

# **Linn County R-I Comprehensive School Improvement Plan**



**Linn County R-I  
15533 Hwy KK  
Purdin, Missouri  
660-244-5045  
[linnr1.k12.mo.us](http://linnr1.k12.mo.us)**

**Approved By  
the  
Board of Education  
July 7, 2009**

## CSIP COMMITTEE MEMBERS

NAME	POSITION
John Brinkley	Superintendent
Candi Ward	Elementary Principal
Ryan Livingston	High School Principal
Nicole Head	Spec. Ed. Dir./PDC Chair
Beth Ann Lumsden	Counselor
Gail Young	Reading Coach/PDC
Tiffany Best	Kindergarten Teacher/PDC
Janis Guyer	Second Grade Teacher/PDC
Christina Moore	Special Education Teacher/PDC
Jenny Seals	Preschool Teacher
Brandy Lambert	Title I Teacher
Mollie Livingston	Fourth Grade Teacher
Doris Saale	First Grade Teacher
Melanie Herriman	At-Risk Teacher
Kerry Burkholder	Math Teacher
Patrick O’Kane	Board Member
Trevor Stillwell	Board Member
Tony Mundell	Board Member
Steve Hardy	Board Member
Charla Rehbein	Teacher’s Aide/Parent
Josh Hedges	Student
Brittney O’Kane	Student
Jill Hardy	Parent
Rick Russell	Parent
Tom Creason	Parent
Tracy Buswell	Parent
Robyn Brinkley	Parent
David Brinkley	Parent
Joe Ward	Parent
Judy Ward	Parent
Randy Herring	Parent
Jill Herring	Parent
Shawn Wilson	Parent
Amy Creason	Parent
Dean Buswell	Parent
Neil Guyer	Patron

## **Mission Statement**

Linn County R-I School District is committed to quality education and is dedicated to guiding students to their highest potential. It is our aim to educate the whole student, intellectually, physically, socially and emotionally. Education is the responsibility of the parents, student, family, teacher, school staff, and community. All must work cooperatively toward preparing students to be productive and contributing members of an ever-changing global society.

## **Slogan**

Learning for Today, Preparing for Tomorrow!

## **Beliefs/Vision**

The Linn County R-I School District believes that partnerships among students, parents, faculty, and community are keys to educational success. We will work to build a safe, caring, respectful, and supportive learning environment. The individual needs of children will be met through a variety of educational services. These services will be family focused, developmentally appropriate, culturally responsive, community sensitive, and cost effective. Multiple resources will be used to enhance each child's educational experience by ensuring that trained staff and equitable services are available to children and families throughout the Linn County R-I School District.

## **Measures of Educational Success**

- Increased Student Achievement
- Reduced Incidence of Alcohol, Drug Use & Violence Offences
- Improved Student Attendance
- More Meaningful & Increased Parent Involvement
- Better Preparation of Students for College & Career

## **Description of the Planning Process**

In March of 2008 the Linn County R-I administration and School Board addressed the concerns of the CSIP committee. Their recommendations were adopted by the Board of Education to address these concerns.

In the fall of 2007, the Linn County R-I School Board began a process of school improvement. Following the guidelines in the Comprehensive School Improvement Plan Handbook, a committee was established to examine all aspects of the school district and provide recommendations to the board for improvements.

During January 2008 a survey was distributed to all members of the CSIP committee asking for comments concerning district programs and policies. The survey was intended as a basis for the work of the improvement committee.

During January and February of 2008 the committee met on four evenings, comprised of 22 parents/community members, nine teachers, counselor, one student and three

administrators. The committee recommendations in the form of a Comprehensive School Improvement Plan were submitted to the board of education at the March 11, 2008 school board meeting.

