

WENTZVILLE SCHOOL DISTRICT

COMPREHENSIVE SCHOOL IMPROVEMENT PLAN 2011 - 2015

Wentzville School District
One Campus Dr.
Wentzville, MO 63385

(636) 327-3800

WENTZVILLE BOARD OF EDUCATION

WENTZVILLE SCHOOL DISTRICT BOARD OF EDUCATION (November, 2010)

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| Susan Gauzy, Ed. D. | Assistant Superintendent Curriculum and Instruction |
| Susan Hladky | Assistant Superintendent Human Resources |
| Cheri Thurman | Assistant Superintendent Special Services |
| Melody Marcantonio, Ed.D. | Assistant Superintendent Student Services |
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I. VALUES

Learning—Equipping students, staff and community to apply skills and knowledge necessary to compete in a changing world

Community—Respecting the stakeholders' perspectives as we create a world class education

Excellence—Fostering a culture which supports the highest level of individual success

Commitment—Dedicating ourselves to make courageous decisions and provide resources for the continuous improvement of the Wentzville School District

II. MISSION STATEMENT

Elevate the performance of our students to prepare them for life's endless challenges and possibilities.

III. THE PLANNING PROCESS

A. Planning Principles

Effective planning processes help us as a community to maintain our diversity, energy, and focus. Below are a set of principles that we followed in building this plan.

1. Our overall planning process is consistent and clear, and open to change if we find the process is inhibiting our best thoughts.
2. The process must support all participants in thinking systematically. We must see the big picture as well as the interdependent connections that exist in our organization.
3. The process insures participants have access to accurate information/data, which supports effective decision making.
4. The process supports open communication and the timely, free flow of information for both planning and implementation.
5. The process focuses on accountability and results.
6. The process recognizes that good intentions are not enough, that the complex issues facing schools today require analysis and actions that produce results.
7. The process insures that participants search for leverage points, where we can most effectively and efficiently use our resources and energy to get results.
8. The process focuses and recognizes the importance of relationships with other institutions and the community.
9. The process is organized to insure respectful use of participant's time and expertise.
10. The process uses feedback, so participants will know the results of their effort.

III. THE PLANNING PROCESS

B. Planning Overview

Wentzville R-4 School District's Initial School Improvement Planning began in November, 2007 and was completed in early March 2008, culminating in school board approval. The process integrated strategic planning, data acquisition, team analysis and discussion. The final product is a thorough plan of specific and measurable goals, objectives and strategies which were turned into district-wide action plans. All plans focus on building and district-wide improvements and alignment with MSIP/CSIP standards. The CSIP was reviewed and revised in 2010 with board approval.

The School Improvement Process began with district staff and board of education interviews to sample the feelings, issues and concerns in the minds of district stakeholders. In addition, focus groups were held with community participants. The intent was to identify community perceptions/issues and external factors impacting the district.

A diverse, district-wide CSIP Team of 18 people was selected and included teachers, administration, and community stakeholders. The CSIP team discussed and reviewed district-wide data. Using existing data, checklists, and information obtained from the focus groups, and board interviews, discussion about district improvement was held.

Additionally, the district used data from the below areas to complete this comprehensive school improvement plan.

- Adequate Yearly Progress Results
 - AYP State Results
 - AYP District/Building Results
 - Local AYP Sub-group Results
- Missouri Assessment Program
 - MAP State Results
 - MAP District/Building Results
 - MAP District/Building Disaggregated Results

- ❑ *ACT Scores*
- ❑ *Attendance Rates*
- ❑ *Graduation Rates*
- ❑ *The district's Annual Performance Report*
- ❑ *MSIP Advance Questionnaire Survey Results*
- ❑ *Staff Development Needs Assessment Data*
- ❑ *Finance*
- ❑ *Demographic Analysis*
- ❑ *Resource Assessments*
- ❑ *Facility Studies*

The next step was to perform a situational analysis, examining district strengths, weaknesses, opportunities, threats, and challenges. From this analysis, critical issues were identified district-wide. The critical issues could be thought of as opportunities and/or concerns. From critical issues, district goals, objectives and strategies were developed. *Goals are defined as broad accomplishments, conditions or results to be achieved in order for the district to accomplish its mission. Objectives are defined as specific, measurable, time-bound results that will lead to the accomplishment of a goal.*

Finally, district-wide scorecard indicators were developed to track progress and measure CSIP plan performance. The scorecard indicators are a permanent part of the plan and will be tracked quarterly/annually and shared throughout the district.

Action plans were then developed for each strategy, outlining what actions will occur, individual responsibilities, resources needed and when each action will be completed as well as how the strategy meets CSIP requirements.

Before finalizing this plan, input was solicited from throughout the district. Comments were collated, later reviewed, and finally integrated into this plan.

Accountability meetings are held regularly to track progress and follow up on each action plan. At the end of the first year, the plan is reviewed and extended an additional year—becoming a true rolling plan.

We believe the plan meets state requirements for both strategic planning and a five-year Comprehensive School Improvement Plan.

IV. CURRENT SITUATION ANALYSIS (STRENGTHS, WEAKNESSES, OPPORTUNITIES, THREATS & CHALLENGES)

Strengths, Weaknesses, Opportunities Threats & Challenges

1. Strengths: What do you see as the District's Strengths? (A strength could be defined as "what you are good at (competencies) or what is available to you (resources). List 3 to 5 significant strengths.

- Assessed Value amounts and growth
- Our patrons and students are relatively affluent
- Most of our buildings are new
- We have a much improved curriculum department
- Strong, new leadership/administration
- Community outreach orientation: Dresses for Tx, Angletree, Katrina, Dance for Adam Wisdom
- Athletic Success building community
- Desirable relocation destination
- Strong leadership from the central office
- Our growth is a strength, people move here because of the quality of schools
- Quality of staff
- Quality of staff
- Upscale (not sure if that is the correct term) community and parent base
- Facilities that are for the most part newly constructed
- The leadership that we currently have and the efforts being made to better this District
- The teachers
- The buildings – they are beautiful
- Student achievement throughout the district, without much direction from the C&I Department.
- PreK-12 Special Education programs
- Middle School Collaboration and strong interdisciplinary teaming
- School Climate and creating a welcoming environment for the patrons of our school
- Staffing is strong and continues growing professionally
- Administration appears to be thinking long-term
- District is supported by the community.
- Schools are very open-door to the community
- Schools offer diversity of opportunities for kids
- The district gets the whole staff's input on issues.
- Technology improvements in some buildings.
- Cognizant of having needs met—hope!!
- Opportunities for growth (in all areas) e.g. PD, demographics etc.
- Community has faith in District.
- Young staff.

2. Weaknesses: What do you see as the District's Weaknesses? (A weakness could be defined as "a lack of competencies or lack of resources.) List 3 to 5 significant weaknesses.

