



PETTIS CO. R-V SCHOOL DISTRICT

**DISTRICT STRATEGIC PLAN
2016-2020**

Adopted by the Board of Education March 8, 2016

Strategic Plan Summary

Our goal is to be the best school district in Missouri. This desire was a driving force behind the development of the Pettis Co. R-V strategic plan. During the 2015-2016 school year, a committee of stakeholders was asked to take part in several meetings to develop a plan that would drive the school district toward continuous improvement. In addition to supporting the development of the strategic planning team, the Board of Education also approved the superintendent's recommendation to hire a strategic planning consultant to facilitate the planning process. This was a first step in creating an inclusive plan independent of the superintendent and administration. Though the district administration was involved in the process, the consultant ensured that the plan expressed the voice of the committee and school community. Developing a plan independent of any specific school official was essential in ensuring that the plan would continue regardless of staff turnover.

The planning team represented a wide cross-section of the community and met on four different occasions beginning November 30, 2015 through March 2, 2016. During the first session, the strategic team discussed the primary purposes of schools and began drafting the district's Tagline, Vision, Mission, and Core Beliefs. From the first meeting on, a passion and love for the school district, and a desire to see the district become the very best, led the team's decision-making process. During the second meeting, the superintendent of schools, presented academic performance data from the past five school years. That data indicated a clear need for academic improvement. Northwest was consistently outperformed in almost every academic area by the other Kaysinger conference schools. Also at this meeting, the team refined and approved the Tagline, Vision, Mission, and Beliefs. Finally, at this second meeting, the committee identified critical questions to ensure the school district is guided by its newly drafted vision and mission statements.

During the third session, the committee edited and approved the critical questions. The Superintendent then presented a financial overview of the district which indicated the district was in a very healthy financial position. The committee then collaborated in small groups on how to best address the critical questions. Numerous ideas were generated, many of which are now part of the strategic plan. At this point in the planning process, the Pettis Co. R-V School district faculty and staff took an active part in the planning process. All district employees selected a critical question that they wanted to help

address. Working together, they conducted research and then collaborated to generate action steps that would address the critical questions. Many of their ideas are also embedded throughout the plan.

The final session was held on March 2, 2016. During this concluding session, the committee reviewed a final draft of the strategic plan to ensure that the plan included all the components the team had identified as essential to the district's success. At this point, an action plan and team was formed to present the final draft to the Board of Education for approval on March 8, 2016.

The strategic plan will be implemented with the goal of making Pettis Co. R-V the best school district in Missouri by the year 2020. The strategic planning team, as well as the district faculty and staff, recognize that improvement takes time. Adjustments will need to be made as new challenges are identified and then addressed. While the future is unknown, the planning team believes this plan's implementation will offer our children and community a stronger and more academically focused school district ready and able to meet the challenges ahead.

Words cannot adequately express the gratitude the Pettis Co. R-V School District has for the support, work, and commitment of the Board of Education and the Strategic Planning Team. All Pettis Co. R-V children and staff, both current and future, will forever be blessed because of their work.

Board of Education

Rebecca Barnes- President Wendell Zimmerman- Vice President Beth Douglas- Secretary

Matt Powell- Member Austin Lea- Member Amy Kreisel- Member Michael Arnett- Member

The Strategic Planning Team

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Tagline

**“OUR STUDENTS, OUR SCHOOL: EMPOWERING
TOMORROW”**

VISION:

“Our vision is to create an exemplary school environment that inspires student and faculty excellence and delivers a quality education founded on high expectations, mutual respect, and individual responsibility.”

MISSION:

“It is our mission to empower each student to become productive and responsible citizens through highly-engaging instruction in a safe environment where everyone is valued, encouraged, and successful.”

