

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

Objective: The Union Star R-II School District will provide for continuous improvement through the systematic collection, analysis, and use of data to improve student learning and to meet or exceed APR standards annually and maintain the status of Distinction in Performance for the state of Missouri. (MSIP, 6.2, 6.3, 9.1-9.3)

Evaluation:

The success of the objective will be measured by:

- Analyzing data using Crystal Reports and common assessments
- Comparing state and national scores to the school district’s scores
- Analyzing scores of subgroups to determine areas of strengths/ concerns
- Data Source: Multiple sources, including MAP & EOC scores, attendance rates, graduation rate, grades, college and career placement, benchmark testing of ELO’s, Math, Comm. Arts, & ACT scores.

	2013			2014			2015		
APR Total Points	133.5/138			126.0/140			131.5/138		
Percent of Points	96.70%			90.0%			95.30%		
MSIP 5 Standards	Points Possible	Points Earned	Percent Earned	Points Possible	Points Possible	Points Possible	Points Possible	Points Possible	Points Possible
1. Academic Achievement	56	52	92.90%	56	52	92.90%	56	56	100.00%
2. Subgroup Achievement	12	12	100.00%	14	9	64.30%	12	12	100.00%
3. College and Career Ready (CCR)	30	29.5	98.30%	30	25	83.30%	30	23.5	78.30%
4. Attendance	10	10	100.00%	10	10	100.00%	10	10	100.00%
5. Graduation Rate	30	30	100.00%	30	30	100.00%	30	30	100.00%
Total	138	133.5	96.70%	140	126	90.00%	138	131.5	100.00%

MSIP 5 Standards	2013 Points Possible	2013 Points Earned	2013 Percent Earned	2014 Points Possible	2014 Points Earned	2014 Percent Earned	2015 Points Possible	2015 Points Earned	2015 Percent Earned
1. Academic Achievement									
English Language Arts	16	15	93.80%	16	15	93.80%	16	16	100.00%
Mathematics	16	16	100.00%	16	16	100.00%	16	16	100.00%
Science - @@	16	16	100.00%	16	16	100.00%	16	16	100.00%
Social Studies - @@	8	5	62.50%	8	5	62.50%	8	8	100.00%
Total Points Earned	56	52	92.90%	56	52	92.90%	56	56	100.00%
2. Subgroup Achievement									
English Language Arts	4	4	100.00%	4	2	50.00%	4	4	100.00%
Mathematics	4	4	100.00%	4	4	100.00%	4	4	100.00%
Science - @@	4	4	100.00%	4	3	75.00%	4	4	100.00%
Social Studies - @	N/A	N/A	0.00%	2	0	0.00%	N/A	N/A	0.00%
Total Points Earned	12	12	100.00%	14	9	64.30%	12	12	100.00%
3. College & Career Ready (CCR)									
3.1 - 3*	10	9.5	95.00%	10	10	100.00%	10	7.5	75.00%
3.4*	10	10	100.00%	10	7.5	75.00%	10	6	60.00%
3.5 - 6*	10	10	100.00%	10	7.5	75.00%	10	10	100.00%
Total Points Earned	30	29.5	98.30%	30	25	83.30%	30	23.5	78.30%
4. Attendance	10	10	100.00%	10	10	100.00%	10	10	100.00%
5. Graduation Rate	30	30	100.00%	30	30	100.00%	30	30	100.00%
Total	138	133.5	96.70%	140	126	90.00%	138	131.5	95.30%

District Total MAP Index Scores	CA	MA	SCI	SS
2009	345	353.2	309.7	N/A
2010	351.2	356.8	375	283.3
2011	345.6	367.5	355.2	305.9
2012	344.2	360.7	368.8	352.6
2013	355.3	365.9	340.7	304.5
2014	343.8	355.3	356	334.4
2015	351.6	357.1	354.2	358.1
Approaching (9 pts) (SS = 5)	300	300	300	300
On Track (12 pts) (SS = 6)	365.5	358.4	345.5	347.1
Target (16 pts) (SS = 8)	385.7	392	352.8	375

