

CAPE GIRARDEAU PUBLIC SCHOOLS
COMPREHENSIVE SCHOOL IMPROVEMENT PLAN 2017
Strategic Goals

GOAL I: Enhance learning opportunities for all students and staff that equip them for future success.

Objective A:

The district will focus on students and their success.

Strategy 1:

Each building will show growth in student achievement and meet or exceed state averages.

Action a:

Vertical teams will be utilized to support curriculum goals.

Action b:

District benchmark assessments will be utilized to monitor and predict student outcomes on MAP as well as plan for deficiencies and celebrate successes.

Action c:

Smart goals and common formative assessments will be implemented at the building level based on Essential Learner Outcomes.

Action d:

A School Improvement Plan addressing student achievement will be developed, implemented, and monitored at each building.

Strategy 2:

Each building will show growth in subgroup achievement and meet or exceed state averages.

Action a:

Each building will collect and analyze subgroup data.

Action b:

A School Improvement Plan addressing subgroup achievement will be developed, implemented, and monitored at each building.

Strategy 3:

Ensure that all students are college and career ready as measured on the Annual Performance Report.

Action a:

Increase the percent of students participating in College and Career Readiness (CCR) assessments.

Action b:

Increase training and professional development for staff in supporting student achievement on CCR assessments.

Action c:

Provide large group and targeted interventions for students on CCR assessments.

Action d:

Increase the percent of students participating in advanced placement (AP) and dual credit/enrollment classes.

Action e:

Increase the percent of students completing the Free Application for Federal Student Aid (FAFSA) and applying for post-secondary education.

Strategy 4:

All buildings will have at least 90% of their students attending 90% of the time.

Action a:

Attendance Review Committees at each building will develop and implement a Pyramid of Interventions specifically for attendance.

Action b:

Each building that does not meet 90/90 will develop attendance plans that include student recognition, targeted interventions and daily, weekly and monthly monitoring.

Action c:

The district will utilize a data tracking tool to support building teams.

Strategy 5:

Increase the graduation rate to 94% by 2020.

Action a:

Utilize a cohort monitoring process for all students that is developed at the beginning of their freshman year for counselors, advisory teachers, and other teachers to keep up with students in order to help them get to the goal of graduation.

Action b:

Develop a plan to reduce Ds and Fs in grades 7-12.

Strategy 6:

Research, adopt, and implement a district-wide soft-skills curriculum by 2020.

Action a:

Create a district team to research and develop curriculum for all grade levels.

Action b:

Develop implementation plan including training of teachers.

Action c:

Develop monitoring system to measure implementation and student outcomes.

Objective B:

Improve and expand Professional Development opportunities for all staff.

Strategy 1:

Increase teacher satisfaction in professional development as measured by a survey.

Action a:

Implement a district wide professional development Needs Assessment and collect data 3 times per year.

Action b:

Use the Needs Assessment Results to plan and develop professional learning for staff.

Action c:

Develop a Professional Development tracking system to monitor opportunities and experiences of teachers.

Strategy 2:

Expand Professional Development opportunities for all staff.

Action a:

Offer and encourage teachers to extend their learning through off-site Professional Development.

Action b:

Insure that at least 50% of teachers attend off-site PD once every 3 years.

Action c:

Encourage staff to host and participate in Ed Camps.

GOAL II: Improve Communication through a plan that deliberately engages each stakeholder group in the way that is most effective

Objective A:

Develop communications that promote a positive image of Cape Girardeau Public Schools with all stakeholders.

Strategy 1:

Expand the use of electronic media to communicate with all groups.

Action a:

Maintain quality building websites (user/mobile friendly, CURRENT, consistent)

Action b:

Create online Google docs/forms for feedback

Action c:

Develop an app to gather and disseminate information.

Action d:

Build an active email list of key community members.

Action e:

Utilize building social media point person to keep open lines of communication through social media.

Action f:

Actively utilize social media to provide timely information.

