

2015

Strategic Plan

West Plains R-VII Schools



West Plains Schools -Strategic Plan

Committee Members

Mick Price	Seth Huddleston	Brian Mitchell	Lee Freeman	Ericka Atkins
Jeff Head	Scott Schneider	Zack McNett	Taylor Smith	Kelsy Temple
Berry Free	Cheryl Caldwell	Joe Kammerer	Elizabeth Grisham	Dianne Locke
Greg Carter	Mason Thompson	Jack Paulman	Donnie Miller	Claire Kimball
Sam Riggs	Lenny Eagleman	Cynthia Thompson	Ray Williams	Robert Case
Josh Jones	Jack Pahlmann	Clayton Hall	Rocky Long	David Gohn
Tom Stehn	Courtney Beykirch	Donna Frey	Joanne White	Ron Gould
Amy Ross	Reid Grigsby	John Grisham	Mary Holland	Caleb Gill
Anna Hulsey	Cindy Tyree	Tonya Jedlicka	Camisha Hunter	Rhonda Loring
Gina Gobel	Natalie Brazeal	Jennifer Broyles	Jack Randolph	Lana Snodgras
Scott Smith	John Mulford	Julie Williams	Luke Boyer	Jim Thompson

Thomas Keller

Summary:

The development of this strategic plan was a process that spanned four months. Committee members were split into six subcommittees, one for each district goal. Each subcommittee was asked to develop two objectives related to each goal and to suggest action steps for each objective. These recommendations are noted in Appendix A. Using the proposed objectives, a comprehensive plan was compiled. Representatives from each subcommittee met to review all objectives and make final recommendations. The objectives listed here are a direct result of this collaborative effort.

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Goal 1 – Improve academic achievement for each student on an annual basis

Objective 1 – The district will improve and monitor academic rigor in district-wide curriculum to ensure proficiency in college and career readiness.

Objective 2 – The district will provide resources (training, assessment tools, instructional support, etc.) with which teachers may more readily identify learning gaps in order to ensure measurable student achievement.

Goal 2 – Provide Opportunities and Incentives for each student to participate in community service

Objective 1 – The district will enhance student growth enabling all students to practice skills and test classroom knowledge through related service experiences in the local community regardless of student ability or demographic.

Objective 2 – The district will create opportunities for each student to apply skills gained through curricular, co-curricular, and extra-curricular offerings through service experiences in the local community.

Goal 3 - Ensure a safe environment that promotes excellence for all

Objective 1 –The district will regularly inform all stakeholders about implemented practices and desired behaviors that contribute to a safe and welcoming campus environment.

Objective 2 – The district will engage the community in meaningful experiences that promote school and community pride.

Goal 4 – Communicate effectively on all levels

Objective 1 – The district will implement communications strategies to reach all patrons.

Objective 2 – The district will implement processes to increase community involvement and participation during the school day and at school sponsored events.

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Goal 5 – Attract, retain, and continually develop a highly qualified and professional administration, faculty, staff, and school board

Objective 1 – The district will align professional development to student learning standards to clarify next steps to student success.

Objective 2 – The district will recruit, hire, develop, and retain staff members who are highly qualified, effective, and appropriately certified in the areas in which they teach.

Goal 6 – Operate in a fiscally responsible manner as good stewards of patron resources

Objective 1 – The district will effectively tell its financial story.

Objective 2 – The district will optimize use of all revenue sources.

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WEST PLAINS HIGH SCHOOL

Strategic Plan Committee Members

Michelle Henderson – Science Teacher

Tami Dubois – Mathematics Teacher

Ronnie Harper – Dean of Students

Greg Dixon – Physical Education Teacher

Jack Randolph – Principal

Sheila Decker – Special Education Teacher

Nick Schmitt – Social Studies Teacher

Brittany Bryant – Office Manager

Rhonda Richter – Art Teacher

Dianna Locke– Language Arts Teacher

Kevin Hedden – Asst. Principal

Sandy Hill – Asst. Principal

Courtney Beykirch – Parent

Joe Rothgeb - Parent

Robert Burtrum – Parent

Tracy Wiley - Parent

Joan Deitrich – Parent

Amy Green - Parent

Amy Metcalf – Student

Austin Beard - Student

Summary:

The development of these action steps was a process that took place during the fall of 2015. The West Plains High School Strategic Planning committee utilized the district's strategic plan to compile action steps to meet the goals of the district. Committee members were comprised of the West Plains High School Leadership Team and various parent volunteers. Using the district's objectives, action steps were developed.