ELA	SSG	MATH	SSG
2009	318.4	2009	332.4
2010	315.6	2010	339.6
2011	305	2011	342.1
2012	329.2	2012	351
2013	323.8	2013	337
2014	314.6	2014	325.5
2015	324.2	2015	329
Target	385.7		392

ACT/ASVAB	Overall CCR 1-3		Dual Credit /TSA		Overall CCR 4		Post-Sec.		Overall CCR 3.5-6	
2010	80%		2010		0%		2010		88.90%	
2011	59.40%		2011		25%		2011		90%	
2012	75%		2012		75%		2012		87.50%	
2013	67.30%		2013		38.50%		2013		100%	
2014	75%		2014		16.70%		2014		76.90%	
2015	63%		2015		37.50%		2015		91.70%	
Approaching	40%		Approaching		5%		Approaching		70%	
On Track	62.80%		On Track		39.90%		On Track		80%	
Target	71.50%		Target		47.80%		Target		90%	
ACT	2008	2009	2010	2011	2012	2013	2014	2015	Target	
State	21.6	21.6	21.6	21.6	21.6	21.6	21.8	21.7	22.8	
Union Star	20.7	20.6	20.9	18.3	20.8	20.4	21.1	17.1		

Proportional Attendance		Overall
2008		91.80%
2009		88.40%
2010		88.20%
2011		92.70%
2012		91.10%
2013		96.00%
2014		92.80%
2015		94.10%
Target		90%
On Track		85%

Graduation Rate	2011	2012	2013	2014	2015	Approaching	On Track	Target
District Rate	88.90%	100%	100%	100%	100%	72%	82%	92%

<p>Strategy: The District will make changes to programs, curriculum, and assessments based on results of data analysis to improve student learning.</p>					
Standard/ Indicator	Action	Person(s) Responsible	Funding Source	Timeline	Evaluation
6.2.1, 6.2.2	Board members and District staff members will review data (including disaggregated data) at least annually, and will provide training on collection, analysis, and use of data that meets the needs of each school.	Administration, CSI Team, and other relevant stakeholders	District Funds	Ongoing - Annually	Evaluation of APR & AYP Data & meeting standards
6.2.1, 6.2.2	The District will analyze data from the APR to make needed changes to programs, curriculum, and assessments.	Administration and Teachers	District Funds	Ongoing - Annually	Team meeting logs and smart goals
8.2.1,8.2.2,8.2.3	The District will annually provide explanations of and clarify expectations for APR standards.	Administration and Teachers	District Funds	Ongoing - Annually	Board Presentation and Minutes
6.2.1, 6.2.2	The staff will participate in assessment and instructional strategy training with an emphasis on data analysis using PLC processes and instructional goals from content teams (Crystal Reports, MAP, EOC, ACT, Benchmark Assessments, TerraNova,	CSI Team	District Funds & SIG Grant	Ongoing - Annually	Professional Development Schedule, Team meeting logs, and Smart goals

	Buckledown Writing Assessments, & AIMSWeb).				
6.1.4, 6.4.1, 6.4.2, 6.4.3, 6.4.4	The District will implement technology resources and training that facilitates data-driven decision-making and best practices.	CSI Team	District Funds & SIG Grant	Ongoing - Annually	Review of Professional Development Schedule
6.7.16.7.2,6.7.3, 6.7.4,6.7.5, 6.7.6	Core/grade level and vertical teams of teachers will collaborate during the school day about best practices, to analyze data, monitor student progress, and adjust strategies.	Administration	District Funds	Ongoing - Annually	Teacher Schedule and Team Logs
6.9.3	The Guidance counselor will inform students of appropriate test-taking strategies and provide staff with proper assessments procedures	Counselor	District Funds	Ongoing - Annually	Comprehensive Guidance Plan, ACT & MAP scores

Strategy: The School District will improve average daily attendance rate as measured by the MSIP Annual Performance Report.					
9.6	Our school will continue to have procedures and consequences for poor student attendance.	Administration & Attendance Secretary	District Funds	August 2011- 2016	Monitoring of Attendance, Parent Reports, and Loss of credit for more than ten absences/ semester