Action g:

Actively utilize text and phone messaging to provide timely information.

Strategy 2:

Develop Marketing materials to promote the district.

Action a:

Create a district-wide logo/branding that could be used at each building.

Action b:

Create a district video that is updated annually.

Action c:

Create a fact sheet that is updated annually.

Action d:

Create biannual hardcopy newsletter.

Strategy 3:

Increase opportunities to develop and maintain positive communication with real estate agencies.

Action a:

Share the district fact sheet/materials with Realtors/Businesses.

Action b:

Schedule a presentation/meeting with Cape County Realtors.

Objective B:

Cape Girardeau Public Schools will build and maintain positive relationships with parents/guardians through various forms of communications.

Strategy 1:

Disseminate timely, accurate, relevant school information to all current parents/guardians.

Action a:

Promote Parent Portal to all parents/guardians.

Action b:

Provide informational materials at parent teacher conferences.

Action c:

Provide a variety of forms of communication regarding student performance/activities.

Action d:

Increase opportunities for two-way communication between parents/guardians and school staff.

Strategy 2:

Disseminate timely, accurate, relevant school information to all Prospective parents.

Action a:

Encourage buildings to host Kindergarten Camps in summer.

Action b:

Provide building tours for new parents.

Action c:

Create activities to reach parents of students from feeder schools.

Action d:

Create a district-wide video for prospective parents.

Strategy 3:

Disseminate timely, accurate, relevant school information to all Non-English speaking parents.

Action a:

Prepare communications in multiple languages.

Action b:

Utilize ELL teachers to identify non-English speaking families who have special communication needs.

Action c:

Investigate hosting cultural fairs at building level.

Objective C:

Cape Girardeau Public Schools will build and maintain positive relationships with internal audiences through various forms of communications.

Strategy 1:

Opportunities will be developed to recognize staff accomplishments.

Action a:

A terrific staff program will be created to recognize a staff member at each Board Meeting.

Action b:

A staff member will be highlighted through e-newsletters and/or social media.

Action c:

Promote positive teacher referral notes written by students.

Strategy 2:

Improve opportunities for communication with staff.

Action a:

Increase visibility of central office staff in buildings/classrooms.

Action b:

A central office representative will participate with Building Professional Learning Communities Teams

Action c:

Provide opportunities for staff to voice opinions.

Action d:

A central office administrator will attend at least one faculty

meeting a year.

Action e:

Utilize e-mails, board meetings, social media, and google docs to communicate with staff.

Action f:

Superintendent will meet monthly with the CTA president.

Action g:

Central office administrators meet monthly with the CTA Salary and Welfare Committee

Action h:

Schedule Board of Education work session meetings in various buildings.

Objective D:

Cape Girardeau Public Schools will build and maintain positive relationships with external stakeholders through various forms of communications.

Strategy 1:

Partner with local media outlets to communicate news with external stakeholders.

Action a:

Schedule semi annual meetings with the Southeast Missourian Editorial Board.

Action b:

Schedule a meeting at least annually with the KFVS12 news director.

Action c:

Provide updates to local radio stations.

Strategy 2:

Increase opportunities to develop and maintain relationships with community and business leaders.

Action a:

Encourage attendance at Chamber of Commerce events such as First Friday Coffee and Business After hours.

Action b:

A district representative will serve on each ABCToday network.

Action c:

Encourage businesses to provide internships for students.

Action d:

Actively seek opportunities to provide presentations to community clubs and organizations.

Strategy 3:

Increase opportunities to develop and maintain relationship with service organizations.

Action a:

Schedule regular meetings between district staff and representative from service organizations such as Big Brothers Big

Sisters, Boys and Girls Club, United Way, etc.

Action b:

Include service organizations in a list of recipients for regular district communications.

Strategy 4:

Increase opportunities to develop and maintain relationships with government leaders.

Action a:

Conduct an annual joint meeting between School Board and the City Council.