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Action Steps

The following action steps were developed by members of the West Plains High School Strategic Planning Committee for the purpose of implementing the goals and objectives of the school district.

Goal 1, Objective 1

1. West Plains High School, under the guidance from the Assistant Superintendent for Curriculum and Instruction, will effectively perform as a Professional Learning Community, (PLC), meeting at least bi-weekly. These collaborative meetings are for the purpose of driving instruction, provide for the sharing of knowledge, student data, and work to improve teaching in all the classrooms.
2. The Zizzertime/Response to Intervention (RtI) program will be utilized to intervene with students who are struggling academically. Student progress will be monitored regularly and staff will collaborate to develop individual plans for students on an as needed basis.

Goal 1, Objective 2

1. Teachers will be provided time to collaborate/analyze data regarding student learning gaps to determine the individual course of action needed for the student.
2. Teachers will be provided with professional development opportunities that support the Missouri Learning Standards.

Goal 2, Objective 1

1. At West Plains High School, each teacher of an elective course will be required to incorporate into their class structure, (at a minimum), one service project per year related to the content area, and each member of the senior class will participate in the annual senior service day.

Goal 2, Objective 2

1. West Plains High School will actively promote student participation in the wide variety of co-curricular and extra-curricular programs offered, as well as the various community service programs/projects throughout the year.
2. West Plains High School is committed to providing Authentic Learning in the classroom. This will provide for educational experiences that benefit the students outside the classroom. By definition, authentic learning is simply, “real life learning”. Information is presented in a manner that is relevant and allows the students to make connections to the real world.

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Goal 3, Objective 1

1. West Plains High School will provide information to all stakeholders regarding school safety measures and efforts to promote a welcoming environment. Through various measures, such as the school website, the WPHS Site Council, parental involvement nights, the West Plains High School activity/calendar page, and during Parent/Teacher Conferences.
2. West Plains High School will provide a safe environment by conducting various safety drills and by providing appropriate training for the staff.

Goal 3, Objective 2

1. West Plains High School will inform all stakeholders about the many community service projects and partnerships students are participating in through various measures such as the school website, the WPHS Site Council, parental involvement nights, and during Parent/Teacher Conferences.
2. West Plains High School will recognize students and groups of students throughout the school year with morning announcements, recognition assemblies, and various avenues of media.

Goal 4, Objective 1

1. West Plains High School will communicate to parents and patrons via personal communication, Facebook, automated calls and texts, the web page, and flyers via PeachJar. Face-to-face communication will be accomplished through parent nights, parent/teacher conferences, and site council meetings.

Goal 4, Objective 2

1. West Plains High School will provide food at additional school events to promote increased parental involvement, (Open House, P/T Conferences, Back to School Bash, departmental parent nights, etc.)
2. West Plains High School will increase student participation in after school events by a number of methods. These include conducting drawings for prizes for students that are represented in Parent/Teacher Conferences, as well as provide "select seating" for students at school events. Students who are on gold card status will receive free admission to various athletic events.

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Goal 5, Objective 1

1. West Plains High School will integrate late starts (utilized for teacher collaboration) into their weekly routine, effectively utilize instructional coaches provided by the district, and provide relevant professional learning opportunities on Teacher In-service days.
2. West Plains High School teachers will be surveyed to gain feedback regarding topics they believe to be most beneficial for Professional Development.

