



CASSVILLE R-IV  
HOME OF THE WILDCATS



# Continuous School Improvement Plan

## C.S.I.P. 2022-2026

May 2024: Committee Review &  
Board Approved



417.847.2221



[www.cassville.k12.mo.us](http://www.cassville.k12.mo.us)



1501 Main Street, Cassville







HOME OF THE WILDCATS

# CASSVILLE R-IV

**CSIP: 2022-2026**

Strategic Plan

## 2022-2026 District Priorities



**Student Learning**



**Operations**



**Staffing**



**Communication,  
Climate, Culture**

**#WeAreCassville  
means we believe:**

- In providing all students with multiple paths of learning based on their interests, strengths and learning styles.
- Positive, personal relationships among students, teachers and parents are vital.
- In building relationships and effective partnerships with the community and beyond.
- Everyone will thrive in a safe and secure learning environment.
- In fostering a collaborative culture for student achievement and opportunities.
- In recruiting, retaining and developing quality staff at all levels.



### **Mission**

The mission of the Cassville R-IV School District is to provide a safe and collaborative learning environment that empowers individual success.



### **Vision**

The vision of the Cassville R-IV School District is to engage and inspire a community of learners for success in life.



## **Cassville R-IV School District Continuous School Improvement Plan (CSIP)**

Latest edit and Board approval: 05/16/2024

The Cassville R-IV School District developed a team of internal and external stakeholders to provide meaningful collaboration in the development of a Continuous School Improvement Plan (CSIP). The CSIP is a continuous strategic plan which provides a framework through which the Cassville R-IV School District will support the schools in ensuring the academic success and well-being of each student. Strategic planning is a requirement for evaluation as indicated by the Missouri School Improvement Process (MSIP). The District's CSIP is a vital part of the evaluation process and is the driving document which links the vision, mission and goals set forth by the district, with the school improvement plans developed by each individual building. The Cassville R-IV CSIP is reviewed and evaluated during monthly board meetings using the [Cassville R-IV Program Evaluation Plan](#) to engage stakeholders in ongoing CSIP development and progress monitoring. If new information, specifically student performance data, indicates mid-cycle revisions are necessary, revisions will be incorporated into the current plan. This strategic plan is founded in thoughtful input from stakeholders including parents, students, community members and dedicated education professionals who share a common mission – to assure a focused and challenging curriculum that will monitor progress and provide a comprehensive system of support to prepare all students for their next level of learning. The process was structured through a CSIP Development Team based on data-based needs assessments which included the Collaborative Work Implementation Survey (CWIS), Fired-up Consultant's Climate and Culture Survey, formal and informal assessment results, and demographic data. The team was charged with analyzing data, both quantitative and qualitative, with input from all stakeholder representatives which describe what the District should accomplish according to timeline goals and action steps. The CSIP Development Team identified four priority areas on which goals and measurable action steps were based:

- Student Learning,
- Operations,
- Staffing, and
- Communication, Climate and Culture.

The CSIP will guide the development and implementation of other plans and work across the district to provide fidelity such as the Building Continuous Improvement Plans (BCIP), TEAMS/Career Ladder Tutoring Program, Professional Development Plan, Assessment Plan, Program Evaluation Plan, teacher evaluation focus areas, committee work, school administration needs, and the Board of Education in development of the operating budget and capital improvement needs. The Finance Committee will reference the CSIP and goal data information provided by the listed responsible parties when developing and revising the budget annually and strive to fully fund CSIP goals and action steps. Data for decision-making and funding sources are outlined within the CSIP under each goal. This document will be a living guide that will set a direction for changing and energizing the course of learning and student well-being in the Cassville R-IV School District.