Action b:

Invite local State Legislators to meet annually with the Board of Education.

GOAL III: Cultivate and maintain a positive and safe culture where students and staff are motivated, engaged, and equipped to succeed.

Objective A:

Cape Girardeau Public Schools will create opportunities with students and staff to promote school pride.

Strategy 1:

Cape Girardeau Public Schools will honor, communicate, and celebrate all accomplishments, acknowledgements, and recognitions.

Action a:

Develop a committee to create ways to recognize staff.

Action b:

Host a formal event to recognize outstanding achievements of all staff.

Action c:

Organize building activities and competitions.

Action d:

Showcase students and staff within each building

Action e:

Cape Girardeau Public Schools will offer competitive salaries.

Strategy 2:

Develop a campaign to promote Tiger Pride and unity across the district.

Action a:

Create ways for students to be involved in building pride and unity.

Action b:

Place encouragement banners on light posts in district parking lots.

Strategy 3:

Provide opportunities for all students to get involved with Cape Girardeau Public Schools.

Action a:

Explore additional club opportunities for students.

Action b:

Implement the Air Force JROTC program at CHS.

Objective B:

Create a positive school climate based on a consistent framework across the district.

Strategy 1:

Research and implement a restorative discipline model.

Action a:

Develop a committee to research various models.

Action b:

Provide resources to implement programs based on the committee findings.

Action c:

Provide professional development for all staff based on the findings.

Strategy 2:

Cape Girardeau Public Schools will implement a schoolwide character education model

Action a:

Create a framework for character education for all schools to use.

Action b:

Provide professional development for character education for all buildings.

Objective C:

Maintain and improve safety for students and staff.

Strategy 1:

Update policies and procedures regarding safety.

Action a:

Review recommendations provided by MSBA.

Action b:

Review administrative procedures related to safety.

Action c:

Review and update safety plan.

Strategy 2:

Provide safety training for all students and staff.

Action a:

Conduct safety drills for all students and staff.

Action b:

Include outside agencies where possible.

Action c:

Provide professional development regarding our safety plan for staff.

Strategy 3:

Provide safe facilities and grounds.

Action a:

Conduct an annual inspection of all facilities and grounds.

Action b:

Review security options for all buildings.

GOAL IV: Mitigate the effects that poverty and learning barriers have on education.

Objective A:

Increase the availability of preschool

Strategy 1:

Create a long term facility plan for preschool facilities.

Action a:

Research the possibility of including Kindergarten in a separate preschool facility.

Action b:

Look at research involving preschools located in a separate facility as compared to locating in individual schools.

Action c:

Visit preschool facilities in other districts.

Strategy 2:

Explore expanding the number of preschool classes and students slots.

Action a:

Consider full day preschool and year round preschool.

Action b:

Consider adding after school hours for preschool students.

Action c:

Review opportunities to fund preschool expansion.

Strategy 3:

Foster partnerships with community resources to enhance our Preschool program.

Action a:

Identify potential partners and create opportunities for their involvement.

Action b:

Create a checkout center to provide preschool resources to families.

Objective B:

Every building in the district will create partnerships with community groups/organizations to address poverty issues and other barriers.

Strategy 1:

Compile a list of community groups as potential partners.

Action a:

Determine the focus, mission, and resources of each partner.

Action b:

Assist schools in partnering with the community group that best

fits.

Action c:

Continue to review and add community partners as needed.

Strategy 2:

Work with community organizations to address nutritional needs of students outside of the school day.

Action a:

Expand the backpack program to include more students.

Action b:

Provide additional opportunities to distribute food to students.

Strategy 3:

Expand partnerships with community mental health services.

Action a:

Explore how schools can utilize mental health services.

Action b:

Expand opportunities for mental health services to be provided at school.

Action c:

Educate parents about mental health services provided in the community.

Action d:

Schedule training for staff in working with students who have mental health issues.