Goal 5, Objective 2

1. West Plains High School will utilize the Network for Educator Effectiveness tool for teacher improvement and evaluation.
2. West Plains High School will utilize and support a Mentor/Mentee program for new staff.

Goal 6, Objective 1

1. West Plains High School will communicate its financial needs to appropriate district-level administration.

Goal 6, Objective 2

1. West Plains High School will continually work to foster positive support through “friend raising” and will pursue grant opportunities to enhance the learning environment.
2. West Plains High School will effectively monitor budgeted funds and operate in a fiscally responsible manner by not exceeding budgeted amounts and spending funds in the most efficient manner possible.

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WEST PLAINS MIDDLE SCHOOL

Strategic Plan Committee Members

Amanda Rutledge – Parent

Ashley Hamby – Science Teacher

Becky Hutchinson – Mathematics Teacher

Candice Allen – Parent

Courtney Judd – Parent

Courtney Hughes – Counselor

Curtis Cook – Parent

Crystal Smith – Parent

Denny Melvin – Physical Education Teacher

Erica Walker – Principal

Erin McBride – Special Education Teacher

Tami Dubois – Parent

Jeanne Harris – Social Studies Teacher

Jessica Collins – Office Manager

Lavada Mann – Science Teacher

Megan Thompson – Parent

Melissa Tomovick – Parent

Michelle Wynne – Language Arts Teacher

Misti Fleetwood – Parent

Quanna Hafer – Parent

Samantha Simmons – Parent

Stacy Davis – Parent

Wesley Davis – Principal

Whiney Frazier – Parent

Yvonne Fisher – Parent

Summary:

The development of this strategic plan was a process that materialized during the fall of 2015. The West Plains Middle School Strategic Plan utilized the district's strategic plan to compile action steps to meet the goals of the district and building. Committee members were made up of the West Plains Middle School Leadership Team and parent volunteers. Using the district's objectives; a comprehensive plan was compiled. The goals are taken directly from the West Plains School District's Strategic Plan.

West Plains Schools -Strategic Plan

Action Steps

The following action steps were developed by members of the West Plains Middle School Strategic Planning Committee for the purpose of implementing the goals and objectives of the school district.

Goal 1, Objective 1

1. West Plains Middle School, under the guidance from the Assistant Superintendent for Curriculum and Instruction, utilizes Professional Learning Communities (PLCs) in the building on a weekly basis. This will drive instruction, provide for the sharing of knowledge, and work to improve teaching in all the classrooms.

Goal 1, Objective 2

1. The teachers and staff will use Scholastic Reading Inventory (SRI) scores to determine appropriate reading levels for students. SRI scores will also be used to determine groupings for the Response to Intervention (RtI).
2. Teachers will attend professional development activities that support the Missouri Learning Standards.
3. Teachers will use individual student data to provide support toward academic success.

Goal 2, Objective 1

1. At West Plains Middle School, each grade level will be required to complete (at a minimum) one service project per year.
2. At West Plains Middle School, each club will be encouraged to complete a community service component as part of their club activities.
3. To help foster high attendance in their future workplace, West Plains Middle School will promote high attendance. This will be done by recognizing students with high attendance throughout the year.

Goal 2, Objective 2

1. West Plains Middle School will support and encourage students to participate in various sports and extra-curricular programs.

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2. West Plains Middle School will engage the students in various community service programs throughout the year; this can be in the grades, clubs, or athletic programs.
3. West Plains Middle School will provide Authentic Learning Experiences in the classroom. This will provide experiences that will benefit the students outside the classroom and into adulthood.

Goal 3, Objective 1

1. West Plains Middle School will provide information to all stakeholders through various measures such as the school website, parental involvement nights, a West Plains Middle School Facebook page, and during the Parent/Teacher Conferences.
2. West Plains Middle School will provide a safe environment by conducting various safety drills and by providing safety training to the staff.

Goal 3, Objective 2

1. West Plains Middle School will provide information to all stakeholders through various measures such as the school website, parental involvement nights, a West Plains Middle School Facebook page, and during the Parent/Teacher Conferences.
2. West Plains Middle School will recognize students and groups of students throughout the school year.