9.6	A variety of academic and activity opportunities and incentives will be available for students to encourage regular attendance and engage students in extracurricular school activities.	Administration, Counselor, and Teachers	District Funds	August 2011- 2016	Quarterly Awards & PBS Incentives
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Strategy: Union Star R-II School District will provide a challenging curriculum where essential learning outcomes and benchmark assessments are identified at each grade level and technology, higher order thinking, and life skills are embedded throughout the curriculum to improve student learning.					
Standard/ Indicator	Action	Person(s) Responsible	Funding Sources	Timeline	Evaluation
6.1.1,	The K-12 written curriculum will be aligned to meet state standards, district goals, Grade Level Expectations, Course Level Expectations, and Common Core State Standards.	Administration & Teachers	District Funds	August 2011 - 2016	Curriculum & Instruction Committee Review
6.1.2,	K-12 researched-based, systemic reading and writing model/programs will be developed, implemented, and monitored.	Administration, CSI Team, & Teachers	District Funds, SIG Grant, & Title Reading	August 2011-2016	SMART Goals evaluation, handwriting Without Tears, AIMSWeb & assessment data
6.1.1,	Essential Learning Outcomes and Benchmark assessments will be developed for each subject/grade.	Administration & Teachers	District Funds & SIG Grant	August 2011-2016	Evaluation of ELO's on S drive & monitoring of team meetings

6.1.3,	The district will provide Professional Development for teachers to learn or reinforce inquiry-based teaching strategies that will engage students in higher-order thinking skills.	CSI Team	District Funds & SIG Grant	August 2011-2016	Evaluation of Yearly Professional Development Plan
6.1.3	Higher Order Thinking activities, cooperative learning activities, and inquiry-based teaching strategies and questioning will be evaluated during teacher evaluations.	Administration	District Funds	August 2011-2016	Teacher Evaluations, DOSE Data, & Data from walk through' s
6.1.1,6.1.3,	The district will develop an instrument of technology to assess proficiency & technological competencies for students and help them to be proficient stated by the GLE's.	Administration & Business Teacher	District Funds	August 2011-2016	Student Technology Assessments
6.5.1	Technology literacy training will be provided to students to learn internet searching methods, internet safety and ethical usage, and the effective use of equipment and software to provide a technologically safe working environment.	Business Teacher	District Funds	August 2011-2016	Evaluation of Computer Curriculum and Instruction, SIPA

Strategy: The District will eliminate or reduce achievement disparities between groups of students by demonstrating growth equal to or greater than that of the non-minority population.					
Standard/ Indicator	Action	Person(s) Responsible	Funding Sources	Timeline	Evaluation
6.2.4	Differentiated programming and instruction will be implemented to meet the needs of a diverse student population (Special Education, Title I, & F/R).	Administration, Differentiated Instruction Committee, & Special Education Team	District Funds & Title Funds	August 2011-2016	Evaluation of Special Education, Check & Connect, Title, and RTI Programs
6.3.1,6.3.3, 6.3.4	The District will use intervention, remediation, and extensions of learning to increase student achievement for all students.	Administration, Differentiated Instruction Committee, Special Education Team & Classroom Teachers	District Funds	August 2011-2016	Evaluation of RTI Programs
6.3.2	The district will continue to provide a reading remediation program for students who are not reading at or above their grade level.	Title Reading Teacher & Classroom Teachers	District Funds	August 2011-2016	Evaluation of Reading Benchmarks
8.12	The School Nurse will monitor students' health and collaborate with staff and parents in developing appropriate strategies to meet the students' needs in an effort to reduce barriers to academic progress.	School Nurse	District Funds	August 2011-2016	Nurse Evaluation and Health Services Program Evaluation

6.8	The Library Media Center and Computer Labs will serve as a resource to support student learning.	Administration, Business Teacher & Librarian	District Funds	August 2011-2016	Assessment of Library Media Center
7.1,7.2,7.3	The District will modify, develop and expand curriculum, assessment and instructional programs and Professional Development to address the diverse educational needs of students.	Administration, Curriculum & Instruction Team, Classroom Teachers & CSI Team	District Funds	August 2011-2016	Evaluation of Curriculum and Standardized test scores
6.3.3,6.3.4	The District will continue to implement no late work policies to reduce the amount of late work and require additional academic time for students on academic probation or ineligibility.	Administration & Classroom teachers	District Funds	August 2011-2016	Evaluation of Student Support Services Program and RTI

Strategy: Union Star R-II students will graduate and be prepared for post secondary education, training programs, or productive occupations.