#### **Goals for Comprehensive School Improvement Committee**

- Approve a School Mission Statement
- Approve School Slogan
- Establish a Statement of Beliefs/Vision for Linn County R-I
- Compile List of School Goals
- List of District Strengths
- List of District Concerns
- Approve District Comprehensive School Improvement Plan

#### **Comprehensive School Improvement Plan Time Line**

- January 10            Background information and discussion on the Comprehensive School Improvement Plan
- January 17            Review and examine elementary programs.
- January 31            Review and examine high school programs.
- February 7            Approval of School Improvement Plan

In March 1999 the District was reviewed under the Missouri School Improvement Plan. The Review Team found the district met 11 of the 11 Performance Indicators, 10 of the 10 Process Standards, and 4 of the 5 Resource Clusters. Out of 26 standards, the district failed to meet only one, concerning teacher certifications. In total the review team found four areas of concern:

1. Five staff members are not properly certificated, for a total of 13 assignments (Standard 5.1)
2. The board does not annually review student achievement data disaggregated by gender and disabilities. (Standard 7.2B)
3. The district does not systematically identify or provide differentiated instruction for gifted students in grades K-2. (Standard 8.2)
4. The percent of graduates completing a vocational education program was below the state average for all five years. (Standard 16.3 \*3)

Since that time the district reviewed the concerns and determined the appropriate way to address them. The concerns that have not been met have been included in this Comprehensive School Improvement Plan.

In February 2004 the District was last reviewed under the Missouri School Improvement Plan. The Review Team found the district met 11 of the 11 in the Resource Section, 33 of the 38 in Process Section, and 91 of the 100 in Performance Section. Out of 149 standards, the district met 135. In total the review team found the following areas of concern:

1. MAP achievement results in the grade span 9-11 showed improvement, but these scores were low in math, science, and social studies. (Standard 9.1.3)
2. Reading achievement results in grade 3 are not at an acceptable level and do not show sufficient improvement. (Standard 9.2.1)
3. The district did not document the results of the most recent professional development program evaluation. (Standard 6.7.4)
4. The district's procedural plan for professional development does not include mentor rules and responsibilities. (Standard 6.7.5)
5. The district-wide procedural guidance plan does not include program objective aligned with the objectives of CSIP. (Standard 6.9.1)
6. This district's procedural guidance program does not have evaluation criteria based on program objectives and the program objectives are not aligned with the objectives of the CSIP and/or student performance data. (Standard 6.9.1)
7. The district has not established an articulation agreement with a postsecondary institution for the agricultural education program. (Standard 7.3.3)
8. There is no written plan to evaluate the effectiveness of vocational programs. (Standard 7.3.4)
9. The district's Parent As Teachers program serves only 25 percent of its eligible families compared to the state average of 46 percent. (Standard 7.5.1)

Since that time the district reviewed the concerns and determined the appropriate way to address them. The concerns that have not been met have been included in this Comprehensive School Improvement Plan.

# **District Goals**

## **2008-2013**

1. Increase Academic Achievement
  - a. Ninety-five percent of students will read at or above grade level by the end of the third grade.
  - b. The percent of students in Proficient and Advanced levels in Communication Arts and Math will meet AYP as measured by the Missouri Assessment Program.
  - c. District results on nationally standardized test will remain at or above state and national averages as measured by Tera Nova and ACT.
  - d. The district will maintain a graduation rate of above the state average.
2. Maintain A Positive Learning Environment
  - a. Construct a new Vocational Agriculture facility.
  - b. Create a larger weight room/fitness facility that all students can access.
  - c. Update heating a cooling throughout the facility.
  - d. Designate a specific smoking area.
  - e. Maintain and improve use of technology in the district.
  - f. Install surveillance equipment to improve safety in the district.
3. Staff Development to Improve Student Success.
  - a. Focus on improvement of MAP scores.
  - b. Train substitutes to be better prepared in the classroom
  - c. Maintain a certificated staff.
  - d. Maintain salaries above the average of area schools.

## **Strengths**

- Teachers provide assistance to students before and after school
- Technology
- Reading First Program
- Opportunity for parent involvement
- Teacher professional development opportunities
- Competitive salaries
- Percent of certified teachers
- Online access through the SIS program
- School is safe and friendly
- Staff is concerned and available to parents and students
- Preschool program
- Gifted/At-Risk programs
- Number of dual credit and college prep classes
- Small class sizes

## **Concerns**

- MAP scores
- Need for an elementary gym
- Need for surveillance equipment in some areas (weight room, gym, hallways, playground)
- Need more assistance for students that are failing
- Need larger locker rooms
- Need larger weight room
- Need for study halls
- Student motivation
- Poor turnout at parent nights
- Lack of respect towards teachers
- Too many classroom interruptions in the high school
- Not enough class for non-college bound students
- Lack of work study programs for juniors and seniors
- Poor writing skills of students
- Too much time off task in Jr. High and High School
- Reading in grads 4-12
- Heating and cooling system
- Tutoring needs to be structured
- Teacher failing to keep grades up-to-date on the SIS program
- Teachers not using textbooks
- More supervision on the buses
- Students need access to computers before and after school
- Lack of pride in the school (parents, students and general public)
- Poor attitude of teachers
- Lack of progress in Jr. High