## CSIP DEVELOPMENT TEAM

| <u>Name</u>       | <u>Position</u>  | <u>Name</u>         | <u>Position</u>                                   |
|-------------------|--|---------------------|---|
| Artherton, Mindi  | Communication Manager,<br>Parent                         | Hutchens, Tara      | Middle School Teacher,<br>PD Chair                |
| Cavness, Jody     | Assistant High School<br>Principal                       | Johnson, Dr. Merlyn | Superintendent                                    |
| Cosper, Samantha  | Assistant Middle School<br>Principal, Parent             | Keeton, Adriana     | Community Volunteer,<br>Editor of local newspaper |
| Cox, Megan        | Primary Teacher,<br>Parent                               | Klewer, Dylan       | High School Special<br>Education Teacher          |
| Cupps, Ashley     | SPED Teacher,<br>Parent                                  | Kloss, Jake         | Transportation<br>Cassville Schools               |
| Dalton, Anne      | Cassville R-IV,<br>SPED Teacher                          | LeCompte, Jillian   | Student Committee<br>Member                       |
| Ellis, Jordan     | High School Teacher,<br>Coach                            | Lueckenhoff, John   | Safety and Full Time<br>Substitute                |
| Fuchs, Errick     | Director of Technology,<br>Parent                        | Marple, Jeremy      | Board of Education,<br>President                  |
| Fugitt, Dr. Jamie | Community Volunteer,<br>Higher Education,<br>Foster Care | Martinez, Jacob     | Student, CHS Student<br>Council President         |
| Gates, Mindi      | Primary Principal,<br>Parent                             | Mitchell, Dr. Traci | Assistant Superintendent                          |
| Harvey, Brad      | Community Volunteer,<br>Cassville Fire Department        | Mitchell, Jennifer  | Community Volunteer,<br>Business Leader, Parent   |
| Harvey, Michelle  | Cassville R-IV,<br>Intermediate Teacher                  | Parsons, Casey      | Cassville R-IV,<br>Middle School Teacher          |
| Holycross, Laura  | Business Leader,<br>Community Volunteer,<br>Parent       | Poulson, Jill       | High School Teacher,<br>CCTA Representative       |
| Horner, Jon       | Board of Education<br>Member, MSBA Delegate              | Ralls, Pam          | Cassville R-IV,<br>Early Childhood Teacher        |

### **CSIP DEVELOPMENT TEAM (continued)**

| <b><u>Name</u></b>     | <b><u>Position</u></b>                              | <b><u>Name</u></b> | <b><u>Position</u></b>                            |
|------------------------|---|--------------------|---|
| Reid, Dusty            | Cassville R-IV, Director of Facilities & Operations | Thomas, Drake      | Cassville R-IV, Primary Instructional Aide        |
| Reid, Miller           | Student Committee Member                            | Weaver, Taylor     | Community Volunteer, Healthcare Manager           |
| Rhea, Darren           | Cassville R-IV, Middle School Principal             | Wenger, Gena       | Cassville R-IV, Middle School Counselor           |
| Richmiller, Mary       | Retired Teacher                                     | Wheeler, Caleb     | Elementary Assistant Principal                    |
| Schell, Lisa           | Cassville R-IV, Assistant Elementary Principal      | White, Kathy       | Community Volunteer, Business Leader, Grandparent |
| Selby Freeman, Rachael | Community Volunteer, business leader, parent        | Williams, Morgan   | Chamber of Commerce Director, Parent              |
| Senters, Juli          | Community Volunteer, parent                         | Williams, Stacey   | Cassville R-IV, Board Secretary/Bookkeeper        |
| Stephenson, Amy        | Cassville R-IV, Director of Special Services        | Willis, Tyler      | Cassville R-IV, High School Principal             |
| Stough, Kami           | Student, CMS Student Council President              | Yarnall, Chad      | Community Volunteer, Business Owner, Parent       |
| Swadley, Jeff          | Cassville R-IV, Intermediate Principal              |                    |   |