- Our ability to borrow for building purposes may at some point exceed our need
- Student performance on MAP and ACT does not match our demographics
- We do not get the good news out about our district as much as we should, and bad news items seem to go on forever

- We do not pull together as a district
- Systems need to be developed and adhered to that will get and keep us headed in good directions as we continue to grow
- Communication
- Young Staff due to many new schools and positions
- Disjointed “community” Wentzville, Dardenne Prairie, Lake St Louis, O’Fallon comprise 1 district
- Limited Sports/extra curricular activities all the way down to 6th grade
- The relationship between the district and community seems adversarial in nature.
- Below state average test scores
- More support and involvement by community
- Technology!!!!!!!
- Lack of communication between buildings horizontally and vertically
- Class size
- Our C&I Department up until this year. (See strength #1)
- Consistent K-5 reading program, until this year.
- Sufficient building budgets that results in limited resources
- District does not address the racial divide in the student population and community
- District does not take full advantage of developing community partnerships (senior citizens, etc.)
- District tends to value a narrow view of students, not realizing the positive connections of core subjects to humanities side (music, art, drama, etc.)
- District doesn’t successful promote the good news of education well
- Schools are not equal in available technology, economic demographics, etc.
- Schools typically are not challenging students to excellence throughout the curriculum and activities.
- Communication—not consistent across the district.
- The news media reaches only a portion of the district.
- Instructional leadership in SPED.
- Program for at-risk doesn’t include SPED.
- More consistency in assessment and instruction.
- Trend to lack of accountability.
- More help for struggling students.—Support plans.
- Processes and procedures improvement both vertically and horizontally.
- More consistency in all buildings.
- Within buildings—more collaboration time.
- PE disjointed—needs to be ongoing.
- PD—more training time needed in new areas such as Singapore Math.
- Literacy coach—not able to work 1:1 with children.
- Wish for Reading Recovery to return.
- More SPED strategies specialization in Professional Development.
- Class within a class—lack of training for co-teachers.
- Some teachers not follow IEPs
- More interventions to disaggregate groups and differentiation e.g. SPED.
- More differentiation with each child—need to elevate this. Best practices and interventions.
- Guidance and counseling not fully following the model guidance plan.
- Role confusion between teachers and Guidance and Counseling staff.

3. Opportunities: What do you see as Opportunities for the district? (An opportunity is defined as a possible situation or condition that could be exploited to achieve a positive result.)

- As we grow we have the opportunity to become the district we wish to become
- Where student achievement is disproportionately low we should be able to see significant improvement soon
- We have the ability to reshape several key departments
- We have the opportunity to shape community opinion about what represents quality education

- Encourage continued trend of increasing corporate relocation – tax revenue and corp. volunteer support
- Influx of high education professional families for new leaders and long range planners
- Work with developers to obtain land donations with each large development for elementary.
- Become an integral part of an evolving community
- Becoming one of the best assets of a highly visible community
- Having the student base to exceed state standards
- The information that teachers have and gain each day/year that isn't being shared beyond the few teachers close to them in proximity.
- Free things offered by the community
- Community involvement from the companies that are in the area – in the classroom, in the buildings as volunteers, etc.
- Community/district growth that is especially higher in SES
- Continual school improvement with a centralized focus from our C.I.A. department.
- Attracting and retaining quality teachers with competitive salaries, and ongoing, embedded professional development.
- Selling our district as “The place to be”!
- Community resources of senior citizens
- Grant monies and programs connected to existing organizations
- Utilizing the buildings as more community centers for extension learning and meetings
- More opportunities with improved technology.
- Need to engage community with rigorous curriculum.
- Need to build programs first then build facility to follow plans.
- Professional Development should be ongoing and embedded.
- Alternate program expansion especially for at risk students.
- Newspapers to help get the new out better.
- Improved website.

4. Threats: What do you see as Threats to the District? (A threat is defined as a “situation or condition that might occur and have a negative impact on the performance of the District.”)

- Apathy
- Failure to realize what we have
- Failure to realize how important education is to children in an information based and increasingly global economy
- A desire to be OK when we should arrive at some definition of excellence and get there
- Funding
- Rapid growth zaps resources to patch class room size cutting into programs and enhancements.
- Lack of Revenue
- Lack of parental involvement for district wide affairs... 13 out of 50 for input
- Unwillingness to change (change is difficult)
- Some bad publicity in recent years that has undermined the public perception of the district
- Extremely high growth rate
- Possible inability to keep pace with competitive teacher salaries
- Lack of involvement of our parents/community
- Losing teachers that are valuable to our District to better paying/better communicating Districts
- Not keeping up with the growth – technology, buildings, teachers, financially
- Inability to pay competitive salaries to our highly qualified teaching staff
- Lack of community support for the passage of district bond issues or tax initiatives.
- A portion of the community that insist we are still a small-town school district
- Again, our growth if it is not planned out or budgeted for
- Racial and economic achievement gaps
- Lack of expected parental involvement in decision making and daily children's success
- Reactionary decision making based on data from outside sources, not our personal goals

- NCLB—designed to help districts look like they are failing.
- Unobtainable goals in NCLB.
- Character—bullying, violence and threatening behavior in buildings.
- Lack of use of technology applications and know how.
- At secondary level there is an adversarial tone between administration and teachers.
- Turnover in district—people get to learn and apply skills and leave for better pay and jobs.

SWOT ANALYSIS SUMMARY

Strengths

- Buildings and facilities—newness, keeping up with growth.
- Leadership
 - Central Office improvements and CIA
 - Professional Development
 - Community faith in Central Office
 - Hope
- Staff/Teachers—Increase quality. Build a collaborative culture.
- Technology (improvement in some buildings and technology department)
- Support from the community.

Weaknesses

- Insufficient building budgets.
- Adequacy in technology and access from building to building
- Curriculum
 - Instructional leadership in SPED
 - Additional at-risk programs
 - Consistency in assessments and instruction
 - Accountability
- Professional Development
 - Lack of collaboration (time)
 - Ongoing training
 - Differentiated
- Communication both internal and external
- System implementation and consistency

Opportunities

- Building collaborative culture/collaborative time
 - Tapping into the wisdom and resources within the district
- Reshape key departments—Better define central office's role
- Improve public opinion—engage community and include parents
- C & I—continual school improvement with a central focus
- Attracting and retaining quality teachers
 - Salary
 - Ongoing professional development and growth
- Technology—having it available and knowing how to use it
- Professional development
- Alternate programs for at risk students

Threats

- Losing teachers
 - Retaining
 - Attracting
- Lack of community support.
- Funding—lack of community support
- Racial and economic achievement gaps
- Lack of consistent character education programs
- Communication
 - Apathy
 - Help parents become involved
 - Community involvement

V. CRITICAL ISSUES

The following 7 items were summarized as Critical Issues from the SWOT analysis in small groups of CSIP Team members.

1. Technology—adequacy, functional, accessible and utilized
2. Quality Staff—having, attracting, maintaining, salary and training
3. Communication—up to date information on the website, public engagement, reshape the community relations department, internal collaboration. Communication around Curriculum and Instruction
4. Professional Development—quality staff, collaboration and differentiation instructional training
5. Curriculum and Instruction—systems of intervention to include at risk, character education, special education, professional development, accountability, close the achievement gap
6. Leadership—an umbrella concept, in Central Office

VI. GOALS, OBJECTIVES & STRATEGIES

I. To improve student achievement throughout the district.

Objectives:

- A. Achieve an average score of 24 on the ACT by 2015, while increasing the percentage of students who take the test to 80%.
Strategy I-A-1 – Create a team of administrators and staff to develop preparation courses to be offered in and outside of the school day for student success on the ACT test taking skills.
Strategy I-A-2 – Create a public relations campaign with administrators, staff and students to encourage students to enroll in preparation courses and take ACT that begins at the 6th grade.
Strategy I-A-3 – Continue to add rigorous coursework that includes Advanced Placement courses and Project Lead the Way.

- B. By 2015, our annual state assessment scores across all student categories will be within the top 10% of districts statewide.
Strategy I-B-1 – Use common assessments to guide instruction and improve student learning.
Strategy I-B-2 – Implement instructional strategies that will guarantee student engagement and improve student achievement.

- C. Increase the high school graduation rate of all students including at-risk by 1%, annually through 2015.
Strategy I-C-1 – Offer alternate opportunities for graduation.
Strategy I-C-2 – Implement a district-wide identification system that places at-risk students in appropriate programs.