Standard/ Indicator	Action	Person(s) Responsible	Funding Sources	Timeline	Evaluation
9.4, 9.1,8.1.2	All School District graduates will be prepared to enter and succeed in post-secondary education, training programs, or productive occupations as measured by student follow-up studies and the MSIP Annual Performance Report, TSA testing, ACT Scores, CTSO Involvement and program completion.	Counselor & Vocational Teachers	District Funds & Perkins Funding	August 2011-2016	MSIP Report, Survey of Graduates or Parents

<p>7.3</p>	<p>Alternative instructional programs will be available to meet students' unique, individual needs and all students will be evaluated to meet the academic, social and emotional needs of all students.(Example: Alternative Education Program for Elem. & Sec. students, Vocational Programs & Hillyards Technical School)</p>	<p>Administration, Counselor & Resource Teacher</p>	<p>District Funds & Perkins Funding</p>	<p>August 2011-2016</p>	<p>Report of students in alternative programs</p>
<p>7.3,9.4</p>	<p>Students will participate in career-awareness activities and will be presented a variety of career opportunities for exploration (Example: job-shadowing, college fairs, electronic career planning resources, Four Year Plans, and instructional units on careers and work responsibilities, MO Connections, My Success Event.)</p>	<p>Counselor & Vocational Teacher</p>	<p>District Funds</p>	<p>August 2011-2016</p>	<p>Graduate Survey, Documentation of 4 Yr. Plans, and Comprehensive Guidance Plan</p>
<p>6.9</p>	<p>District Staff in cooperation with the guidance counselor will provide resources and responsive services to support students' personal, social, academic, and career needs.</p>	<p>Counselor & Classroom Teachers</p>	<p>District Funds</p>	<p>August 2011-2016</p>	<p>Comprehensive Guidance Plan</p>

7.5	The District will provide annual opportunities for families to learn about preparation required for post-secondary success in education and occupational career.	Administration, Counselor & A+ Coordinator	District Funds	August 2011-2016	Evaluation of Guidance Program
7.2	Review and revise enrichment opportunities for students, such as GIFTED and other curriculum endeavors.	Administration, Differentiated Committee, Classroom Teachers and Counselor	District Funds	August 2011-2016	Evaluation of Curriculum and Instruction, Seminar/RTI Time
7.7,7.8	The District will provide services to students in accordance with the requirements of the A+ program.	Administration, Counselor, A + Coordinator & Classroom teachers	District Funds	August 2011-2016	Annual Evaluation of the A+ Program

Goal: Facilities, Support, & Instructional Resources: Provide and maintain an appropriate learning environment, instructional resources, support services, and functional safe facilities. (MSIP 8.9,8.10)						
Objective: 90% of Union Star R-II students and parents will respond positively to a survey that indicates they feel their school is a safe learning environment, has appropriate resources, and promotes a sense of belonging.						
Evaluation: The success of the objective will be measured by: Responses of parent & student surveys & MSIP advanced questionnaires.						
Baseline:						
Safety 2011	85%	Belonging 2011	82%	Resources 2011	79%	
Safety 2013	97%	Belonging 2013	98%	Resources 2013	96%	
Safety 2015	98%	Belonging 2015	88%	Resources 2015	92%	
Strategy: The Union Star R-II School District will implement a survey to measure the satisfaction of our school environment, resources, and facilities to be given on a yearly basis.						
Standard/ Indicator	Action		Person(s) Responsible	Funding Sources	Timeline	Evaluation
6.5,6.6	The District will develop a survey instrument to collect student data about climate and survey annually, and then implement and make changes according to the results.		Administration & CSI Team	Title IVA, District Funds	August 2011- October 2011	Survey completed and given to students