## **Improvement Plan Timeline**

|                       |  |
|-----------------------|--|
| <b>April 2022</b>     | Board of Education review and discussion of current CSIP and renewal needs   |
| <b>May 2022</b>       | CSIP Committee was developed   |
| <b>May 2022</b>       | Student, staff, parent/patron/community climate and culture surveys complete   |
| <b>June 2022</b>      | Fired Up Consulting was selected as the CSIP development facilitator. Meeting dates were also determined   |
| <b>August 2022</b>    | CSIP presentation to staff   |
| <b>September 2022</b> | CSIP Workshop: Strengths, Weaknesses, Opportunities & Threats analysis was conducted, review current CSIP/data review, review district report card, develop beliefs                              |
| <b>September 2022</b> | Develop mission and vision statements, review MSIP 6 standards, identify 4-6 top priorities  |
| <b>September 2022</b> | Created SMART goals (Specific, Measurable, Achievable, Relevant and Time-Bound) for each priority, identify action steps, create 3-year timeline, identify responsibilities and fiscal resources |
| <b>October 2022</b>   | Developed action steps for each SMART goal, determined measurements and metrics for each SMART goal  |
| <b>October 2022</b>   | District administrators meeting to review preliminary CSIP plan  |
| <b>October 2022</b>   | CSIP presented and adopted by the Board of Education   |
| <b>November 2022</b>  | Shared new CSIP with all stakeholders through a variety of sources such as district website, email, social media   |
| <b>May 1, 2023</b>    | Annual CSIP Stakeholder Review   |
| <b>April 29, 2024</b> | Annual CSIP Stakeholder Review   |
| <b>April 28, 2025</b> | Scheduled Annual CSIP Stakeholder Review   |

## PRIORITY 1: STUDENT LEARNING

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|---|--|---|
| <b>GOAL</b><br><b>1.1</b><br>State<br>Assessments | <p style="text-align: center;"><b>On an annual basis, students will score at or above the state average on MAP, EOC and ACT state assessments.</b></p> <p style="text-align: center; color: red;">APR: 48% of Score (24%-Achievement, 24%-Growth)</p>    | <b>Goal Met</b><br><input type="checkbox"/> |
| <b>Goal Monitoring</b>                            | <b>Action Steps</b>  | <b>Timeline</b>                             |
| <b>P</b>  | <p>1.1.1. Benchmark testing K-12 will be conducted 3 times per year to measure growth and identify learning gaps in math and ELA.</p> <p>Person or Team Responsible: Principals, Instructional Coaches, Teachers</p>                                     | Continuing<br>Spring '26                    |
| <b>P</b>  | <p>1.1.2. Benchmark testing 6-12 will be conducted 3 times per year to measure growth and identify learning gaps in science and social studies.</p> <p>Person or Team Responsible: Principals, Instructional Coaches, Teachers</p>                       | Spring '26                                  |
| <b>P</b>  | <p>1.1.3. Content and grade level teams, including co-teachers, will have scheduled intentional collaboration time to make data-based decisions to drive instruction.</p> <p>Person or Team Responsible: Principals, Instructional Coaches, Teachers</p> | Continuing<br>Spring '26                    |
| <b>GA</b>   | <p>1.1.4. A tiered multi-system of support will be provided for all students PK-12 in math and English Language Arts.</p> <p>Person or Team Responsible: Principals, Instructional Coaches, Teachers</p>   | Spring '26                                  |
| <b>P</b>  | <p>1.1.5. Students scoring in the Basic and Below Basic category on state assessments will be reduced by 2% annually.</p> <p>Person or Team Responsible: Principals, Instructional Coaches, Teachers</p>   | Continuing<br>Spring '26                    |
| <b>GA</b>   | <p>1.1.6. An ACT family education night will be held to assist families with registration, fees, and explain scholarship opportunities.</p> <p>Person or Team Responsible: HS Principals, Counselors</p>   | Fall '25                                    |
| <b>Cont</b>                                       | <p>1.1.7. ACT tutoring will be offered to high school students annually.</p> <p>Person or Team Responsible: HS Principals, Counselors</p>  | Continuing<br>Spring '26                    |
| <b>Cont</b>                                       | <p>1.1.8. ACT Workkeys assessment will be offered annually.</p> <p>Person or Team Responsible: HS Principals, Counselors</p>   | Continuing<br>Spring '26                    |

