing goals, outcomes, or objectives for at least a five-year period), the**

**Hillsboro Board of Education directs improvement efforts of the District by incorporating improvements related to student achievement.**

**Evaluation CSIP evaluations, Program evaluations, Board Policy development and revision, documentation including but not limited to Board agendas and minutes.**

| Standard/<br>Indicator                               | Action Plan  | Target<br>Date | Person(s)<br>Responsible | Funding<br>Source | DI<br>Indicator | DESE/CSIP<br>Goal<br>Categories |
|--|--|----------------|--------------------------|-------------------|-----------------|---------------------------------|
| 6.1<br>6.2<br>6.3<br>6.7<br>8.3<br>8.4<br>8.5<br>8.6 | The district will demonstrate improvement to meet or exceed Cycle 4 MSP standards and indicators as demonstrated through the implementation of specific building plans which are annually evaluated and revised based on current data and designed to address immediate needs. | Ongoing        | District Staff           | District          | DI5             |                                 |
| Evaluation<br>08-09                                  | <b>MET PROGRESS MADE IN PROGRESS</b> <ul style="list-style-type: none"> <li>District plans for improvement will include goals to promote, facilitate, and enhance parent, student, and community involvement in LEA/District education programs.</li> </ul>                    |                |                          |                   |                 |                                 |