II. To improve the implementation and incorporation of technology throughout the district.

Objectives:

- A. By School Year (SY) 2012, the technology and training will exist in each building to meet the National Educational Technology Standards for Students (NETS).
Strategy II-A-1 – All teachers will be trained in utilizing tech resources.
Strategy II-A-2 – Students will be able to exhibit a range of functional and critical thinking skills such as information, media, and technology literacy.
Strategy II-A-3 – Expand elementary/middle school computer/technology offerings.

- B. Ensure that computers, e-mail, and Internet services are available, in working order in all district buildings and classrooms, and technology downtime will be less than 5% by SY 2011-2012.
Strategy II-B-1 – Institute a standard of technology for all classrooms to ensure technical resources are comparable to the growth of the district.

- C. Investigate and implement programs that allow students to learn through

their personal use of technology.

Strategy II-C-I – Develop web based technology resources to allow for secured access from within the district and also from outside the district.

III. Attract and retain the best trained, most highly qualified and effective staff.

Objectives:

- A. Incrementally increase instructional staff collaboration that may include professional development to 5 hours/month by 2012.
Strategy III-A-1 – Evaluate opportunities and make recommendations to the Board for providing increased time for certified staff collaboration and professional development.

- B. Maintain the number of teachers district-wide with Masters Degrees or higher at 75% of all teachers through 2015.
Strategy III-B-1 – Explore opportunities and make recommendations for providing incentives for teachers to complete advanced degrees.
Strategy III-B-2 – Examine and make recommendations on the feasibility of bringing teachers into the salary schedule at a rate comparable with benchmark districts.
Strategy III-B-3 – Monitor and project District staffing needs.
Strategy III-B-4 – Provide a competitive benefit package.

- C. Initiate and implement programs, services and incentives intended to increase the district-wide average years of certificated staff service to 11.0 years by December 2012.
Strategy III-C-1 – Provide training to new teachers.
Strategy III-C-2 – Provide on-going, job embedded professional development.

- D. Guarantee that 100% of the district’s courses are taught by teachers meeting the No Child Left Behind standard for highly qualified teachers.
Strategy III-D-1 –Analyze the placement of inexperienced, unqualified, or out-of-field teachers to ensure that poor and minority children are not taught by these teachers at higher rates than other children.
Strategy III-D-2 –Identify teachers who are not highly qualified and implement plans to produce highly qualified status.

IV. Capitalize on the opportunity for growth in a manner that fosters continuous improvement.

Objectives:

- A. All class sizes in WSD will be at or below MSIP minimum standards by fall of 2013, with 20% at desirable MSIP standards.
Strategy IV-A-1 – The district will plan for and provide the necessary facilities and staff to reduce class size.

- B. A comprehensive facilities plan, including future program identification and activities will be created and implemented by Spring 2011.
Strategy IV-B-1 – The district will develop a comprehensive facilities plan to meet future district growth and identify and accommodate future programs and activities into building design.

V. To improve communication throughout our schools and community.

Objectives:

- A. Provide a reliable district communication system that is primarily electronic and accesses all available technologies.
Strategy—V-A-1 – Maintain communications with all constituents including parents.
Strategy—V-A-2 – Continue to expand the current Wentzville School District website to provide greater detail to parents, students and the community as well as the maintenance necessary for continuous information updating.
Strategy—V-A-3 –Support the expansion and use of Moodle technology across the district.

- B. Develop training for employees and parents to migrate to technology for better communication and interaction.
Strategy—V-B-1 – Promote and increase awareness about the multiple functions and features of the District website and Moodle, as well as other web-based communication platforms.

VII. ACTION PLANS

WSD CSIP Development

Goal I To improve student achievement throughout the district.

Objective A Achieve an average score of 24 on the ACT by 2015, while increasing the percentage of students who take the test to 80%.

Strategy I-A-1 **Create a team of administrators and staff to develop preparation courses to be offered in and outside of the school day for student success on the ACT test taking skills.**

Action Plan

| No. | Task or Activity | Responsibility | Resources | Date Due |
|-----|---|--|--|-------------------------------------|
| 1 | Offer the E2020 ACT prep course during the school day and after school in the E2020 lab | John Waters Winston Rogers Counselors | E2020 Program | August 2010-May 2011 and annually |
| 2 | Offer focused after school tutoring in Mathematics during the two to three week window prior to each ACT testing date. | John Waters Winston Rogers | Tutoring Account Code ACT prep materials | October 2010-May 2011 and annually |
| 3 | Offer ACT training for staff at monthly faculty meetings to model ACT type questions in formative and summative assessments | John Waters Winston Rogers | Faculty Meetings | November 2010-May 2011 and annually |
| 4 | PD on increasing rigor in the classroom and model strategies to embed ACT skills in all courses. | John Waters Winston Rogers Bldg PDC Committee | PD Days | December 2010-May 2011 and annually |

WSD CSIP Development

Goal I To improve student achievement throughout the district.

Objective A Achieve an average score of 24 on the ACT by 2015, while increasing the percentage of students who take the test to 80%.

Strategy I-A-2 **Create a public relations campaign with administrators, staff and students to encourage students to enroll in preparation courses and take ACT that begins in 6th grade.**

Action Plan

| No. | Task or Activity | Responsibility | Resources | Date Due |
|-----|---|---|-------------------|----------------------------|
| 1 | Development and distribution of ACT Student/Parent Information Newsletter | John Waters Winston Rogers Cindy Berti Janelle Wohrley | SIS K-12 Email | February 2011 and annually |
| 2 | College and Career Guidance beginning in 6 th grade that addresses ACT | Middle School Guidance Counselors | District time | August 2011 and annually |
| 3 | Provide information and opportunities for middle school students to take the ACT | Middle School Horizons Teachers And Counselors | District time | Spring 2011 and annually |
| 4 | Investigate the use of the Explore Test for middle school students | Middle School Principals and Counselors | District time | August 2011 and annually |

WSD CSIP Development

Goal I To improve student achievement throughout the district.

Objective A Achieve an average score of 24 on the ACT by 2015, while increasing the percentage of students who take the test to 80%.

Strategy I-A-3 **Continue to add rigorous coursework that includes Advanced Placement courses and Project Lead the Way.**

Action Plan

| No. | Task or Activity | Responsibility | Resources | Date Due |
|-----|--|--|---|-----------------------------|
| 1 | Remove Concepts of Algebra from the High School Curriculum | Gregg Klinginsmith | District Budget | August 2011 |
| 2 | Add Project Lead the Way's Principles of Biomedical Sciences | Gregg Klinginsmith, John Waters, Winston Rogers | District, Technology, and Title II Budget | August 2011 |
| 3 | Add one Project Lead the Way's Tier 2 or Tier 3 Engineering course. The course selection would be: Tier 2: Biotechnical Engineering, Civil Engineering and Architecture, Computer Integrated Manufacturing. Tier 3: Engineering Design and Development | Gregg Klinginsmith, John Waters, Winston Rogers, Jim Weber, Vincent Redman | District and Title II Budget | August 2011 |
| 4 | Add AP United States Government and Politics | Keri Skeeters, John Waters, Winston Rogers | District and Title II Budget | August 2011 |
| 5 | Add Project Lead the Way's Human Body Systems | Gregg Klinginsmith, John Waters, Winston Rogers | District and Title II Budget | August 2012 |
| 6 | Add Project Lead the Way's Medical Interventions | Gregg Klinginsmith, John Waters, Winston Rogers | District and Title II Budget | August 2013 |
| 7 | Add Project Lead the Way's Biomedical Innovation | Gregg Klinginsmith, John Waters, Winston Rogers | District and Title II Budget | August 2014 |
| 8 | Add AP Accounting | Gregg Klinginsmith, John Waters, Winston Rogers | District and Title II Budget | When AP releases the course |
| 9 | Investigate adding AP | Keri Skeeters, John | District | August 2012 |