Strategy: The Union Star R-II School District will work to improve the environment of the school through various activities.					
6.5.1, 6.5.2	The District will acknowledge all levels of student success	Administration & All Staff	District Funds	Ongoing	Evaluation of awards ceremonies and showcasing student accomplishments, encouraging CTSO involvement and recognition at annual banquets, reading incentives assemblies, and quarterly awards assembly.
6.5.1, 6.5.2	The District will develop a school-based mentoring program which includes buddy classes where an elementary class is paired with a junior high or high school class. This time could be used for mentoring, tutoring, & dialog and cadet teaching opportunities.	Guidance Counselor, Administration & Staff	District Funds	Ongoing	Completion of the program and evaluation of its worth
6.6.1	Create a realistic, but challenging student character learning and behavior expectations that will set the bar for all students and staff of the district.	Administration & Staff	District Funds	Ongoing	PBS Expectations Matrix
6.5.1	Promote, and educate students about the Character Traits and recognize students who display the characteristics of that trait.	Guidance Counselor, Administration, & Staff	District Funds	Ongoing	Continuation of the program and observation of its utilization and character trait parties.

6.6.3	The District will provide annual training in violence prevention, child abuse, bullying prevention, & crisis intervention procedures.	Administration & CSI Team	Title IVA, District Funds	Ongoing	CPI Documentation of training
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Strategy: The District will provide and maintain appropriate and safe facilities, resources, and grounds that support the mission, vision and goals of the District.					
6.5- 6.6.2- 6.6.4- 8.10.1- 8.10.2- 8.11.1- 8.11.2- 8.11.3	The District will adopt and implement maintenance plan to address any facility concerns with short (annual) and long-term (5 year) goals.	Safety Coordinator & Safety Committee	District Funds	Ongoing – Annually	Documentation of the plan and safety & building committee plans
6.5- 6.6.2- 6.6.4- 8.10.1- 8.10.2- 8.11.1- 8.11.2- 8.11.3	Conduct a facilities needs assessment to provide up-to-date information for facilities planning that includes input and feedback from staff as well as from annual MUSIC Safety Inspection.	Safety Coordinator & Safety Committee	District Funds	Ongoing - Annually	Documentation of the assessment and meetings
6.5- 6.6.2- 6.6.4- 8.10.1- 8.10.2- 8.11.1- 8.11.2- 8.11.3	Revise district and building safety/crisis response plans through partnership with city and county public safety organizations and practice drills (tornado, fire, and intruder) will be conducted each semester.	Safety Coordinator & Safety Committee	District Funds	Ongoing - Annually	Yearly revision of plan documentation and documentation of drills

Strategy: The district will provide library media center facilities, technological resources, and opportunities to support, enhance, and enrich curriculum and will be appropriate for present and future students' programming needs.					
6.4, 6.8, 8.1, 8.2, 8.13,8.14, 8.10,8.11,	Develop required plans for technology, food service, buildings and grounds, transportation and evaluate and update instructional resources.	LMC/Technology/ Supplies Committee, Curriculum and Instruction Committee, Administration, and Staff	District Funds	Ongoing - Annually	Documentation of Plans
8.8.1,8.8.2	Community, parent, student, and staff will be given opportunities to hear and provide comments about the present and future needs of the school district.	Board of Education, Administration & Community Relations Committee	District Funds	Ongoing - Annually	Community & Parent Survey

<p>Goal: Parent and Community Involvement – Promote, facilitate, and enhance parent, student, and community involvement in LEA/District educational programs.</p>																	
<p>Objective: The district will increase parent and community opportunities to learn about their children and the programs in the district, increase their involvement in the school, and increase student involvement in community service-learning projects to promote the school and community relationship to 85% through parent and student surveys.</p>																	
<p>Evaluation: The success of the objective will be measured by: Parent Surveys, CSIP Parent Report, and Parent/Teacher Conference Attendance and Involvement.</p>																	
<p>Baseline:</p> <table border="1"> <tr> <td>Community Involvement</td> <td>2011</td> <td>2013</td> <td>2015</td> <td></td> <td></td> </tr> <tr> <td></td> <td>74%</td> <td>84%</td> <td>68%</td> <td></td> <td></td> </tr> </table>						Community Involvement	2011	2013	2015				74%	84%	68%		
Community Involvement	2011	2013	2015														
	74%	84%	68%														
<p>Strategy: The district will promote activities to improve parental and community involvement through district programs and educate parents on how to improve their student's education, overall health, and well-being and be a part of the educational process.</p>																	
Standard/ Indicator	Action	Person(s) Responsible	Funding Sources	Timeline	Evaluation												
8.9.2	The district will regularly communicate with parents about their child's progress, activities and programs at the school.	Administration, Central Office, & Teachers	District Funds	Ongoing - Annually	Parental Survey, Newsletter, Parent portal, Daily announcements on the school website, teacher newsletter and School Dispatch.												