Goal 4, Objective 1

1. West Plains Middle School will communicate to parents and patrons via Facebook, automated calls and texts, the web page, and flyers via Peach Jar.

Goal 4, Objective 2

1. West Plains Middle School will provide food at additional school events to promote increased parental involvement (Open House, P/T Conferences, Fall Festival, etc.).
2. West Plains Middle School will conduct drawings for prizes for students that are represented at Parent/Teacher Conferences.
3. West Plains Middle School will provide “select seating” for students at athletic events.

Goal 5, Objective 1

1. West Plains Middle School will integrate teacher collaboration on a weekly basis.
2. West Plains Middle School will effectively utilize instructional coaches provided by the district for new teacher development.

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3. West Plains Middle School will provide relevant Professional Development during Teacher In-service days.

Goal 5, Objective 2

1. West Plains Middle School will utilize the Network for Educator Effectiveness for teacher improvement and evaluation.
2. West Plains Middle School will utilize and support a Mentor/Mentee/Protégé program for new staff.

Goal 6, Objective 1

1. West Plains Middle School will communicate its financial needs to appropriate district-level administration

Goal 6, Objective 2

1. West Plains Middle School will continually work to gain outside revenue sources via grant opportunities and private donations.
2. West Plains Middle School will strive to maximize the benefits that are received from fundraising.

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WEST PLAINS ELEMENTARY SCHOOL
Strategic Plan Committee Members

Amber Galiher –teacher

Ashlea Adams – teacher

Sara Land – teacher

Angie Hunt – teacher

April Britt – teacher

Jennifer Randolph – teacher

Patti Kelly – teacher

Michelle Miller – counselor

Jessica Jackson – teacher

Donnie Miller – administrator

Ashley Wake – parent

Dawn Sander – parent

Amanda Rutledge – parent

Brian Rhoads – parent

Courtney Judd – parent

David Harris – parent

Mia Harris – parent

Summary:

The development of this strategic plan was a process that took place during the fall of 2015. The West Plains Elementary School Strategic Planning committee utilized the district’s strategic plan to compile action steps to meet the goals of the district. Committee members were comprised of the West Plains Elementary School Leadership Team and various parent volunteers. Using the district’s objectives, a comprehensive plan was compiled.

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Action Steps

The following action steps were developed by members of the West Plains Elementary School Strategic Planning Committee for the purpose of implementing the goals and objectives of the school district.

Goal 1, Objective 1

1. Monitor academic rigor in district-wide curriculum to ensure proficiency by implementing the 10 month pacing guide and curriculum updates.
2. Provide high quality professional development based on goals and standards set by the district.

Goal 1, Objective 2

1. Provide academic resources for teachers and staff to identify learning gaps in student achievement.
2. Utilize assessment data to inform instructional strategies for high quality classroom instruction.
3. Utilize a variety of student data to provide and support student academic success. (RTI, Acuity, Study Island, Standard-Based Grading)

Goal 2, Objective 1

1. Reinforce the value and relevance of giving back to the community through social studies units of instruction. Members of the community will be invited to participate in activities within the building and students will visit applicable locations within the community.
2. Effectively utilize the Positive Behavior Support program which develops school-wide leadership and character.

Goal 2, Objective 2

1. Develop a comprehensive, building-wide community service plan. Each student will be engaged in at least two service experiences on an annual basis.
2. Engage students in service activities which support the Bridges program. Students will be taught the importance of supporting these programs which serves those in the community who are in need.

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Goal 3, Objective 1:

1. Students and parents will be informed about the Positive Behavior Support (PBS) system that serves as our code of conduct. This system encompasses all aspects of appropriate behavior, while identifying and addressing unacceptable behavior.
2. Implement and annually review a comprehensive safety plan which includes safety training/drills for all students, faculty, and staff. The elementary teachers will undergo additional safety training and situational training focused on the threat of an intruder.