BELIEFS:

- We believe each student is entitled to a sense of belonging and should be encouraged to grow personally in knowledge and character
- We believe seeking, retaining, and growing highly-effective, student-centered faculty and staff is essential
- We believe the district must provide facilities that are modern, well maintained, and designed to enhance the educational process
- We believe that current technology is imperative to prepare students for the future
- We believe in developing relevant learning opportunities for each student from Pre-K through Post-Graduation
- We believe and know our school can be the best

CRITICAL QUESTIONS & OBJECTIVES:

1. How do we recruit, retain, and grow high quality faculty and staff? (Beliefs: 2, 5, 6)

Objective	Person(s) Responsible	Timeline/Measurement	Funding Source
Implement a salary schedule that averages in the top 1/3 of the Kaysinger conference (classified, certified, & stipends)	Board of Education Superintendent Staff	Spring 2017 Copy of new salary schedules	District Budget
Implement rigorous hiring processes to recruit high quality staff. Action Plan: *Develop a comprehensive recruitment plan that includes the following components: <ul style="list-style-type: none"> ● strategic presence at a variety of career fairs, etc. ● high quality marketing and recruiting materials ● Update digital procedures for applications and resumes 	Board of Education Superintendent Principals Staff	Spring 2017 Documentation	District Budget

<p>Actively seek insurance options that provide both quality and value</p>	<p>Board of Education Superintendent Bookkeepers</p>	<p>Ongoing Documentation</p>	<p>District Budget</p>
<p>Develop and implement a professional development plan tied to curriculum and student achievement</p>	<p>Board of Education Superintendent Principals Certified Staff</p>	<p>Ongoing Copy of Professional Development Plan Copy of student assessment measures</p>	<p>District Budget</p>
<p>Enhance teacher and administrator evaluation procedures to provide ongoing performance feedback for all staff</p>	<p>Board of Education Superintendent Principals</p>	<p>Ongoing Principal evaluations</p>	<p>District Budget</p>

2. How can we ensure our students are college and career ready? (Beliefs: 1, 4, 5, 6)

Objective	Person(s) Responsible	Timeline/Measurement	Funding Source
<p>Develop a College and Career Readiness Ad Hoc team charged with:</p> <ul style="list-style-type: none"> ● reviewing state College and Career standards ● conducting research to develop clear, consistent, and achievable indicators of what it means to be college and career ready ● developing and embedding College and Career readiness standards throughout the curriculum at all grade levels ● creating a College and Career Readiness plan to be adopted by the Board of Education 	<p>Board of Education Superintendent Principals College and Career Readiness Ad Hoc team</p>	<ul style="list-style-type: none"> ● Board report April 2017 ● Copy of College and Career Readiness plan 	<p>District Budget</p>

3. How can we provide our students the curriculum and classes to achieve academic excellence? (Beliefs: 1, 4, 5, 6)

Objective	Person(s) Responsible	Timeline/Measurement	Funding Source
<p>Develop a district aligned K-12 curriculum. The following will be done:</p> <ul style="list-style-type: none"> ● Identify essential learning standards for each grade level (Power Standards) ● Develop curriculum maps and pacing guides that do the following: <ol style="list-style-type: none"> 1. create proper sequence of learning to provide continuous growth in subject areas (vertical alignment) 2. ensure a step-by-step understanding of learning with an ever-increasing complexity and difficulty 3. promote staff development that is aligned with curriculum development ● Develop student learning objectives ● Develop formative assessment strategies and progress monitoring tools 	<p>Board of Education Superintendent Principals Certified Staff</p>	<p>Ongoing (Specific dates to be determined with curriculum calendar developed by administration) Copy of the following:</p> <ul style="list-style-type: none"> ● Power standards ● Curriculum map/guides ● Student Learning Objectives ● Formative assessment plan 	<p>District Budget</p>

