

Clinton School District



Comprehensive School Improvement Plan

2019 – 2024

Board Approved: November 28, 2022

Educate | Empower | Engage

Clinton School District Vision

*The Clinton School District **educates** and **empowers** each student with the skills to be successful and **engaged** adults after high school.*

Clinton School District Mission

The Mission of the Clinton School District is to maintain high standards for academic performance, deliver rigorous and relevant curriculum across all content areas, and provide exceptional instruction in a safe, positive environment in order to identify and develop the interests and abilities of all students in preparation for life as productive, responsible adults.

Comprehensive School Improvement Plan Members: “Team Cardinal”

Brian Wishard – Superintendent

Christian Meier – Assistant Superintendent

Jenny Corson – Building Administrator

Marilyn Parratt – Board Member

Trista Himes – Elementary Teacher

Bambi Ash – Middle School Teacher

Marty Mitchell – Secondary Teacher

Pam Jones – Paraprofessional

Lori Watson – Secretary

Cherity Johnson – Parent

Jennifer Petry – Parent

Angie Lawson – Bright Futures (Charitable Organization) Board Member

Clinton School District Values

Relationships – We believe in the power of strong, positive relationships with our students, staff, families, and community. We strive to ensure that each student and staff member is connected to a caring adult at school who encourages them on a regular basis.

Communication – We believe that every interaction matters. We strive to openly and personally communicate with our students, staff, families and community. We also strive to tell our story in a way that builds connectedness and pride in our schools through a variety of formats utilizing a variety of communication tools.

Excellence – We believe that our students will always rise to the expectations of their teachers and coaches. We hold high expectations for our students as well as our staff. We work alongside our students and staff and provide the resources and encouragement necessary to achieve at high levels. We recognize students and staff for excellence as we demonstrate the importance of Cardinal Pride.

Innovation – We believe that there are always multiple ways to solving problems. We encourage and provide opportunities for students and staff to be innovative and creative. We encourage our students and staff to take risks in their learning and teaching. We want them to be willing to step outside their comfort zone in order to grow in their learning and skills. We believe in the importance of relevance when connecting students to learning and are willing to do whatever it takes to make those connections.

Perseverance – We believe in the courage it takes to stick with something and see it through to the end. We teach our students to celebrate small steps on their way to accomplishing larger goals. We are willing to hold their hand and encourage them along the way. We teach them to develop the “grit” necessary to be successful beyond high school.

Self-Discipline – We believe that our students learn self-discipline through the establishment of behavioral boundaries that help to guide and focus them on positive behavior. When students step outside those boundaries they also know that there are fair and consistent consequences to keep them accountable. We believe that self-discipline is a keystone to the development of other positive character traits including honesty and integrity.

Teamwork – As Cardinals, we know that more can be accomplished when working together as a team. Extracurricular activities are great places for students to learn about and experience teamwork. Working together toward a common goal is both fun and rewarding when team goals are accomplished.

Clinton School District Goals

High Expectations for Student Achievement - The Clinton School District will provide engaging academic and social programs to meet the individual needs of each student.

Curriculum and Instruction - The District will have a focused and functional curriculum delivered using research-based instructional strategies that may be enhanced through the use of technology to create a foundation for all students to excel.

Professional Development - The District will encourage and support the development of high performing, engaged teachers, leaders and staff.

School Safety - The District will work with staff and community partners to create a positive and safe school environment.

Financial and Resource Management - The District will align resources with the goals and needs of the students and staff as they plan for the future budget needs of the district.

High Expectations for Student Achievement

MSIP 6 Indicator *measured	Goal 1: <i>The Clinton School District will provide engaging academic and social programs to meet the individual needs of each student.</i>		Person Responsible	Time Frame	Funds	Date Completed/ Evaluated
AS2	Action Step	Teachers will develop and implement common assessments for each subject area and/or course being taught aligned to State Standards.	<ul style="list-style-type: none"> Principals Curriculum Director 	2019 – 24	Local PDC	Annually
TL1, AS2	Action Step	Students will be assessed three times each year using the iReady assessment in grades K-5 and the NWEA assessment in grades 6-10.	<ul style="list-style-type: none"> Principals 	2019 – 24	Local	Semi-Annually
AS2	Action Step	The high school will select and implement a norm-referenced assessment that is appropriate for grades 9 and 10 as well as students in grade 11 in need of it.	<ul style="list-style-type: none"> Principals Curriculum Director 	2021 – 23	Local	2022 – 23
TL1, AS2	Action Step	Teachers will analyze data from assessments and determine the needs of individual students and provide instructional interventions to meet the individual needs of students.	<ul style="list-style-type: none"> Staff 	2019 – 24	Local PDC	Quarterly
L3, DB4	Action Step	Each school will develop and implement a building improvement plan that contains both academic and social/emotional goals.	<ul style="list-style-type: none"> Principals Counselors 	2021 – 24	Local PDC	Annually
TL1, TL3	Action Step	The staff at Clinton High School, Clinton Middle School, and Clinton Technical School will continue to review course offerings and provide options for students that meet their individual needs.	<ul style="list-style-type: none"> Principals Counselors Staff 	2019 – 24	Local PDC Perkins	Annually