8.8.1,8.8.2	The district will get parents and community members involved in the school improvement plan and making decisions regarding the school, students, and its programs by having them serve on committees aimed at school improvement.	Central Office & Administration	District Funds	Ongoing - Annually	CSIP committee and parental survey
8.9.2	Provide student and parent log-ins and training on how to utilize the portal provided via Lumen Information System, including student log-ins for Lumen.	Administration & Computer Teacher	District Funds	Ongoing	Written Instructions and instructional video with log-in information and accessible on the school website.
8.9.2	The district will enhance community involvement through community education programs and offer body conditioning and computer access.	Administration, Staff, and Community Members	District Funds	Ongoing	Participation Logs and Activity Flyers
8.9.2	Continue to enhance our current District Webpage and newsletter to provide patrons with relevant information.	High School Secretary, Technology Person & Computer Teacher	District Funds	Ongoing	Web page improvements & access to information

Strategy: The district will promote activities that encourage community involvement and citizenship through service projects and organizations to strengthen the relationship between the school and community.					
9.4,6.5,6.3	The district will encourage all students to participate in activities that will develop their community involvement as volunteers to help develop positive character traits and future career choices. (Greenhouse, Care to Learn, Backpack Buddies)	A+ Coordinator, CTSO Sponsors, Administration & Staff	District Funds	Ongoing	Documentation of Community Activities and service-learning

6.5,6.6	Solicit feedback from students in a discussion format that will provide an opportunity to provide information about their education and school climate.	Administration and Counselor	District Funds	Ongoing	Student Survey
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Goal: Highly Qualified Teachers: Recruit, attract, develop and retain highly qualified staff to carry out the LEA/District mission, vision, goals, and objectives.					
Objective: The school district will provide a minimum of forty systemic professional development hours per school year for certified staff and 100% of the district’s professional development activities will be aligned to the CSIP Goals and focused on increasing student learning and developing a highly-qualified staff (MSIP, 6.3, 6.7)					
Evaluation: The success of the objective will be measured by: <ul style="list-style-type: none"> • Staff surveys (1st Quarter) • Needs assessments • Student achievement scores • Performance Based Teacher Evaluations • Percent of staff appropriately certified 					
Year	% Exceeds Expectations	% Meets Expectations	% Needs Improvement		
2010-2011	70%	12%	18%		
2011-2012	76%	24%	0%		
2012-2013	48%	52%	0%		
2013-2014	46%	39%	15%		
2014-2015	72%	24%	4%		
Strategy: The district will continue to provide intensive, on-going Professional Development activities that address curriculum and support the instructional needs and practices related to student achievement issues identified in the CSIP.					
Standard/ Indicator	Action	Person(s) Responsible	Funding Sources	Timeline	Evaluation
6.7.2	The district will identify specific areas of concern for intensive professional development including training in the areas of technology, curriculum,	Administration and CSI Team	District Funds	Ongoing	Data Analysis of weaknesses of assessments and schedule and description of PD

	instruction, assessment, PLC's, RTI, data analysis, writing, reading, MAP training, highly effective questioning, differentiated instruction, and motivation through data collection and analysis and will identify instructional strategies designed to meet the assessed needs of students..				
6.7.3	The district will provide a two year professional development program of mentoring for new teachers.	Administration and CSI Team	District Funds	Ongoing	New Teachers professional development plan
6.7.5	The district will collect and utilize information regarding the effectiveness of its Professional Development program in improving instruction and student achievement.	Administration and CSI Team	District Funds	Ongoing	Data Analysis of assessments