| | | | | |
|----|--|---|--------------------|-------------|
| | Psychology | Waters, Winston Rogers | Budget | |
| 10 | Investigate adding AP Macroeconomics or Microeconomics | Keri Skeeters, Gregg Klinginsmith, John Waters, Winston Rogers | District Budget | August 2012 |
| 11 | Investigate an AP freshman level course | Keri Skeeters, Gregg Klinginsmith, John Waters, Winston Rogers | District Budget | August 2012 |
| 12 | Increase number of students taking AP exams | John Waters, Winston Rogers | District Budget | July 2011 |
| 13 | Increase scores on AP exam | Keri Skeeters, Gregg Klinginsmith, John Waters, Winston Rogers | District Budget | August 2011 |
| 14 | Principals will visit AP classes to promote taking the AP exam | John Waters, Winston Rogers | District Budget | May 2011 |
| 15 | Investigate removing Concepts of Geometry | Gregg Klinginsmith, John Waters, Winston Rogers | District Budget | August 2012 |

WSD CSIP Development

Goal I To improve student achievement throughout the district.

Objective B By 2015, our annual state assessment scores across all student categories will be within the top 10% of districts statewide.

Strategy I-B-1 **Use common assessments to guide instruction and improve student learning.**

Action Plan

| No. | Task or Activity | Responsibility | Resources | Date Due |
|-----|--|------------------------------------|------------|-----------------------|
| 1 | Continue to develop and implement district common assessments in Math, Communication Arts, Science and Social Studies. | Gregg Klinginsmith & Keri Skeeters | Staff time | 2011-2012 school year |
| 2 | Develop and implement methods to collect common assessment data. | Gregg Klinginsmith & Keri Skeeters | Staff time | 2011-2012 school year |
| 3 | Use district collaboration time to analyze common assessment data. | Principals and teachers | Staff time | 2011-2012 school year |
| 4 | Use common assessment data to target and address specific student learning needs in each classroom. | Teachers | Staff time | 2011-2012 school year |
| 5 | Use assessment data to refine district common assessments and to improve methods of data collection. | Gregg Klinginsmith & Keri Skeeters | Staff time | 2011-2012 school year |

WSD CSIP Development

Goal I To improve student achievement throughout the district.

Objective B By 2015, our annual state assessment scores across all student categories will be within the top 10% of districts statewide.

Strategy I-B-2 **Implement instructional strategies that will guarantee student engagement and improve student achievement.**

Action Plan

| N o. | Task or Activity | Responsibility | Resources | Date Due |
|---------|---|--|-------------------------------|---|
| 1 | Continue IPI Level I and Level II trainings throughout 2010-2011 | Susan Gauzy | Title II funds | September 2010-May 2011 |
| 2 | Train all new classroom teachers (grades 1-5) in the implementation of Singapore Math | Gregg Klinginsmith | District time | Each August – through 2015 |
| 3 | District-wide Share Fair to highlight and share Best Practices of our own faculty | Nichole Nolan, Share Fair Planning Committee | District PD funds | 3/18/2011 |
| 4 | Beginning Teacher Advancement Program (BTAP) to support 1st year teachers | Keri Skeeters, Gregg Klinginsmith, Nichole Nolan | Title II funds, District time | September 2010-May 2011 and annually thereafter |
| 5 | Implement DI Academy and Advanced DI Academy to support teachers in their efforts to differentiate the learning environment | Nichole Nolan | District time | September 2010-May 2011 |
| 6 | Investigate opportunities for implementation of a 9th grade transition course that would incorporate study skills, motivation, math and reading | Keri Skeeters, Gregg Klinginsmith, HS Principals | District time | Summer 2011 |
| 7 | Investigate opportunities for another Summer Literacy Institute to focus on Reading and Writing Workshop | Margo Mann | District and Title I | September 2010-May 2011 |
| 8 | Implement Coaching Cycles at the elementary level. One-on-one and small group coaching, tracking student achievement use data sheet. | Margo Mann, Literacy Coaches, and Kathy Fisher, Angela Politte, Geri Buss, Todd Kraft, | Staff Time | September 2010-May 2011 |

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|----|---|---|------------------------|----------------------------|
| | | Doug Holler, Deanna Kitson, Matt Schulte, John Schulte, Rick Beauchamp, Laura Bates | | |
| 9 | Continuation of coaching consultant, Diane Sweeney to support district literacy coaches and administrators with implementing best practices and analyzing student data. | Margo Mann | Staff Time and Title I | August 2010- May 2011 |
| 10 | Develop and present specific Technology Professional Development Sessions in school buildings based on Teachers' Technology Professional Development Needs Assessment. | Greg Lawrence | | January 2011- May 2012 |
| 11 | Continue to train and certify at least one educator per school to be a SMART (Notebook) Trainer to be a resource for their school. | Greg Lawrence, Rich Wilson, SMART Technologies | \$10,000 | Winter 2011 Summer 2011 |
| 12 | Continue training and providing workshops in using Moodle to enhance student learning inside/outside of the classroom. | Greg Lawrence | Staff Time | January 2011- May 2012 |
| 13 | Implement monthly instruction in SMART Notebook Basics and Creative Instruction using SMART Notebook. | Greg Lawrence | Staff Time | January 2011- May 2012 |

WSD CSIP Development

Goal I To improve student achievement throughout the district.

Objective C Increase the high school graduation rate of all students including at-risk by 1% annually through 2015.

Strategy I-C-1 **Offer alternate opportunities for graduation.**

Action Plan

| No. | Task or Activity | Responsibility | Resources | Date Due |
|-----|--|--------------------------------|-----------------------------------|---------------------|
| 1 | Implement credit recovery opportunities during the school day at high school sites. | John Waters and Winston Rogers | E2020 | September 2010-2011 |
| 2 | Implement credit recovery opportunities after school at high school sites | John Waters and Winston Rogers | E2020 | September 2010-2011 |
| 3 | Continue Options Program | Laura Smith | District funds | September 2010-2011 |
| 4 | Investigate and implement work study opportunities for high school credit as allowed by DESE | Laura Smith and Kathy Pinkston | District alternative school staff | September 2010-2011 |
| 5 | Explore and investigate successful alternative schools in the metropolitan area | Laura Smith and Susan Gauzy | District time | September 2010-2011 |
| 6 | Recommend and implement Alternative School Best Practices | Susan Gauzy | District time | September 2011 |

WSD CSIP Development

- Goal I To improve student achievement throughout the district.
- Objective C Increase the high school graduation rate of all students including at-risk by 1% annually through 2015.
- Strategy I-C-2 **Implement a district-wide identification system that places at-risk students in appropriate programs.**

Action Plan

| No. | Task or Activity | Responsibility | Resources | Date Due |
|-----|--|--|----------------|----------------------|
| 1 | Develop a district-wide K-12 Response to Intervention Plan (RTI) | Susan Gauzy | District time | May 2011 |
| 2 | Implement RTI Plan | Susan Gauzy, Building Principals, and Counselors | District time | August 2011 |
| 3 | Explore and implement middle school at-risk programs | Susan Gauzy, Building Principals, and Counselors | District time | August 2011 |
| 4 | Develop and implement a 9 th grade transition program | John Waters and Winston Rogers | District time | August 2011 |
| 5 | Utilize data to provide continuous monitoring of individual student academic progress towards graduation | John Waters and Winston Rogers | District Pulse | August 2010-May 2015 |
| 6 | Evaluate at-risk (RTI) program effectiveness | CIA and Building Principals | District time | Summer 2012 |

WSD CSIP Development

Goal II To improve the implementation and incorporation of technology throughout the district.