TL1, AS2	Action Step	The district will screen all students for dyslexia in grades K-3, provide 2 hours of training for staff on recognizing the signs of dyslexia, and provide supports for those students who have failed the dyslexia screening and for those students with diagnosed cases of dyslexia.	<ul style="list-style-type: none"> Elementary Principals Counselors Special Education 	2019 – 24	Local PDC Title	Annually
CC3	Action Step	All schools will explore opportunities to provide additional activities for students outside the school day through district programs as well as partnerships with community entities like Parks and Rec, 4-H, local churches, and the U of MO Extension.	<ul style="list-style-type: none"> Principals Counselors Social Workers 	2019 – 24	Local	Annually
DB3	Action Step	Using a systemic process, every student will have a caring adult who knows them and encourages them on a regular basis.	<ul style="list-style-type: none"> Counselors Social Workers 	2019 – 24	Local Title ESSER	Monthly
CC1	Action Step	The District will develop and implement a Plan for the Safe Return to In-Person Learning and the Continuity of Services for Students who are at home in a virtual setting or on quarantine/isolation because of exposure to COVID. This includes steps for ensuring the continuity of services for special education students.	<ul style="list-style-type: none"> Superintendent Nurse 	2021 – 24	Local ESSER	Semi-Annually

Curriculum and Instruction

MSIP 6 Indicator *measured	Goal 2: <i>The District will have a focused and functional curriculum delivered using research-based instructional strategies that may be enhanced through the use of technology to create a foundation for all students to excel.</i>		Person Responsible	Time Frame	Funds	Date Completed/ Evaluated
DB4, AS1, AS2	Action Step	Teachers of core subject areas will review standards and compare to the State priority standards, adjusting as needed. By the end of the school year, pacing guides, resources, and common assessments should be uploaded for all core subject areas.	<ul style="list-style-type: none"> • Curriculum Director • Principals • Staff 	2019 – 24	Local PDC	Annually
DB4, AS1, AS2	Action Step	Teachers of non-core subject areas will develop written curriculum aligned to state standards and the standards of their profession.	<ul style="list-style-type: none"> • Curriculum Director • Principals • Staff 	2019 – 24	Local PDC	Annually
TL9	Action Step	Teachers will lead and model the use of learning-focused educational technology using Google classroom and a variety of appropriate applications to enhance student engagement and learning.	<ul style="list-style-type: none"> • Principals • Instructional Coaches • Staff 	2019 – 24	Local	Monthly
TL6, DB2	Action Step	Administrators will continue to monitor the fidelity to the written curriculum, use of technology, and research-based instructional strategies through observation and evaluation of staff.	<ul style="list-style-type: none"> • Principals • Instructional Coaches 	2019 – 24	Local PDC	Monthly

DB4, AS1, AS2	Action Step	Science teachers will implement resources while teaching the Science curriculum to their students.	<ul style="list-style-type: none">• Principals• Curriculum Director• Staff	2019 – 24	Local PDC	Monthly
TL6, TL9	Action Step	Teachers will use a variety of online programs and teacher directed instruction for student practice and differentiation.	<ul style="list-style-type: none">• Instructional Coaches• Staff	2020 – 24	Local	Monthly

Professional Development

MSIP 6 Indicator *measured	Goal 3: The District will encourage and support the development of high performing, engaged teachers, leaders and staff.		Person Responsible	Time Frame	Funds	Date Completed/ Evaluated
L3, L7	Action Step	Each teacher will develop or update a professional development plan based on the strategic plan of the district and the professional learning guidelines set forth by Missouri Department of Elementary and Secondary Education.	<ul style="list-style-type: none"> Principals Staff 	2019 – 24	Local PDC	Annually
L3, L7, DB4	Action Step	Professional development funding will be allocated with collaboration between the professional development committee and administration to encourage and support teachers and administration to continuously develop their skillsets.	<ul style="list-style-type: none"> Superintendent PDC Committee 	2019 – 24	Local PDC	Annually
DB3	Action Step	Professional development opportunities for technology integration and research-based instructional strategies will be offered in-district to encourage teacher professional growth.	<ul style="list-style-type: none"> PDC Committee Instructional Coaches 	2019 – 24	Local PDC	Quarterly
TL5	Action Step	New staff will participate in an induction program prior to the start of the school year to encourage the successful onboarding of employees.	<ul style="list-style-type: none"> Principals PDC Committee 	2019 – 24	Local PDC	Annually
TL5	Action Step	New teachers and leaders will participate in a mentoring or buddy program for up to two years to encourage professional growth and stability within their first year(s) of teaching in the district.	<ul style="list-style-type: none"> PDC Committee Instructional Coaches 	2019 – 24	PDC	Annually
TL7, CC1	Action Step	The district will provide training for staff to identify trauma in the lives of students and to effectively teach students experiencing trauma in their lives.	<ul style="list-style-type: none"> Counselors Social Workers 	2019 – 24	Local PDC ESSER	Annually