Strategy: The district will provide time during the contract day for teachers to have professional dialog and reflective practice on the needs of the school-community to increase the level of learning for Union Star students.					
6.7.6	Core/grade level and vertical teams of teachers will collaborate during the school day about best practices, to analyze data, monitor student progress, added 3 possible PD days with Conference for collaboration and adjust instructional strategies.	Administration, Counselor, and Classroom Teachers	District Funds	Ongoing - Annual	Team meeting logs & class schedule

Strategy: Develop a comprehensive recruitment strategy to ensure competitive practices and processes necessary to attract and retain highly qualified staff.					
8.4.1,8.4.2	Administrators will receive training in areas such as personnel development, technology, legal issues, interviewing process, and policies & procedures to identify highly-qualified candidates who are focused on increasing student achievement.	Administration	Title IIA Funds	Ongoing	PD plan
8.4.3	Review the current salary schedules in an effort to adjust it to be commensurate with area districts.	Administration and Central Office	District Funds	Ongoing	Salary Schedule comparison to other districts as prepared by Administrative Organizations
8.4.1	Job descriptions for each category of employee will be provided by the District.	Central Office and Administration	District Funds	Ongoing	Job Description in Employee Handbook
8.5.4	District provides necessary materials and supplies necessary for employees to perform their duties effectively	LMC/Supplies/Technology Committee, Central Office, Curriculum & Instruction Committee & Administration	District Funds	Ongoing	Requisition process for purchasing resources and staff survey

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

Objective: The district will maintain financial stability in accordance with board policy and regulations set forth by the Department of Elementary and Secondary Education and will increase fund reserves by 10% each year.

Evaluation: The success of the objective will be measured by:
 AYP & APR reports, Financial Reports, & School Audit

Baseline:

Fund Balances

2008-2009	178,225
2009-2010	158,755
2010-2011	195,613
2011-2012	531,284
2012-2013	656,297
2013-2014	875,261
2014-2015	3,194,727

<u>Year</u>	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>2012</u>
Carryover	\$3,194,727	\$875,261	\$656,297	\$534,346
Revenue	\$4,165,028	\$1,965,159	\$1,991,757	\$1,923,092
Expenditures	\$1,845,562	\$1,746,195	\$1,866,743	\$1,587,421
Surplus	\$2,319,466	\$218,964	\$125,014	\$335,671

<p>Strategy: The district will provide efficient and responsible allocation of financial and human resources to enhance school programs to improve student achievement.</p>					
Standard/ Indicator	Action	Person(s) Responsible	Funding Sources	Timeline	Evaluation
8.3.2,8.6,8.8,8.9	The district will conduct an annual audit of district finances and report the findings to school personnel, community, audit committee. The audit will be recommended by the audit committee to the Board of Education for approval.	Central Office and Administration	District Funds	Ongoing	Annual Audit
8.6,8.5	District will develop a financial plan to address future revenues and expenditures in all areas of the annual budget, this plan will be reviewed annually by the Board of Education.	Central Office and Administration	District Funds	Ongoing	Financial Plan Documentation
8.6	The district will develop a budget through collaboration with key stakeholders annually for presentation to the Board of Education for approval. Systematic procedures will be in place to ensure fiscal accountability and management of District funds.	Central Office and Administration	District Funds	Ongoing	Yearly Budget, System of checks and Balances (between Administration/Central Office and Board of Education)
8.6	The district will identify donations and apply for various grants, entitlements and other revenue opportunities to enhance the district budget resources.	Central Office and Administration	District Funds	Ongoing	Grant applications applied for and received

8.7,8.3	The district will be progressive in the identification and implementation of local, state, and federal statutes through the development of Board of Education policies to encourage and increase student achievement.	Central Office and Administration	District Funds	Ongoing	Legislation updates at board meetings and policy implementation
8.3	The district will review updated policies from MCE, and will recommend policy updates to the Board of Education. Board policies and procedures will be reviewed on an annual basis.	Central Office and Administration	District Funds	Ongoing	Annual review of policies