Objective A By School Year (SY) 2012, the technology and training will exist in each building to meet the National Educational Technology Standards for Students (NETS).

Strategy II-A-1 **All teachers will be trained in utilizing tech resources.**

Action Plan

| No. | Task or Activity | Responsibility | Resources | Date Due |
|-----|--|----------------------------|-------------|---------------------------------------|
| 1 | Update Technology PD Plan for each school year to meet the needs of the district. | Greg Lawrence | | August 2011, 2012, 2013, 2014, 2015 |
| 2 | Develop in the WSD Moodle a district-wide framework for sharing lesson plans and lesson resources. | Greg Lawrence | | Fall 2011 |
| 3 | Publish 8 monthly editions of iTeach during each school year to share technology integration techniques and ideas, and to inform faculty and staff of technology PD offerings. | Greg Lawrence | | June 2011, 2012, 2013, 2014, 2015 |
| 4 | WSD will send to the CSD Midwest Education Technology Conference (METC) each year building technology reps, computer teachers, librarians and administrators | Rich Wilson | CSD Credits | February 2011, 2012, 2013, 2014, 2015 |
| 5 | SMART certify an additional 10 teachers as building resources. | Rich Wilson, Greg Lawrence | \$10,000 | Summer 2013 |
| 6 | Send six teachers to the CSD Leadership Academy. | Rich Wilson | \$2,400 | August 2013 |
| 7 | Conduct at least 12 quick 5-10 remote PD sessions to teachers via Adobe Connect during SY 2010-2011 | Greg Lawrence | \$800 | June 2011 |
| 8 | Building technology reps will be allocated up to 2 days for subs in order to conduct tech integration trainings within their schools. | Rich Wilson | \$2,720 | June 2011 |

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|----|--|------------------------|-----------|-------------|
| 9 | Instructional technology resources will be incorporated into the content areas of art, science and social studies during their curriculum adoptions. | CIA Dept., Rich Wilson | \$200,000 | August 2011 |
| 10 | District Technology Committee will meet at least quarterly to monitor and revise as needed the District Technology Plan and CSIP Goal II. | Rich Wilson | | Quarterly |

WSD CSIP Development

Goal II To improve the implementation and incorporation of technology throughout the district.

Objective A By SY 2012, the technology and training will exist in each building to meet the National Educational Technology Standards for Students (NETS).

Strategy II-A-2 **Students will be able to exhibit a range of functional and critical thinking skills such as information, media, and technology literacy.**

Action Plan

| No | Task or Activity | Responsibility | Resources | Date Due |
|----|---|----------------------------|-----------------------|-------------|
| 1 | Purchase six or more SMART document cameras for each K-12 school. | Rich Wilson | \$63,000 (estimated) | Summer 2012 |
| 2 | Purchase three more Senteo Interactive Response systems per K-12 school. | Rich Wilson | \$81,000 (estimated) | Summer 2014 |
| 3 | Furnish remaining 2 nd grade classrooms with SMART Boards, projection and speaker systems. | Rich Wilson | \$65,000 (estimated) | Summer 2011 |
| 4 | Furnish remaining 1 st grade classrooms with SMART Boards, projection and speaker systems. | Rich Wilson | \$65,000 (estimated) | Summer 2012 |
| 5 | Install 130 SMART Boards in classrooms at middle and high schools that already have mounted projection and speaker systems. | Rich Wilson | \$170,000 (estimated) | Summer 2011 |
| 6 | Install 50-60 middle school classrooms with SMART Boards, projection and speaker systems. | Rich Wilson | \$185,000 (estimated) | Summer 2012 |
| 7 | Install 70-80 high school classrooms with SMART Boards, projection and speaker systems. | Rich Wilson | \$230,000 (estimated) | Summer 2013 |
| 8 | Create marketing campaign to further promote the 3P's (Increasing Online Responsibility) program. | Rich Wilson, Greg Lawrence | \$2,000 | Spring 2011 |
| 9 | Host an Internet Safety Night for parents. | Rich Wilson | Technicians Overtime | April 2011 |

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|----|--|--|---------------------------------------|-------------|
| 10 | Update district webpage system. | Rich Wilson, Greg Lawrence, Brad Jones | New Server \$12,000 (estimated) | Summer 2011 |
| 11 | Investigate purchasing or leasing 1,000 netbooks for the high schools. | Rich Wilson | \$400,000 over 3 years (estimated) | Winter 2012 |

WSD CSIP Development

Goal II To improve the implementation and incorporation of technology throughout the district.

Objective A By School Year (SY) 2012, the technology and training will exist in each building to meet the National Educational Technology Standards for Students (NETS).

Strategy II-A-3 **Expand elementary/middle school computer/technology offerings.**

Action Plan

| No. | Task or Activity | Responsibility | Resources | Date Due |
|-----|---|--|-------------------|----------------------|
| 1 | Computer technology classes will be expanded to the kindergarten grades. | Elementary Principals, teachers | District teachers | August 2010-May 2011 |
| 2 | Middle School Project Lead The Way courses will be expanded for grades 6, 7, 8 | Susan Gauzy, Middle School Principals | \$100,000 | August 2013 |
| 3 | Explore additional computer courses for grades 6,7, and 8 that would provide sequenced curriculum | Susan Gauzy, Middle School Principals | District time | Fall 2011 |
| 4 | Explore additional technology offerings for high school | Susan Gauzy, High School Principals, and CIA | District time | Fall 2011 |

WSD CSIP Development

Goal II To improve the implementation and incorporation of technology throughout the district.

Objective B Ensure that computers, email, and Internet services are available, in working order in all district buildings and classrooms, and technology downtime will be less than 5% by SY 2011-2012.

Strategy II-B-1 **Institute a standard of technology for all classrooms to ensure technical resources are comparable to the growth of the district.**

Action Plan

| No. | Task or Activity | Responsibility | Resources | Date Due |
|-----|---|---------------------------|--|-------------------------------------|
| 1 | Equip certified staff with laptops as part of the computer update cycle. | Rich Wilson | \$200,000/year (estimated) | Summer 2014 |
| 2 | Network switches will be upgraded to 10/100/1000 devices in elementary school buildings. | Rich Wilson | \$100,000 (estimated) | Fall 2011 |
| 3 | Create a plan to further align the technical support to keep up with the district growth. | Rich Wilson | | February 2012 |
| 4 | Hire additional technicians to keep up with district growth and further align with the DESE recommendation of computer techs to computers (1:250) | Kari Monsees, Rich Wilson | \$40,000 per tech position (estimated) | Summer 2015 |
| 5 | Install in "older" buildings additional network drops for additional classroom computers consistent with new schools. | Rich Wilson, Brad Jones | \$200,000 (estimated) | Summer 2013 |
| 6 | WSD will create a comprehensive technology disaster recovery plan. | Rich Wilson, Brad Jones | \$3,000 (estimated) | Fall 2013 |
| 7 | WSD will be transitioned to Windows 7 and MS Office 2010 as new computers are purchased. | Rich Wilson | License fees | Winter 2011 |
| 8 | Annually update the Technology Office Handbook. | Rich Wilson | \$500 (estimated) | Summer 2011, 2012, 2013, 2014, 2015 |

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|----|--|-------------|----------------------|-------------------------------------|
| 9 | A technology security audit will be conducted by an external contractor to further secure district resources | Rich Wilson | \$12,000 (estimated) | Spring 2013 |
| 10 | Annually the WSD Technology Acceptable Use Policy (AUP) will be evaluated and updated to address new technologies. | Rich Wilson | \$500 (estimated) | Summer 2011, 2012, 2013, 2014, 2015 |

WSD CSIP Development

Goal II To improve the implementation and incorporation of technology throughout the district.