Objective C:

Create a better understanding of how poverty and other barriers have on the effect on poverty and student success.

Strategy 1:

Form a committee with community members to study school demographics and boundary lines.

Action a:

Look at demographics of each school.

Action b:

Research the impact of a diverse population on student achievement.

Action c:

Research the % of students moving within our elementary schools and those moving in and out of the district.

Action d:

Study/visit schools with high poverty who are increasing achievement.

Strategy 2:

Ensure that poverty education remains a part of ongoing staff development.

Action a:

Form district committee to research and review literature and data on poverty effects on education.

Action b:

Implement best practices based upon committee findings.

Strategy 3:

Develop district training to be conducted for all staff during the first year and all new staff in subsequent years.

Action a:

Determine the content and materials for the training.

Action b:

Schedule trainings in each building during the initial year of implementation.

Action c:

Ensure that poverty training is included in professional development for all new staff in subsequent years.

Action d:

Work with the Professional Development Committee to provide subsequent training for existing staff.

Strategy 4:

Provide educational opportunities to parent and community members to increase student success.

Action a:

Provide workshops for parents in social media, basic computer skills, study skills, and child behavior.

Action b:

Provide resources that can be checked out by parents.

GOAL V: Increase engagement and interaction with parents and the community.

Objective A:

Increase opportunities for input from all stakeholders.

Strategy 1:

Ensure that opportunities exist for parents to provide input and feedback.

Action a:

Create opportunities for the Superintendent/designee to meet with PTOs, Boosters and other parent representatives from each district building to enhance two-way communication.

Action b:

Research the district policies and procedures to provide opportunity and guidelines for parent volunteers.

Action c:

Career Days utilizing parents as speakers will be created.

Strategy 2:

Solicit input from the business community regarding their needs from our students as employees before and after graduation.

Action a:

Each building will provide opportunities for business & industry members to interact with K-12 students

Action b:

Invite members of the business & industry community to serve on the committee to create the soft skills curriculum

Objective B:

Identify mutually beneficial opportunities among schools and stakeholders through community-based programs.

Strategy 1:

Yearly monitor the effectiveness of the community based programs.

Action a:

Develop a rubric to measure community-based programs.

Action b:

Meet annually with each community-based programs to review effectiveness.

Strategy 2:

Identify opportunities within each school for groups to assist in providing needed resources

Action a:

Compile a list of opportunities for each building

Action b:

Disseminate information to internal and external audience.

GOAL VI: Enhance the use of technology as a tool to improve teaching and learning.

Objective A:

District will increase the accessibility and reliability of hardware, software, and infrastructure for student and staff use.

Strategy 1:

District will ensure equitable access and operational consistency.

Action a:

Provide adequate resources for hardware used in grades K-12.

Action b:

Replace inefficient and ineffective hardware.

Action c:

Ensure the operational consistency and usability of digital educational resources by creating a vendor requirements checklist that is continually updated to reflect changing technologies.

Action d:

Increase the building network access and bandwidth to provide for the continually growing use of Internet-based resources.

Strategy 2:

District will provide Internet access to the 20% of students who do not currently have it outside of school and/or provide alternatives for students who do not.

Action a:

Research factors affecting Internet access outside of school for all students.

Action b:

Develop and implement a plan to provide Internet access.

Objective B:

District will provide adequate instructional technology support to increase the quality of technology use as a tool in the classroom.

Strategy 1:

District will increase the availability of technology training in the classroom.

Action a:

Evaluate the number of instructional technology support personnel needed.

Action b:

Provide additional professional development opportunities for teachers to increase the use of technology as a tool in the classroom.

Strategy 2:

District will ensure the consistency of instructional technology implementation.

Action a:

Develop a committee to guide efforts toward consistent instructional technology implementation.

Action b:

Create minimum expectation of quality technology integration at the elementary and secondary levels.

Action c:

Implement minimum standards at elementary and secondary buildings.