- Need for after school programs
- Smoking on the school campus
- Too many substitutes in the building too often
- Teachers lack of respect of students
- Funding

## **Addendum**

During the course of the meetings of the Comprehensive School Improvement Committee additional goals were determined that merited mentioning, though they were not prioritized at the same level as the six primary goals. Those additional goals are listed here:

1. The district needs to offer a greater number of alternative delivery systems for instruction (zero hour classes, independent study programs, summer workshops, etc.) Additionally the district needs to provide more compensatory programs and services to educationally disadvantaged students. As a district we need to insure that we meet the needs of all the students, gifted, at-risk, and the often forgotten “middle”
2. Focus on teacher collegiality and student responsibility, including teacher/parent training in consistent discipline practices.
3. Improvement in student writing skills.
4. Promotion of comprehensive, systematic planning for instructional improvement or organization of the educational enterprise.
5. The district will maintain small class sizes.



Form A		PERFORMANCE GOALS			Goal #1
Goal: Increase Student Achievement					
MSIP Standard/ Indicator	CSIP Strategy Number	Objective	Person(s) Responsible	Start Date	Date Completed
1.1.1 6.3.2 9.2	1.a	Ninety-five percent of students will read at or above grade level by the end of the third grade.	Classroom Teacher/ Reading Coach	March 2008	Ongoing
6.2.5 9.1.1 9.1.3	1.b	The percent of students in Proficient and Advanced levels in Communication Arts and Math will meet AYP as measured by the Missouri Assessment Program.	Teachers Principals Counselor	March 2008	Ongoing
6.2.5 9.1.1 9.1.3 9.3	1.c	District results on nationally standardized test will remain at or above state and national averages as measured by Tera Nova and ACT.	Teachers Principals Counselor	March 2008	Ongoing
6.3.3 9.5	1.d	The district will maintain a graduation rate of above the state average.	HS Principal/ Counselor	March 2008	Ongoing



Form B		PERFORMANCE GOALS				Goal #1
Objective/Strategy #1						
Goal: Increase Student Achievement						
Measurable Objective: Ninety-five percent of students will read at or above grade level by the end of the third grade.						
How the Objective will be measured: Reading First testing.						
MSIP Standard/ Indicator	CSIP Step Number	Action to be Taken	Person(s) Responsible	Start Date	Date Completed	Federal Programs
1.1 1.1.1 6.3.2 9.2	1.a	Ninety minute, uninterrupted block that focuses on reading.	Teachers/ Reading Coach/ Elementary Principal	March 2008	Ongoing	YES
1.1 1.1.1 6.3.2 9.2 7.1.3	1.a	Intensive and supplemental instruction are provided according to student need.	Teachers/ Reading Coach/ Elementary Principal	March 2008	Ongoing	YES
6.7 6.7.1 6.7.2 6.7.4 6.7.5	1.a	Teachers will be engaged in high quality professional development.	Teachers/ Reading Coach/ Elementary Principal	March 2008	Ongoing	YES
6.2.1 8.2.1	1.a	Data is collected and disseminated in order to provide students with differentiated instruction.	Teachers/ Reading Coach/ Elementary Principal	March 2008	Ongoing	YES



Form B		PERFORMANCE GOALS				Goal #1
Objective/Strategy #2						
Goal: Increase Student Achievement						
Measurable Objective: The percent of students in Proficient and Advanced levels in Communication Arts and Math will meet AYP as measured by the Missouri Assessment Program.						
How the Objective will be measured: AYP will be met in Communication Arts and Math on the district’s Annual Performance report.						
MSIP Standard/ Indicator	CSIP Step Number	Action to be Taken	Person(s) Responsible	Start Date	Date Completed	Federal Programs
9.1 9.1.1 9.1.3	1.b	The district will provide instruction and guided practice on test taking skills to all students and teachers	Principals Teachers Counselor	March 2008	Ongoing	NO
6.1.1 6.1.2 6.1.3 6.1.4 6.4.2	1.b	The district will review all curriculum guides and revise them to assure that there is a clear alignment between the skills tested and skills taught.	Principals	March 2008	Ongoing	NO
6.2.6	1.b	The district will provide incentives and motivation for students to encourage them to perform their best on MAP test.	Principals Teachers Counselor	March 2008	Ongoing	NO
9.1.3	1.b	The district will develop supplemental and extended learning opportunities for students on the MAP test.	Supt./PDC/ Principals/ Teachers/ Counselor	March 2008	Ongoing	YES
6.1.1 6.1.2 6.1.3 6.1.4	1.b	The district will provide professional development opportunities to support improved teaching strategies/techniques and testing results.	PDC	March 2008	Ongoing	YES