Objective C Investigate and implement programs that allow students to learn through their personal use of technology.

Strategy II-C-1 **Develop web based technology resources to allow for secured access from within the district and also from outside the district.**

Action Plan

| No. | Task or Activity | Responsibility | Resources | Date Due |
|-----|--|-----------------------------|----------------------|-------------|
| 1 | Moodle system will be upgraded. | Brad Jones | \$2,000 (estimated) | Winter 2011 |
| 2 | WSD Google Apps domain will be rolled out to use in conjunction with Moodle system. | Greg Lawrence | \$1,000 (estimated) | Winter 2011 |
| 3 | WSD SchoolTube channel will be developed. | Matt Deichmann, Rich Wilson | CDS membership | Spring 2011 |
| 4 | Netstorage feature will be installed and configured to allow for faculty and student access to their H drives. | Brad Jones | \$2,000 (estimated) | Fall 2010 |
| 5 | Investigate providing "guest" access to the district wireless network. | Rich Wilson, Brad Jones | \$10,000 (estimated) | Summer 2012 |

WSD CSIP Development

Goal III Attract and retain the best trained, most highly qualified and effective staff.

Objective A Incrementally increase instructional staff collaboration that may include professional development to 5 hours/month by 2012.

Strategy III-A-1 **Evaluate opportunities and make recommendations to the Board for providing increased time for certified staff collaboration and professional development.**

Action Plan

| No. | Task or Activity | Responsibility | Resources | Date Due |
|-----|---|--------------------------------|---------------|--|
| 1 | Implement 4 early release days at each school to allow teachers more time to collaborate on student data and achievement. | Nichole Nolan, CIA | District time | 9/22/10 12/1/10 2/9/11 3/2/11 |
| 2 | Collect artifacts to document of the utilization of early release days | Nichole Nolan and District PDC | District time | 9/22/10 12/1/10 2/9/11 3/2/11 |
| 3 | Evaluate the effectiveness of 2010-2011 early release days and make recommendations for improvement. | Nichole Nolan | District time | April 2011 |
| 4 | Investigate further opportunities for collaboration and professional development. | Nichole Nolan | District time | Summer 2011 |

WSD CSIP Development

Goal III Attract and retain the best trained, most highly qualified, and effective staff.

Objective B Maintain the number of teachers district-wide with Masters Degrees or higher to 75% of all teachers through 2015.

Strategy III-B-1 **Explore opportunities and make recommendations for providing incentives for teachers to complete advanced degrees.**

Action Plan

| No. | Task or Activity | Responsibility | Resources | Date Due |
|-----|---|--|---------------|--------------|
| 1 | Research the practices of other comparable benchmark districts. | Nichole Nolan, DPDC Tuition Reimbursement Subcommittee | District time | January 2011 |
| 2 | Explore options in regard to revising the tuition reimbursement form, to include eligibility. | Nichole Nolan, DPDC Tuition Reimbursement Subcommittee | District time | March 2011 |
| 3 | Offer increased opportunities for “credit” courses for PD | Nichole Nolan | District time | Fall 2011 |
| 4 | Investigate offering graduate degree programs on campus. | Nichole Nolan | District time | Fall 2011 |
| 5 | Survey staff for graduate level degree needs. | Nichole Nolan and District PDC | | Fall 2011 |

WSD CSIP Development

Goal III Attract and retain the best trained, most highly qualified, and effective staff.

Objective B Maintain the number of teachers district-wide with Masters Degrees or higher to 75% of all teachers through 2015.

Strategy III-B-2 **Examine and make recommendations on the feasibility of bringing teachers into the salary schedule at a rate comparable with benchmark districts.**

Action Plan

| No. | Task or Activity | Responsibility | Resources | Date Due |
|-----|---|------------------------------|--------------------------|---------------------------------------|
| 1 | Identify years of credit allowed in benchmark districts. | Susan Hladky | Staff time | February 2011, 2012, 2013, 2014, 2015 |
| 2 | Quantify costs for increasing credit allowance to benchmark standard. | Kari Monsees | Staff time | March 2011, 2012, 2013, 2014, 2015 |
| 3 | Establish plan to revise credit allowance for years of service. | Susan Hladky Kari Monsees | Staff time and financial | May 2011, 2012, 2013, 2014, 2015 |
| 4 | Budget for additional credit allowances. | Kari Monsees | Staff time and financial | June 2011, 2012, 2013, 2014, 2015 |

WSD CSIP Development

Goal III Attract and retain the best trained, most highly qualified, and effective staff.

Objective B Maintain the number of teachers district-wide with Masters Degrees or higher to 75% of all teachers through 2015.

Strategy III-B-3 **Monitor and project District staffing needs.**

Action Plan

| No. | Task or Activity | Responsibility | Resources | Date Due |
|-----|---|---|------------|----------------------------|
| 1 | Develop building-level staffing plans using current and projected enrollment. | Building Principals Susan Hladky Kari Monsees | Staff time | January 2011 and annually |
| 2 | Approve new certified positions for coming year and post as needed. | Dr. Adams and Board of Education | Staff time | February 2011 and annually |
| 3 | Identify potential openings due to resignations or retirements. | Susan Hladky | Staff time | Monthly |
| 4 | Submit requisitions within 24 hours of Board approval of transfer, resignation, or retirement or immediately following any building reorganization. | Building Principals | Staff time | Monthly |
| 5 | Verify and post positions upon receipt of the requisition(s). | Susan Hladky Pamela Glidewell | Staff time | Monthly |

WSD CSIP Development

Goal III Attract and retain the best trained, most highly qualified, and effective staff.

Objective B Maintain the number of teachers district-wide with Masters Degrees or higher to 75% of all teachers through 2015.

Strategy III-B-4 **Provide a competitive benefit package.**

Action Plan

| No. | Task or Activity | Responsibility | Resources | Date Due |
|-----|--|---|--------------------------|-------------------------|
| 1 | Convene Insurance Committee. | Lisa Andreas Kari Monsees | Staff time | April 2010 and annually |
| 2 | Evaluate coverage and pricing information. | Insurance Committee and District Administration | Staff time | May 2010 and annually |
| 3 | Recommend changes to insurance plan as needed. | Insurance Committee and District Administration | Staff time | May 2010 and annually |
| 4 | Develop budget that accommodates benefit plan. | Kari Monsees | Staff time and financial | June 2010 and annually |

WSD CSIP Development

Goal III Attract and retain the best trained, most highly qualified, and effective staff.

Objective C Initiate and implement programs, services and incentives intended to increase the district-wide average years of certificated staff service to 11.0 years by December 2012.