School Safety

MSIP 6 Indicator *measured	Goal 4: <i>The District will work with staff and community partners to create a positive and safe school environment.</i>		Person Responsible	Time Frame	Funds	Date Completed/ Evaluated
L10	Action Step	The District will have an assessment done by a third party to determine the needs for safety in each school.	<ul style="list-style-type: none"> Superintendent 	2019 – 20	Local	2019 – 20
L3, L10	Action Step	The District will review the risk assessments that were completed in 2018 and compare assessments to the third-party assessment.	<ul style="list-style-type: none"> Superintendent 	2019 – 20	Local	2019 – 20
L3, L7, L10, DB2	Action Step	The District will develop a plan to enhance the safety of each building using the data from the assessments that were performed at each building.	<ul style="list-style-type: none"> Safety Committee 	2019 – 24	Local	Annually
L3, L4, L10, DB2	Action Step	The District will develop a plan for increased use of camera surveillance in each of the districts' facilities.	<ul style="list-style-type: none"> Technology Director 	2019 – 24	Local	Annually
L3, L10	Action Step	The District Safety Team will review safety procedures at each building and develop a cohesive and consistent safety plan for each building that will be available in every classroom.	<ul style="list-style-type: none"> Safety Committee 	2019 – 24	Local	Annually
L10, CC1, CC2	Action Step	All staff will receive training annually for active shooter, building safety plans, suicide prevention and anti-bullying.	<ul style="list-style-type: none"> Safety Committee PDC 	2019 – 24	Local ESSER	Annually
L10, TL9	Action Step	Students will be taught about Digital Citizenship and the safe use of the Internet through a district curriculum and network filtering.	<ul style="list-style-type: none"> Instructional Coaches 	2020 – 24	Local	Annually

L10	Action Step	The District will investigate visitor, student, and staff check-in and check-out software to better monitor and screen who is in the school buildings.	<ul style="list-style-type: none">Technology Director	2020 – 24	Local	2022 – 23
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Fiscal and Resource Management

MSIP 6 Indicator *measured	Goal 5: The Board and Superintendent will align resources with the goals and needs of the students and staff as they plan for the future budget needs of the district.		Person Responsible	Time Frame	Funds	Date Completed/ Evaluated
L4	Action Step	The Board and the Superintendent will review budget priorities each year and develop a budget based on those priorities.	<ul style="list-style-type: none"> School Board Superintendent 	2019 – 24	Local State Federal	Annually
L4	Action Step	The District will plan to increase the carryover in the district to 25% over the next five years.	<ul style="list-style-type: none"> Superintendent 	2019 – 24	Local State Federal	Annually
L4, L9	Action Step	The District will develop a plan to increase salaries to be in the average range of other districts in our conference as well as those of similar size and demographics.	<ul style="list-style-type: none"> Superintendent 	2019 – 24	Local State Federal	Annually
L9	Action Step	The District will continue to develop strategies to recruit and retain high quality staff members.	<ul style="list-style-type: none"> Superintendent Advisory Council 	2019 – 24	Local	Annually
L4	Action Step	The Board and the Superintendent will develop a plan for maintenance and updating of the district facilities along with funding (including the passing of bond issues) aligned to support that plan.	<ul style="list-style-type: none"> School Board Superintendent 	2019 – 24	Local State Federal	Annually
TL12, EA3, DB2	Action Step	The Board and the Superintendent will track the enrollment at each grade level and use that data to make decisions about the future facility and staffing needs of the District.	<ul style="list-style-type: none"> School Board Superintendent Principals 	2019 – 24	Local	Semi-Annually

L4	Action Step	The Superintendent will work with the Board of Education to ensure the most effective use of funds including the use of grant funding and other sources of revenue that may become available.	<ul style="list-style-type: none"> • School Board • Superintendent 	2019 – 24	Local State Federal	Monthly
L4, CC3, EA4	Action Step	The District Administration will work with the Building Administrators, the Board of Education and the Community to develop a consistent set of standards for fundraising that is fair to all student groups.	<ul style="list-style-type: none"> • School Board • Superintendent • Principals • Community Groups 	2021 – 24	Local	Annually