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| <b>GA</b>  | 1.1.9 Annual Teacher Summative Evaluations will include discussion around student data, how data was used to drive instruction, and effective participation in team collaboration meetings.   | Continuing Spring '26                       |
| <b>GA</b>  | 1.1.10 ACT Workkeys tutoring will be offered to high school students annually.  | Continuing Spring '25                       |
| Goal Monitoring: Progressing (P), Completed (C), Continue (Cont), Growth Area (GA), New Goal (NG), New Action Step (NAS)   |   |   |
| <b>Data:</b> The superintendent, building principals, special services director, and instructional coaches will provide data.<br><b>Funding Source:</b> Board approved budget of Local, State and Federal Funds. |   |   |
| <b>GOAL 1.2 Curriculum</b>   | <b>PK-12 curriculum will be aligned to the Missouri Learning Standards as measured annually by the <a href="#">Cassville Curriculum Review Cycle</a>.</b>   | <b>Goal Met</b><br><input type="checkbox"/> |
| <b>Goal Monitoring</b>   | <b>Action Steps</b>   | <b>Timeline</b>                             |
| <b>GA</b>  | 1.2.1. Pacing guides, priority standards, and assessments for all content areas and grade levels PK-12 will be housed in Canvas.<br><br>Person or Team Responsible: Principals, Instructional Coaches, Teachers   | Fall '26                                    |
| <b>Cont</b>  | 1.2.2. Teachers will engage in evidence-based instructional practices using the Virtual Learning Platform (VLP) and Self-Assessment Practice Profile (SAPP) annually to self-assess.<br><br>Person or Team Responsible: Assist. Superintendent, PD Committee, Principals, Instructional Coaches, Teachers | Continuing Spring '26                       |
| <b>Cont</b>  | 1.2.3. The <a href="#">Cassville Curriculum Review Cycle</a> will be utilized for PK-12 monthly reports to the Board of Education for accountability.<br><br>Person or Team Responsible: Assist. Superintendent, Principals, Department Leads   | Continuing Spring '26                       |
| <b>P</b>   | 1.2.4. Scheduled and intentional time will be provided for PK-12 curriculum vertical alignment and collaboration with a focus on transitional grades across buildings.<br><br>Person or Team Responsible: Principals, PD Committee  | Spring '26                                  |
| <b>P</b>   | 1.2.5. Math curriculum will be aligned in grades 6-12 to the Missouri Learning Priority Standards using evidence-based instructional practices.<br><br>Person or Team Responsible: Principals, Instructional Coaches, Teachers  | Spring '26                                  |