Strategy III-C-1 **Provide training to new teachers.**

Action Plan

| No. | Task or Activity | Responsibility | Resources | Date Due |
|-----|--|--|--|-----------------------|
| 1 | Develop a quality two-year mentor program. | Gregg Klinginsmith, Keri Skeeters, Susan Hladky | Staff time Title II funds | 2011-12 school year |
| 2 | Continue to provide quality information and professional development through new teacher orientation. | Gregg Klinginsmith, Keri Skeeters | Staff time, Curriculum funds, Title II fnds | 2011-12 school year |
| 3 | Continue to provide ongoing (monthly) professional development and district level support through the Wentzville Beginning Teach Advancement Program | Gregg Klinginsmith, Keri Skeeters, Nichole Nolan | Staff time, Curriculum funds, Title II funds | 2011-2012 school year |
| 4 | Continue to work with the Wentzville NEA to provide new teachers with opportunities to meet state certification requirements. | Keri Skeeters, WNEA | Staff time | 2011-2012 school year |

WSD CSIP Development

Goal III Attract and retain the best trained, most highly qualified, and effective staff.

Objective C Initiate and implement programs, services and incentives intended to increase the district-wide average years of certificated staff service to 11.0 years by December 2012.

Strategy III-C-2 **Provide on-going, job embedded professional development.**

Action Plan

| No. | Task or Activity | Responsibility | Resources | Date Due |
|-----|---|---|----------------------------------|--|
| 1 | Implement DI Academy and Advanced DI Academy to support teachers in their efforts to differentiate the learning environment. | Nichole Nolan | District time | January 2011-May 2011 |
| 2 | Implement 4 early release days at each school to allow teachers more time to collaborate on student data and achievement. | Nichole Nolan, CIA | District time | 9/22/10 12/1/10 2/9/11 3/2/11 |
| 3 | DPDC meetings throughout the year to review, evaluate, plan and implement high quality professional development opportunities for faculty. | Nichole Nolan | District PD funds, District time | 9/1/10 11/17/10 4/11/11 5/10/11 |
| 4 | Implement new district focused collaboration w/protocols, Assessment Wall, Sorting Sessions, Data Team, Goal Setting w/Follow Up, Planning: instruction/creating assessment/units of study, Learning Labs, & Professional Readings. | Margo Mann, Literacy Coaches and Kathy Fisher Angela Politte Geri Buss Todd Kraft Doug Holler Deanna Kitson Matt Schulte John Schulte Rick Beauchamp Laura Bates | Staff time | January 2011-May 2011 |
| 5 | Each elementary building will use literacy coaches to provide instructional support to teachers in reading and writing. Coaches will use coaching | Margo Mann, Literacy Coaches and Kathy Fisher Angela Politte Geri Buss | Staff Time | January 2011-May 2011 |

| | | | | |
|---|--|---|------------------------|-----------------------|
| | cycles to determine focus and evaluate student achievement. | Todd Kraft Doug Holler Deanna Kitson Matt Schulte John Schulte Rick Beauchamp Laura Bates | | |
| 6 | Implement on-going study, reflection, and colleague observations with district reading teachers, which focus on best practices to support our most struggling readers and writers. | Margo Mann | Staff time and Title I | January 2011-May 2011 |
| 7 | Continuation of coaching consultant Diane Sweeney, to support district literacy coaches and administrators with implementing best practices and analyzing student data. | Margo Mann | Staff time and Title I | January 2011-May 2011 |
| 8 | Create a Technology Professional Development Plan for the District (which includes district-wide, school-wide, and individual trainings and workshops). | Greg Lawrence | | January 2011-May 2012 |

WSD CSIP Development

Goal III Attract and retain the best trained, most highly qualified, and effective staff.

Objective D Guarantee that 100% of the district’s courses are taught by teachers meeting the No Child Left Behind standard for highly qualified teachers.

Strategy III-D-1 **Analyze the placement of inexperienced, unqualified, or out-of-field teachers to ensure that poor and minority children are not taught by these teachers at higher rates than other children.**

Action Plan

| No. | Task or Activity | Responsibility | Resources | Date Due |
|-----|---|--|------------------------------|---|
| 1 | Monitor teacher certification of all staff | Susan Hladky and Core Data Technician | District technology and time | January 2011 and annually thru 2015 |
| 2 | Monitor master schedule assignments | Building Principals | District technology and time | January 15 and August 1, 2011 and bi-annually thru 2015 |
| 3 | Provide High Quality Teacher standards training for all building administrators | Susan Hladky, Susan Gauzy, and Cheri Thurman | District time | January 2011 and November and April thru 2015 |
| 4 | Hiring practices will guarantee the employment of Highly Qualified Teachers. | Susan Hladky, Building Principals, and Directors | District time | Spring 2011 and annually thru 2015 |

WSD CSIP Development

Goal III Attract and retain the best trained, most highly qualified, and effective staff.

Objective D Guarantee that 100% of the district's courses are taught by teachers meeting the No Child Left Behind standard for highly qualified teachers.

Strategy III-D-2 **Identify teachers who are not highly qualified and implement plans to produce highly qualified status.**

Action Plan

| No. | Task or Activity | Responsibility | Resources | Date Due |
|-----|---|---|--|-------------------------------------|
| 1 | Review MOSIS data to identify teachers who do not meet HQT requirements | Susan Hladky | District time | October 2011 and annually thru 2015 |
| 2 | Inform teachers of HQT requirements | Susan Hladky | District time | October 2011 and annually thru 2015 |
| 3 | Teachers will develop their professional development plan to eliminate HQT deficiencies | Susan Hladky, Susan Gauzy, Nichole Nolan, and Building Principals | District time and budget, Title II funds | October 2011 and annually thru 2015 |
| 4 | Revise the district tuition reimbursement regulation to give priority to teachers who do not meet HQT | Susan Hladky and Nichole Nolan | District time and budget | Spring 2011 |

WSD CSIP Development

Goal IV Capitalize on the opportunity for growth in a manner that fosters continuous improvement.

Objective A All class sizes in WSD will be at or below MSIP minimum standards by fall of 2013, with 20% at desirable MSIP standards.

Strategy IV-A-1 **The district will plan for and provide the necessary facilities and staff to reduce class size.**

Action Plan

| No. | Task or Activity | Responsibility | Resources | Date Due |
|-----|--|-------------------------------------|--------------------------|---------------------|
| 1 | Update enrollment projections. | Kari Monsees | Staff time | December – annually |
| 2 | Identify the necessary classroom space. | Kari Monsees | Staff time | January – annually |
| 3 | Evaluate annual staffing needs based on enrollment projections. | Susan Hladky | Staff time | January – annually |
| 4 | Identify budgetary resources needed to accomplish this goal. | Kari Monsees | Staff time and financial | February – annually |
| 5 | Establish a budget that makes progress towards this goal. | Kari Monsees | Staff time and financial | June – annually |
| 6 | Evaluate progress annually to determine if resources are available to achieve this goal. If adequate resources are not available, the Board of Education will recommend ways to increase revenues or adjust the goals accordingly. | Dr. Adams, Board of Education | Staff time and financial | Reviewed annually |

WSD CSIP Development

Goal IV Capitalize on the opportunity for growth in a manner that fosters continuous improvement.

Objective B A comprehensive facilities plan, including future program identification and activities will be created and implemented by Spring 2011.