Goal 3, Objective 2:

1. Establish informational Parent Night meetings once a month to educate students, parents and faculty about current issues affecting local schools. The meetings will focus on curriculum that will be covered throughout the month, the methods used to teach the curriculum, and ways parents can assist their children.
2. Promote school events and special announcements by utilizing monthly and weekly newsletters, utilizing the automated phone/text/email system, and our electronic sign at the front of the school.

Goal 4, Objective 1

1. Develop partnerships with local media to establish a community awareness campaign focused on providing student success “tips” for parents and the community. Inform the community of upcoming events through various avenues such as e-news bulletins, department/program/grade level websites, social media: Facebook and Twitter, voicemail messaging, principal’s monthly newsletter, texts from teachers to parents, radio spots, open forums, special events/nights at school, newspapers, Peachjar, personal calls to parents, etc.
2. Establish a process to disseminate information regularly to all West Plains area residents. Information may include items such as the Annual Performance Report (APR), upcoming events, financial information, etc. Family and community nights are currently held to disseminate information as well. They include but are not limited to; open house events, monthly parent nights, Academic Booster Club meetings and events.

Goal 4, Objective 2

1. Create and enhance community volunteer opportunities by extending specific invitations to various school stakeholders.
2. Offer incentives to attract community members to events.

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Goal 5, Objective 1

1. Effectively integrate PLC's into the educational policies and practices so that they are a seamless part of all daily activities and all strategic planning.
2. Establish a building-wide continuum of professional development so that educators can measure their PD progress relative to peers.

Goal 5, Objective 2

1. Develop and implement a research based, supportive teacher-mentor, instructional coach program for all first and second year teachers.
2. Use the Network for Educator Effectiveness evaluation system to provide formative and summative feedback to teachers and administrators with data which will direct professional development.

Goal 6, Objective 1

1. Utilize traditional and social media to provide concise fiscal information to the public.
2. Manage software programs that are available at all learning levels so that the programs are used appropriately and consistently.
3. Collaborate with staff prior to purchasing new computer programs to ensure that programs are beneficial and will be utilized by educators.
4. Utilize public venues (such as forums, workshops, etc.) to share fiscal information with the community.

Goal 6, Objective 2

1. Optimize grant opportunities through collaboration among staff members and the community. Educators will be committed to applying for grants in their field of expertise and experience.
2. Purchasing equipment, supplies, or apparel, the school will endeavor first to buy locally.
3. Connect with key community stakeholders (such as community individuals/groups, local businesses, education and government organizations, cultural and recreational institutions, media and sports associations).
4. Develop and maintain a print or electronic directory of community resources.

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SOUTH FORK ELEMENTARY SCHOOL

Strategic Plan Committee Members

Camisha Hunter – teacher/parent

Jackie Ingalsbe – teacher/parent

Seth Huddleston – administrator/parent

Summary:

The development of this strategic plan was a process that took place during the fall of 2015. The South Fork Elementary School Strategic Planning committee utilized the district’s strategic plan to compile action steps to meet the goals of the district. Committee members were comprised of the South Fork Elementary School Leadership Team. Using the district’s objectives, a comprehensive plan was compiled.

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Action Steps

The following action steps were developed by members of the South Fork Elementary School Strategic Planning Committee for the purpose of implementing the goals and objectives of the school district.

Goal 1, Objective 1

1. Provide high quality professional development based on goals and standards set by the district.
2. Teachers will attend grade appropriate meetings around the state for professional development.

Goal 1, Objective 2

1. Provide academic resources for teachers and staff to identify learning gaps in student achievement.

Goal 2, Objective 1

1. Each student will participate in at least one service project each year that is directly linked to content learned in the classroom.

Goal 2, Objective 2

1. Each grade level will submit a plan for community service annually. All plans will be approved by administration.

Goal 3, Objective 1

1. South Fork Elementary will host parent nights monthly. Additionally, teachers will send home newsletters and calendars monthly to keep all parents/guardians informed.