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| <b>P</b>   | 1.2.6. All content areas will use a cross curricular strategy such as TAGS to answer constructed responses.<br><br>Person or Team Responsible: Principals, Instructional Coaches, Teachers  | Spring '25                                  |
| Goal Monitoring: Progressing (P), Completed (C), Continue (Cont), Growth Area (GA), New Goal (NG), New Action Step (NAS)   |   |   |
| <b>Data:</b> The superintendent, building principals, special services director, and instructional coaches will provide data.<br><b>Funding Source:</b> Board approved budget of Local, State and Federal Funds. |   |   |
| <b>GOAL<br/>1.3<br/>Success<br/>Readiness</b>  | <b>Success Readiness scores will increase by 2% annually as measured by the district MSIP 6 Continuous Improvement score.</b><br><br><b>APR: Success Readiness-10%; 180 day followup-2%</b><br>(Success Readiness: KEA Assessment-1/3; Student Attendance-1/3, must be above 90%; iCap-1/3) | <b>Goal Met</b><br><input type="checkbox"/> |
| <b>Goal<br/>Monitoring</b>   | <b>Action Steps</b>   | <b>Timeline</b>                             |
| <b>Cont</b>  | 1.3.1. Celebrations, recognition and incentives will be given for K-12 students who have 90% or above on quarterly attendance.<br><br>Person or Team Responsible: Principals, Instructional Coaches, Teachers   | Continuing<br>Fall '25                      |
| <b>Cont</b>  | 1.3.2. Parents/Guardians will receive a phone call or message when their student is absent each day.<br><br>Person or Team Responsible: Principals, Secretaries   | Continuing<br>Fall '25                      |
| <b>Cont</b>  | 1.3.3. The Kindergarten Entry Assessment will be administered during the first 30 days of school for 100% of Kindergarten students.<br><br>Person or Team Responsible: Primary Principals, Kindergarten Teachers  | Continuing<br>Fall '25                      |
| <b>Cont</b>  | 1.3.4. All students in grades 8-12 will complete an Individual Career and Academic Plan (ICAP).<br><br>Person or Team Responsible: MS and HS Principals, MS and HS Counselors   | Continuing<br>Spring '25                    |
| <b>P</b>   | 1.3.5. 5% of high school seniors will participate in an internship or apprenticeship program annually.<br><br>Person or Team Responsible: HS Principals, JAG Coordinator, Success Academy Coordinator, HS Counselors  | Spring '26                                  |
| <b>P</b>   | 1.3.6. Students will be offered opportunities to complete industry certification or credentials applicable in their chosen career or program.   | Continuing<br>Fall '25                      |

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|  | Person or Team Responsible: HS Principals, HS Counselors, Teachers  |   |
| <b>P</b>   | 1.3.7. Career Fair and educational pathway opportunities will be offered to students and families 2 times per year.<br><br>Person or Team Responsible: HS Principals, HS Counselors   | Continuing<br>Spring '25                    |
| <b>P</b>   | 1.3.8. Cassville R-IV School will collaborate with community partners for resources to eliminate barriers impacting student success.<br><br>Person or Team Responsible: Principals, Counselors  | Continuing<br>Spring '25                    |
| Goal Monitoring: Progressing (P), Completed (C), Continue (Cont), Growth Area (GA), New Goal (NG), New Action Step (NAS)   |   |   |
| <b>Data:</b> The superintendent, building principals, special services director, and instructional coaches will provide data.<br><b>Funding Source:</b> Board approved budget of Local, State and Federal Funds. |   |   |
| <b>GOAL<br/>1.4<br/>Graduation<br/>Rate</b>  | <b>Graduation rate for students will meet or exceed 92% annually.</b><br><br><b>APR: 10% of score</b>   | <b>Goal Met</b><br><input type="checkbox"/> |
| <b>Goal<br/>Monitoring</b>   | <b>Action Steps</b>   | <b>Timeline</b>                             |
| <b>Cont</b>  | 1.4.1. Students will be provided with alternative paths to graduation such as the Success Academy, virtual instruction options and FLEX programs annually.<br><br>Person or Team Responsible: HS Principals, HS Counselors, Success Academy Director  | Continuing<br>Fall '24                      |
| <b>Cont</b>  | 1.4.2. The Jobs for America's Graduates (JAG) program will provide opportunities and support for students who are identified as "at-risk" annually.<br><br>Person or Team Responsible: JAG Coordinator(s)   | Continuing<br>Fall '24                      |
| <b>Cont</b>  | 1.4.3. The District will administer the High School Equivalency Test to MO-Options students as an opportunity to receive a high school diploma.<br><br>Person or Team Responsible: Success Academy Coordinator, Assessment Coordinator, HS Counselors | Continuing<br>Spring '25                    |
| <b>Cont</b>  | 1.4.4. A Success Lab will be provided 4 class periods during the day to support struggling high school students.<br><br>Person or Team Responsible: Counselors, Success Academy Director  | Continuing<br>Fall '24                      |