<p>Research and develop effective grading practices</p> <p>Items to explore:</p> <ul style="list-style-type: none"> ● Standards-based grading ● Scoring guides/scales ● Traditional grading practices ● Develop new NW grading procedures and reporting ● School visits 	<p>Board of Education Superintendent Administration Certified Staff</p>	<p>Fall 2019 Copy of new grading procedures and reporting guidelines</p>	<p>District Budget</p>
<p>Research, develop, and implement plans to ensure our students have access to current technology</p> <p>Action Plan:</p> <ul style="list-style-type: none"> ● create infrastructure for a 1:1 environment ● upgrade and monitor bandwidth ● procure digital devices (chromebooks/tablets) ● replace teacher computers 	<p>Board of Education Superintendent Technology Director Principals</p>	<p>Ongoing (Specific dates to be determined within the Technology plan) Copy of annual technology report</p>	<p>Erate District Budget</p>

<p>Ensure teachers have current instructional resources:</p> <p>Action Plan:</p> <ul style="list-style-type: none"> ● increase classroom budgets to \$150 ● upgrade instructional resources using a Board of Education approved replacement cycle <ul style="list-style-type: none"> a. explore digital instructional resource options 	<p>Board of Education Superintendent Principals Certified Staff</p>	<p>Fall 2016 Copy of textbook adoption cycle</p>	<p>District Budget</p>
<p>Conduct a needs assessment and sustainability studies for developing an early childhood plan. Include the following:</p> <ul style="list-style-type: none"> ● PAT ● Pre-school ● Pre-K events 	<p>Superintendent ES Principal Teachers</p>	<p>Spring 2018 Needs assessment report Copy of the early childhood plan</p>	<p>District Budget</p>

4. How can the district ensure we have the funds and resources and are using them to create an exemplary school environment? (Beliefs: 2, 3, 4, 5, 6)

Objective	Person(s) Responsible	Timeline/Measurement	Funding Source
Review budgeting procedures <ul style="list-style-type: none"> ● communication and transparency ● zero-based budgeting ● right-sizing the budget ● explore alternative funding opportunities ● explore efficiency opportunities in programming and staffing 	Board of Education Superintendent Principals	Ongoing Copy of the budget	N/A
Review the amount of money kept in the reserve fund <ul style="list-style-type: none"> ● set range parameters ● develop policy for the use of reserve funds that includes funding the strategic plan 	Board of Education	April 2016 Copy of reserve fund policy	N/A
Develop outside resources to support funding and resourcing for the district: <ul style="list-style-type: none"> ● Financial advisory group 	Board of Education Superintendent	Ongoing List of resources	N/A

5. How can we increase and maintain Mustang Pride? (Beliefs: 1,2,3,5,6)

Objective	Person(s) Responsible	Timeline/Measurement	Funding Source
<p>Create a Mustang Pride Ad Hoc committee in each building to develop, prioritize, and fund ways to increase student involvement. Possible ways to improve pride include:</p> <ul style="list-style-type: none"> ● student survey ● student and teacher recognition activities ● improved conditions for teachers and students ● improved fan experience at sporting, fine arts, and academic events ● work to include ideas generated by the Strategic Planning committee 	<p>Board of Education Superintendent Principals Ad Hoc Committee (including students)</p>	<p>Ongoing Copy of Mustang Pride report</p>	<p>District Budget Fundraisers Donations</p>
<p>Review and, if necessary, develop a communication plan for:</p> <ul style="list-style-type: none"> ● strategic plan implementation, progress, and successes ● District and building level communications 	<p>Board of Education Superintendent Principals</p>	<p>Ongoing (Strategic communication plan by May 2016) District and building level communication plans Spring 2019 Copy of communication plans</p>	<p>District Budget</p>

<p>Organize and execute a Community Painting Project for the high school and elementary</p>	<p>Board of Education Superintendent Principals Staff</p>	<p>HS: June 2016 ES: June 2017 Before and after photos</p>	<p>District Budget</p>
<p>Facilities: Develop a prioritized plan to modernize our schools</p>	<p>Board of Education Superintendent Principals Maintenance Director Custodial Staff Community All Staff</p>	<p>Ongoing Copy of facility completion items</p>	<p>District Budget</p>