Strategy IV-B-1 **The district will develop a comprehensive facilities plan to meet future district growth and identify and accommodate future programs and activities into building design.**

Action Plan

| No. | Task or Activity | Responsibility | Resources | Date Due |
|-----|--|---|------------|------------------------|
| 1 | Maintain a Facility Planning Committee | Dr. Adams and Kari Monsees | Staff time | May 2011 and annually |
| 2 | Gather data regarding current status and future space needs in the district. | Kari Monsees | Staff time | May 2011 and annually |
| 3 | Identify future programming considerations. | CIA and District Administrators | Staff time | June 2011 and annually |
| 4 | Generate and update 5-year Facility Plan | Dr. Adams, Kari Monsees and Facility Plan Committee | Staff time | January 2011 |
| 5 | Establish timeline for election for voter authorization to fund projects. | Dr. Adams and Board of Education | Staff time | January 2011 |
| 6 | Evaluate and revise existing plan. | Dr. Adams, Kari Monsees and Facility Plan Committee | Staff time | July 2012 July 2014 |

WSD CSIP Development

- Goal V To improve communication throughout our schools and community.
- Objective A Provide a reliable district communication system that is primarily electronic and accesses all available technologies.
- Strategy V-A-1 **Maintain communications with all constituents including parents.**

Action Plan

| No. | Task or Activity | Responsibility | Resources | Date Due |
|-----|---|--------------------------------|----------------------------|--|
| 1 | Continue to improve quality and quantity of the electronic District eNews, and investigate and implement software programs to enhance content | Community Relations Department | Staff time/District budget | August 2010 August 2011 August 2012 August 2013 |
| 2 | Continue to improve quality and quantity of the electronic Staff eNews, and investigate and implement software programs to enhance content | Community Relations Department | Staff time/District budget | August 2010 August 2011 August 2012 August 2013 |
| 3 | Regularly update events on the District Calendar, train and encourage building level content providers | Matt Deichmann | Staff time | August 2010 August 2011 August 2012 August 2013 |
| 4 | Update SchoolReach automated call phone list, train and encourage building principals in proper usage | Matt Deichmann/ Rich Wilson | Staff time | August 2010 August 2011 August 2012 August 2013 |
| 5 | Continue regular District press releases to local media about topics of interest and success stories in the District | Community Relations Department | Staff time | August 2010 August 2011 August 2012 August 2013 |

WSD CSIP Development

Goal V To improve communication throughout our schools and community.

Objective A Provide a reliable district communication system that is primarily electronic and accesses all available technologies.

Strategy V-A-2 **Continue to expand the current Wentzville School District website to provide greater detail to parents, students and the community as well as the maintenance necessary for continuous information updating.**

Action Plan

| No. | Task or Activity | Responsibility | Resources | Date Due |
|-----|--|--|-----------------|--|
| 1 | Create and implement District Bulletin Board for current website | Matt Deichmann | Staff time | January 2011 |
| 2 | Create and implement Flyer Forum for posting of non-profit community information on current website | Matt Deichmann | Staff time | February 2011 |
| 3 | Examine the possibility of employing a different web hosting solution with expanded features for better communication | Rich Wilson Matt Deichmann Web Committee | District budget | February 2011 or as resources are available |
| 4 | Investigate the possibility of hiring a full-time webmaster to oversee the expanding website operation. Expand the use of RSS feeds, imbedded videos, schooltube options, etc. | Rich Wilson Matt Deichmann Web Committee Kari Monsees Susan Hladky | District budget | June 2011 or as resources are available |

WSD CSIP Development

Goal V To improve communication throughout our schools and community.

Objective A Provide a reliable district communication system that is primarily electronic and accesses all available technologies.

Strategy V-A-3 **Support the expansion and use of Moodle technology across the district.**

Action Plan

| No. | Task or Activity | Responsibility | Resources | Date Due |
|-----|---|--|------------|--------------------|
| 1 | Continue to promote Moodle to our District employees through employee eNews, iTeach, and informational emails, continue Moodle training sessions, and find incentives to drive more District traffic to Moodle. | Technology Department/ Community Relations Department | Staff time | Sept 2010-May 2011 |
| 2 | Seek input from the web committee about added features and functions that would increase the usage and value for employees. | Rich Wilson Matt Deichmann Web committee | Staff time | January 2011 |

WSD CSIP Development

Goal V To improve communication throughout our schools and community.

Objective B Develop training for employees and parents to migrate to technology for better communication and interaction.

Strategy V-B-1 **Promote and increase awareness about the multiple functions and features of the District website and Moodle, as well as other web-based communication platforms.**

Action Plan

| No. | Task or Activity | Responsibility | Resources | Date Due |
|-----|---|--|------------|--------------------|
| 1 | Investigate and implement utilization of social media (Facebook, Twitter) to increase interest and expand communication avenues with the community and employees | Matt Deichmann | Staff time | January 2011 |
| 2 | Encourage and inform parents to sign up for school and District eNews, continue to improve content and appearance of both Employee and District eNews | Community Relations Department | Staff time | Sept 2010-May 2011 |
| 3 | Explore collaborative training possibilities at open houses, parent teacher conferences, locker nights, and during employee PD. Investigate opportunities to hold additional training about web site, parent portal, Moodle | Technology Department/ Community Relations Department | Staff time | July 2011 |

VIII. SCORECARD INDICATORS/KEY PERFORMANCE INDICATORS

Key Performance Indicators

I. To improve student achievement throughout the district.

Objectives:

- A. Achieve an average score of 24 on the ACT by 2015, while increasing the percentage of students who take the test to 80%.

KPI-Student ACT scores and the percentage of students taking the test will be compiled annually as provided by the American College Board.

- B. By 2015, our annual state assessment scores across all student categories will be within the top 10% of districts statewide.

KPI-Annual state assessment scores of all students across all categories will be compared to the scores of districts statewide as provided by the Missouri Department of Elementary and Secondary Education.

- C. Increase the high school graduation rate of all students including at-risk by 1%, annually through 2015.

KPI-Graduation rates will be compiled annually as provided by the Missouri Department of Elementary and Secondary Education.

II. To improve the use of technology throughout the district.

Objectives:

- A. By SY 2012, the technology and training will exist in each building to meet the National Educational Technology Standards for Students.

KPI-Technology and training will be evaluated annually and compared to the National Educational Technology Standards for Students.

- B. Ensure that computers, e-mail, and Internet services are available, in working order in all district buildings and classrooms, and technology downtime will be less than 5% by SY 11-12.

KPI-Downtime will be determined by tracking the initiation dates of work orders as compared to the date of completion.

III. Attract and retain the best trained, most highly qualified and effective staff.

Objectives:

A. Incrementally, increase instructional staff collaboration that may include professional development to 5 hours/month by 2012.

KPI-Building schedules will be analyzed annually to calculate the amount of staff collaboration opportunities.

B. Maintain the number of teachers District-wide, with Masters Degrees or higher to 75% of all teachers by December 2015.

KPI-Annually examine the percentage of teachers with Masters Degrees or higher by utilizing core data as provided by the Missouri Department of Secondary and Elementary Education.

C. Initiate and implement programs, services and incentives intended to increase the District-wide average years of certificated staff service to 11.0 years by December 2015.

KPI-Annually examine the average years of certificated staff utilizing core data as provided by the Missouri Department of Secondary and Elementary Education.

D. Guarantee that 100% of the district's courses are taught by teachers meeting the No Child Left Behind standard for highly qualified teachers.

KPI-Annually review CORE data to ensure that all teachers meet the highly qualified standards.

IV. Capitalize on the opportunity for growth in a manner that fosters continuous improvement.

Objectives:

A. All class sizes in WSD will be at or below MSIP minimum standards by fall of 2013, with 20% at desirable MSIP standards.

KPI-Annually review the class sizes in WSD as compared to the MSIP minimum and desirable standards.

B. A comprehensive facilities plan, including future program identification and activities will be created and implemented by spring of 2011.

KPI-Annually review the implementation of the comprehensive facilities plan.

V. To improve communication throughout our schools and community.

Objectives:

A. Provide a reliable district communication system that is primarily electronic and accesses all available technologies.

KPI-Annually evaluate the district's communication system.

B. Develop training for employees and parents to migrate to technology for better communication and interaction.

KPI-Annually evaluate training opportunities for staff and parents.