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| <b>Cont</b>  | 1.4.5. Night School will be provided to support high school students with high absentee rates.<br><br>Person or Team Responsible: HS Principals, HS Counselors   | Continuing<br>Winter '24                    |
| <b>Cont</b>  | 1.4.6. Counselors will promote school success and high school graduation in grades K-12 annually.<br><br>Person or Team Responsible: K-12 Counselors   | Continuing<br>Fall '25                      |
| Goal Monitoring: Progressing (P), Completed (C), Continue (Cont), Growth Area (GA), New Goal (NG), New Action Step (NAS)   |  |   |
| <b>Data:</b> The superintendent, building principals, special services director, and instructional coaches will provide data.<br><b>Funding Source:</b> Board approved budget of Local, State and Federal Funds. |  |   |
| <b>PRIORITY 2: OPERATIONS</b>  |  |   |
| <b>GOAL<br/>2.1<br/>Facilities</b>   | <b>By May of 2026, expand facilities to meet growing district needs.</b>   | <b>Goal Met</b><br><input type="checkbox"/> |
| <b>Goal<br/>Monitoring</b>   | <b>Action Steps</b>  | <b>Timeline</b>                             |
| <b>P</b>   | 2.1.4. Construction of a new performing arts facility on the high school campus will be completed by August 2025.<br><br>Person or Team Responsible: Superintendent, Director of Facilities & Operations, Capital Projects Committee, and Board of Education (BOE) | Fall '25                                    |
| <b>P</b>   | 2.1.5. The district will develop a plan to renovate restrooms in each building to meet all students' needs.<br><br>Person or Team Responsible: Superintendent, Director of Facilities & Operations   | Spring '26                                  |
| <b>Cont</b>  | 2.1.6. The district will develop a priority list to guide construction projects and address ADA accessibility improvements throughout the district by the Fall of 2023.<br><br>Person or Team Responsible: Superintendent, Director of Facilities & Operations     | Fall '24                                    |
| Goal Monitoring: Progressing (P), Completed (C), Continue (Cont), Growth Area (GA), New Goal (NG), New Action Step (NAS)   |  |   |
| <b>Data:</b> The superintendent, bookkeeper, and building principals will provide data.<br><b>Funding Source:</b> Board approved budget of Local, State and Federal Funds.                                       |  |   |

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| <b>GOAL<br/>2.2<br/>Technology</b>   | <b>District technology will be maintained/improved based on an annual technology audit.</b>  | <b>Goal Met</b><br><input type="checkbox"/> |
| <b>Goal Monitoring</b>   | <b>Action Steps</b>  | <b>Timeline</b>                             |
| <b>Cont</b>  | 2.2.1. The district will annually inspect and provide proper technology maintenance to present district owned property.<br><br>Person or Team Responsible: Director of Technology  | Continuing<br>Spring '26                    |
| <b>Cont</b>  | 2.2.3. The district will enhance wifi capabilities throughout the district and evaluate annually.<br><br>Person or Team Responsible: Superintendent, Director of Technology, and Capital Projects Committee  | Continuing<br>Spring '26                    |
| <b>Cont</b>  | 2.2.4. The district will develop a streamlined process for the technology internship program in the high school to address future personnel needs within the district.<br><br>Person or Team Responsible: High School Principal, Assistant High School Principal, High School Counselors, and Director of Technology | Continuing<br>Spring '26                    |
| Goal Monitoring: Progressing (P), Completed (C), Continue (Cont), Growth Area (GA), New Goal (NG), New Action Step (NAS)   |  |   |
| <b>Data:</b> The superintendent, bookkeeper, and building principals will provide data.<br><b>Funding Source:</b> Board approved budget of Local, State and Federal Funds. |  |   |
| <b>GOAL<br/>2.3<br/>Safety</b>   | <b>On an annual basis, develop plans to increase the emphasis in the district's emergency preparedness in regard to prevention, action and recovery.</b>   | <b>Goal Met</b><br><input type="checkbox"/> |
| <b>Goal Monitoring</b>   | <b>Action Steps</b>  | <b>Timeline</b>                             |
| <b>P</b>   | 2.3.1. The District Emergency Operations Plan (EOP) will be evaluated annually to reflect the district's current level of crisis readiness.<br><br>Person or Team Responsible: Superintendent, District Safety Coordinator, and Director of Facilities & Operations  | Continuing<br>Spring '26                    |
| <b>Cont</b>  | 2.3.2. The district will annually evaluate campus cameras to provide adequate surveillance to all district facilities.   | Continuing<br>Spring '26                    |