Goal 3, Objective 2

1. South Fork Elementary will seek to maintain an active Parent Teacher organization that is focused on achieving goals that are important to the school. The PTO, in partnership with the school, will host numerous events at the school that are centered on community involvement.

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Goal 4, Objective 1

1. South Fork will send correspondence home weekly with students about current events. Additionally the webpage will be appropriately maintained with relevant information.

Goal 4, Objective 2

1. Create and enhance community volunteer opportunities by extending specific invitations to various school stakeholders.

Goal 5, Objective 1

1. Professional development will be provided based on teacher input and needs within the grade level.

Goal 5, Objective 2

1. The Network for Educator Effectiveness evaluation process will be used to grow teachers professionally.
2. South Fork Elementary will effectively utilize and support a Mentor/Mentee/Protégé program for new staff in collaboration with district instructional coaches.

Goal 6, Objective 1

1. South Fork Elementary will communicate its financial needs to appropriate district-level administration

Goal 6, Objective 2

1. South Fork Elementary will utilize school budgeted funds to purchase the essential items that optimize student success.

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SOUTH CENTRAL CAREER CENTER
Strategic Plan Committee Members

Jim Laughary – Administrator

Scott Heidi – Instructor

Josh Cotter – Administrator

Joy Holloway – Counselor

Joyce Frey – Financial Aid

Tonya Jedlicka – Instructor

Mark Jett – Instructor

Karen Sartin – Instructor

Misty Hathcock - Instructor

Summary:

The development of this strategic plan was a process that took place during the fall of 2015. The South Central Career Center Strategic Planning committee utilized the district's strategic plan to compile action steps to meet the goals of the district. Committee members were comprised of the South Central Career Center Leadership Team and staff. Using the district's objectives, a comprehensive plan was compiled.

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Action Steps

The following action steps were developed by members of the South Central Career Center Strategic Planning Committee for the purpose of implementing the goals and objectives of the school district.

Goal 1, Objective 1

1. South Central Career Center will integrate competency-based grading across hourly, block, and adult programs.
2. South Central Career Center will ensure basic communication and employability skills are established as an integral part of the learning experience.

Goal 1, Objective 2

1. Use district, consortium, state, and national assessment data to inform instructional improvement for high-quality, work-based classroom instruction.
2. Utilize district professional development opportunities to train in use of data driven instruction.

Goal 2, Objective 1

1. Implement a community service component as part of the course completion requirements.
2. Reinforce the value and relevance of giving back to the community through course-specific service opportunities.

Goal 2, Objective 2

1. Engage each student in at least one service experience on an annual basis
2. Utilize clinical partners and advisory committees to identify opportunities to serve those in the community who are in need.

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Goal 3, Objective 1

1. Integrate modeling of appropriate workplace behavior in all programs
2. Implement a comprehensive safety plan which includes safety training for students, faculty, and staff.

Goal 3, Objective 2

1. Engage in deeper more meaningful contact with consortium schools
2. Expand the use of the SCCC brand in area communities through appearances, apparel, and merchandising.

Goal 4, Objective 1

1. Enhance partnerships with regional media focused on providing workforce development “tips.”
2. Implement an annual report to all stakeholders

Goal 4, Objective 2

1. Increase size and scope of program advisory committees
2. Increase participation of guest speakers and industry partners for demonstrations and presentations.

Goal 5, Objective 1

1. Provide CTE specific professional development during Teacher In-service trainings.
2. Utilize faculty meetings to share professional learning experiences

Goal 5, Objective 2

1. Promote increased teacher participation in state associations
2. Involve advisory committee members in the recruitment, hiring, and retention of staff

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Goal 6, Objective 1

1. Utilize the annual report to distribute information on CTE finance guidelines and procedures

Goal 6, Objective 6

1. Seek opportunities to support and engage in local economic development.
2. Optimize grant opportunities.
3. Implement processes which optimize donors and fundraising without exhausting the community.