6.4.2						
6.7.2						



Form B		PERFORMANCE GOALS				Goal #1
Objective/Strategy #3						
Goal: Increase Student Achievement						
Measurable Objective: District results on nationally standardized test will remain at or above state and national averages as measured by Tera Nova and ACT.						
How the Objective will be measured: ACT and Tera Nova scores will be evaluated each year to determine that the objective is met.						
MSIP Standard/ Indicator	CSIP Step Number	Action to be Taken	Person(s) Responsible	Start Date	Date Completed	Federal Programs
6.2.5	1.c	The district will provide instruction and guided practice on test taking skills to all students.	Teachers Counselor	March 2008	Ongoing	NO
6.1.1 6.1.2 6.1.4 6.2.1 6.4.2 6.7.2	1.c	The district will review all curriculum guides and revise them to assure that there is a clear alignment between the skills tested and skills taught.	Principals	March 2008	Ongoing	NO
6.2.6	1.c	The district will provide incentives and motivation for students to encourage them to perform their best on the ACT and Tera Nova test.	Principals Teachers Counselor	March 2008	Ongoing	NO
6.3.3	1.c	The district will develop additional supplemental and extended learning opportunities for students on the ACT and Tera Nova test.	Supt./PDC/ Principals/ Teachers/ Counselor	March 2008	Ongoing	NO
6.7.1 6.7.2 6.7.4 6.7.5	1.c	The district will provide professional development opportunities to support improved teaching strategies/techniques and testing results.	PDC	March 2008	Ongoing	YES



Form B		PERFORMANCE GOALS				Goal #1
Objective/Strategy #4						
Goal: Increase Student Achievement						
Measurable Objective: The district will maintain a graduation rate of above the state average.						
How the Objective will be measured: The district graduation rate will remain 95% or higher.						
MSIP Standard/ Indicator	CSIP Step Number	Action to be Taken	Person(s) Responsible	Start Date	Date Completed	Federal Programs
6.3.4 6.5.3	1.d	At-Risk program will identify and serve the needs of At-Risk students.	At-Risk Teacher/ HS Principal/ Counselor	March 2008	Ongoing	NO

<b>Form A</b>	<b>PERFORMANCE GOALS</b>				<b>Goal #2</b>
<b>Goal:</b> Maintain A Positive Learning Environment					
<b>MSIP</b>	<b>CSIP</b>	<b>Strategy</b>	<b>Person(s)</b>	<b>Start</b>	<b>Date</b>

<b>Standard/ Indicator</b>	<b>Strategy Number</b>		<b>Responsible</b>	<b>Date</b>	<b>Completed</b>
8.2.1 8.10 8.10.1 8.10.2 8.11	2.a	Construct a new Vocational Agriculture facility.	Board Superintendent	March 2008	
7.1.2 8.2.1 8.10 8.10.1 8.10.2 8.11	2.b	Create a larger weight room/fitness facility that all students can access.	Board Superintendent	March 2008	
6.5.1 8.2.1 8.10	2.c	Update heating and cooling throughout the facility.	Board Superintendent	March 2008	
1.1.1 1.2.2 1.3	2.d	Create a tobacco-free environment	Board Superintendent Principals	March 2008	
6.1.3 6.4.3 6.4.4 6.8.1	2.e	Maintain and improve the use of technology in the district.	Board PDC	March 2008	Ongoing
8.11.1 8.11.3	2.f	Install surveillance equipment to improve safety in the district.	Board Superintendent	March 2008	