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|-------------|--|-----------------------|
|             | Person or Team Responsible: District Safety Coordinator, Director of Facilities & Operations, and Director of Technology   |                       |
| <b>Cont</b> | 2.3.4. The district will annually provide education for students and staff in regard to safety implementations.<br><br>Person or Team Responsible: District Safety Coordinator and Principals  | Continuing Spring '26 |
| <b>Cont</b> | 2.3.5. The district will annually update campus maps for emergency personnel.<br><br>Person or Team Responsible: District Safety Coordinator and Director of Facilities & Operations   | Continuing Spring '26 |
| <b>Cont</b> | 2.3.7. The district will maintain a 98% proficiency level annually in all operational areas (transportation / school nutrition / etc.) in regard to required safety inspections.<br><br>Person or Team Responsible: District Safety Coordinator, Director of Facilities & Operations, Transportation Director, and School Nutrition Director | Continuing Spring '26 |

Goal Monitoring: Progressing (P), Completed (C), Continue (Cont), Growth Area (GA), New Goal (NG), New Action Step (NAS)

**Data:** The superintendent, bookkeeper, and building principals will provide data.

**Funding Source:** Board approved budget of Local, State and Federal Funds.

|                                |  |   |
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| <b>GOAL<br/>2.4<br/>Budget</b> | <b>On an annual basis, the district will maintain a budgetary fund balance of 25% or higher.</b>   | <b>Goal Met</b><br><input type="checkbox"/> |
| <b>Goal Monitoring</b>         | <b>Action Steps</b>  | <b>Timeline</b>                             |
| <b>Cont</b>                    | 2.4.1. The Superintendent will provide a monthly financial report to the BOE.<br><br>Person or Team Responsible: Superintendent  | Continuing Fall '26                         |
| <b>Cont</b>                    | 2.4.2. The Superintendent will provide a monthly budget review with BOE which includes comparison of prior year percentages on each line item.<br><br>Person or Team Responsible: Superintendent   | Continuing Fall '26                         |
| <b>Cont</b>                    | 2.4.3. The Superintendent will provide a bi-annually review of financial expenditures and projections for future expenses.<br><br>Person or Team Responsible: Superintendent and Finance Committee | Continuing April '25 & Nov. '24             |