Form B		PERFORMANCE GOALS				Goal #2
						Objective/Strategy #1
Goal: Maintain A Positive Learning Environment						
Measurable Objective: Construct a new Vocational Agriculture facility.						
How the Objective will be measured: Vocational Agricultural facility will be constructed.						
MSIP Standard/ Indicator	CSIP Step Number	Action to be Taken	Person(s) Responsible	Start Date	Date Completed	Federal Programs
8.3.1 8.6.2	2.a	The district will place Proposition Waiver on the April 2008 ballot to provide funding for a new vocational agricultural facility.	Board	March 2008	March 2008	NO
8.2.1 8.10	2.a	An vocational agriculture will be build with adequate space for the safety of the students.	Board Superintendent	March 2008		NO

8.10.1						
8.10.2						
8.11						

Form B		PERFORMANCE GOALS				Goal #2
Objective/Strategy #2						
Goal: Maintain A Positive Learning Environment						
Measurable Objective: Create a larger weight room/fitness facility that all students can access.						
How the Objective will be measured: A new weight room facility will be available that is on ground level.						
MSIP Standard/ Indicator	CSIP Step Number	Action to be Taken	Person(s) Responsible	Start Date	Date Completed	Federal Programs
7.1.2 7.1.3 8.10.1	2.b	The current vocational agriculture facility will be made into a weight room when a new facility is built.	Board Superintendent	March 2008		NO

Form B		PERFORMANCE GOALS			Goal #2	
Objective/Strategy #3						
<b>Goal:</b> Maintain A Positive Learning Environment						
<b>Measurable Objective:</b> Update heating and cooling throughout the facility.						
<b>How the Objective will be measured:</b> All classrooms will have adjustable heating and cooling throughout the district.						
MSIP Standard/ Indicator	CSIP Step Number	Action to be Taken	Person(s) Responsible	Start Date	Date Completed	Federal Programs
6.5.1	2.c	Funds will be transferred from the incidental fund to the capital projects fund, provided funds are available and allowable.	Board Superintendent	March 2008		NO

Form B		PERFORMANCE GOALS				Goal #2
Objective/Strategy #4						
<b>Goal:</b> Maintain A Positive Learning Environment						
<b>Measurable Objective:</b> Create a tobacco-free environment						
<b>How the Objective will be measured:</b> Tobacco use will only be allowed in specific areas of the district.						
MSIP Standard/ Indicator	CSIP Step Number	Action to be Taken	Person(s) Responsible	Start Date	Date Completed	Federal Programs
8.3.3	2.d	Policy will be adopted to promote a tobacco free campus.	Board	March 2008		NO
8.11.3	2.d	Signs will be posted and designated area's assigned that will be supervised the administration.	Superintendent Principals	March 2008	Ongoing	NO



Form B		PERFORMANCE GOALS				Goal #2
Objective/Strategy #5						
<b>Goal:</b> Maintain A Positive Learning Environment						
<b>Measurable Objective:</b> Maintain and improve use of technology in the district.						
<b>How the Objective will be measured:</b> All technology in the district will be kept up-to-date, maintained and professional development will be made available to staff.						
MSIP Standard/ Indicator	CSIP Step Number	Action to be Taken	Person(s) Responsible	Start Date	Date Completed	Federal Programs
6.4.4 6.8.1	2.e	Smart Boards will be added to all classrooms where applicable and other technological items will be added as needed.	Board Superintendent	March 2008	Ongoing	NO
6.4.3	2.e	Staff will be trained to use all technology available by	Superintendent	March	Ongoing	YES

		means of high quality professional development.	Principals PDC Teachers	2008		
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Form B		PERFORMANCE GOALS				Goal #2
						Objective/Strategy #6
<b>Goal:</b> Maintain A Positive Learning Environment						
<b>Measurable Objective:</b> Install surveillance equipment to improve safety in the district.						
<b>How the Objective will be measured:</b> Surveillance equipment will be installed in order to monitor the building more closely.						
MSIP Standard/ Indicator	CSIP Step Number	Action to be Taken	Person(s) Responsible	Start Date	Date Completed	Federal Programs
6.6.2 8.11.1 8.11.3	2.f	Money will be authorized and budgeted to install surveillance equipment throughout the building.	Board Superintendent	March 2008		NO
2.3.2	2.f	Hard to supervise areas will be monitored by building principals via monitors.	Principals	March 2008		NO

Form A		PERFORMANCE GOALS			Goal #3
Goal: Staff development to improve student success					
MSIP Standard/ Indicator	CSIP Strategy Number	Strategy	Person(s) Responsible	Start Date	Date Completed
6.2.5	3.a	Focus on improvement of MAP scores	Board	March 2008	Ongoing

9.1.1 9.1.2 9.1.3			Superintendent Principals Counselor Teachers		
2.1.2 6.7.1 6.7.2 6.7.3 6.7.6	3.b	Train substitutes to be better prepared in the classroom.	Principals Reading Coach	March 2008	Ongoing
1.1.2 3.1 3.2 4.1 4.3 5.1	3.c	Maintain a certificated staff.	Board Superintendent Principals	March 2008	Ongoing
8.4.3	3.d	Maintain salaries above the average of area schools.	Board Superintendent	March 2008	Ongoing



Form B		PERFORMANCE GOALS				Goal #3
Objective/Strategy #1						
Goal: Staff development to improve student success						
Measurable Objective: Focus on improvement of MAP scores.						
How the Objective will be measured: MAP scores will be evaluated annually to check for improvement.						
MSIP Standard/ Indicator	CSIP Step Number	Action to be Taken	Person(s) Responsible	Start Date	Date Completed	Federal Programs
6.2.5	3.a	The district will provide instruction and guided practice on test taking skills to all students and teachers.	Principals Counselor Teachers	March 2008	Ongoing	NO
6.1.1 6.1.2 6.1.4 6.2.1 6.4.2 6.7.2	3.a	The district will review all curriculum guides and revise them to assure that there is a clear alignment between the skills tested and skills taught.	Principals Teachers	March 2008	Ongoing	NO
6.2.6	3.a	The district will provide incentives and motivation for students to encourage them to perform their best on MAP test.	Principals Counselor	March 2008	Ongoing	NO
6.3.3	3.a	The district will develop additional supplemental and extended learning opportunities for students and teachers on the MAP test.	Principals Counselor	March 2008	Ongoing	NO
6.7.1 6.7.2 6.7.3 6.7.4 6.7.5 6.7.6	3.a	The district will provide professional development opportunities to support improved teaching strategies/techniques and testing results.	PDC	March 2008	Ongoing	NO





Form B		PERFORMANCE GOALS				Goal #3
						Objective/Strategy #2
Goal: Staff development to improve student success						
Measurable Objective: Train substitutes to be better prepared in the classroom.						
How the Objective will be measured: Substitutes will attend training to be better prepared for the classroom.						
MSIP Standard/ Indicator	CSIP Step Number	Action to be Taken	Person(s) Responsible	Start Date	Date Completed	Federal Programs
2.1.2 6.7.1 6.7.2 6.7.4 6.7.5 6.7.6	3.b	Reading Coach will work with substitute teachers to be better prepared to work in Reading First classrooms.	Principals/ Reading Coach	March 2008	Ongoing	YES

Form B		PERFORMANCE GOALS			Goal #3	
Objective/Strategy #3						
<b>Goal:</b> Staff development to improve student success						
<b>Measurable Objective:</b> Maintain a certificated staff.						
<b>How the Objective will be measured:</b> The district will have a professional staff that is fully certificated.						
MSIP Standard/ Indicator	CSIP Step Number	Action to be Taken	Person(s) Responsible	Start Date	Date Completed	Federal Programs

2.1.2 6.7.1 6.7.2 6.7.3 6.7.4 6.7.5 6.7.6	3.c	The district provides a professional development program that focuses on the supports its instructional practices.	PDC	March 2008	Ongoing	YES
6.7.1	3.c	The district has a written plan for professional development, which includes provisions for complying with specific program requirements, and all rules, regulations, and legislation related to professional development funding.	Superintendent PDC	March 2008	Ongoing	YES

Form B		PERFORMANCE GOALS				Goal #3
						Objective/Strategy #4
<b>Goal:</b> Staff development to improve student success						
<b>Measurable Objective:</b> Maintain salaries above the average of area schools.						
<b>How the Objective will be measured:</b> Salaries will remain above the average that is paid to area school personnel.						
MSIP Standard/ Indicator	CSIP Step Number	Action to be Taken	Person(s) Responsible	Start Date	Date Completed	Federal Programs
8.4.3	3.d	A mutually acceptable (to board and faculty) salary schedule will be adopted each spring.	Board Superintendent Teachers	March 2008	Ongoing	YES
8.4.3	3.d	The three steps of career ladder will be maintained.	Board Superintendent	March 2008	Ongoing	NO