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| <b>Cont</b>   | 2.4.4. The Assistant Superintendent will evaluate fund allocations annually to ensure expenditures are specifically directed at improved student learning.<br><br>Person or Team Responsible: Assistant Superintendent and bookkeeper   | Continuing<br>Spring '26                    |
| <b>Cont</b>   | 2.4.5. The district will conduct an annual personnel audit to determine district needs. This will include a review of enrollment per building, including enrollment projections for future years. If necessary, a plan will be developed to redistribute staff into high need buildings by January of each year.<br><br>Person or Team Responsible: Superintendent, Assistant Superintendent, and Head Principals   | Continuing<br>Spring '26                    |
| Goal Monitoring: Progressing (P), Completed (C), Continue (Cont), Growth Area (GA), New Goal (NG), New Action Step (NAS)                                |   |   |
| <b>Data:</b> The superintendent, bookkeeper, and building principals will provide data.<br><b>Funding Source:</b> Board approved budget of Local Funds. |   |   |
| <b>GOAL<br/>2.5<br/>Budget</b>  | <b>By 2026, the district's operating levy will be in the top 75% in comparison to a subgroup of like demographic districts within the state.</b>  | <b>Goal Met</b><br><input type="checkbox"/> |
| <b>Goal<br/>Monitoring</b>  | <b>Action Steps</b>   | <b>Timeline</b>                             |
| <b>P</b>  | 2.5.3. The district will communicate comparisons to district patrons. Subgroup levy comparisons will be communicated on the district webpage, district social media accounts and in the local newspaper by September of 2024.<br><br>Person or Team Responsible: Superintendent and Communication Manager   | Sept '24                                    |
| <b>P</b>  | 2.5.5. The district will communicate the reasons to remain competitive with similar demographic districts throughout the state and how the additional local funds will help meet the academic and extracurricular needs of all students. This communication will be disseminated on the district webpage, district social media accounts and in the local newspaper by January of 2025.<br><br>Person or Team Responsible: Superintendent and Communication Manager | Jan '25                                     |
| <b>P</b>  | 2.5.6. If deemed necessary, the district will organize a ballot issue to increase operating levy to meet district needs. They will place a levy increase initiative on the April 2025 ballot. If it fails, try again in 2026. If it fails, try a third time in 2027.  | April '25<br>April '26<br>April '27         |

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|---|---|---|
|   | Person or Team Responsible: Superintendent and BOE  |   |
| Goal Monitoring: Progressing (P), Completed (C), Continue (Cont), Growth Area (GA), New Goal (NG), New Action Step (NAS)                                |   |   |
| <b>Data:</b> The superintendent, bookkeeper, and building principals will provide data.<br><b>Funding Source:</b> Board approved budget of Local funds. |   |   |
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| <b>PRIORITY 3: STAFFING</b>   |   |   |
| <b>GOAL<br/>3.1</b>   | <b>Annually, the district will employ 100% certified and highly qualified teachers.</b>   | <b>Goal Met</b><br><input type="checkbox"/> |
| <b>Goal Monitoring</b>  | <b>Action Steps</b>   | <b>Timeline</b>                             |
| <b>P</b>  | 3.1.1. By 2026, the district will rank in the top 20% of salaries in the Southwest District.<br><br>Person or Team Responsible: Superintendent, Assistant Superintendent, Salary and Welfare Committee  | Continuing<br>Spring '26                    |
| <b>Cont</b>   | 3.1.2. Research and organize Southwest District salary schedule comparisons- Annually, the Superintendent will send a salary schedule survey to like demographic districts in the Southwest region.<br><br>Person or Team Responsible: Superintendent, Assistant Superintendent   | Continuing<br>Spring '26                    |
| <b>Cont</b>   | 3.1.3. Communicate comparisons in annual reports to the Board of Education - Share relevant findings and location of district salaries with the BOE and staff.<br><br>Person or Team Responsible: Superintendent, Assistant Superintendent, Salary and Welfare Committee  | Continuing<br>Spring '26                    |
| <b>Cont</b>   | 3.1.4. Annually communicate budgetary impact to the Board of Education - Superintendent will assess short term and long term budget impacts with proposed salary increases.<br><br>Person or Team Responsible: Superintendent, Assistant Superintendent, Salary and Welfare Committee   | Continuing<br>Spring '26                    |
| <b>Cont</b>   | 3.1.5. Propose annual recommendations to remain in the top 20% - After BOE has reviewed budget recommendations, share recommendations with staff to adjust salaries to be more competitive with neighboring districts and to improve teacher retention.<br><br>Person or Team Responsible: Superintendent, Assistant Superintendent, Salary and | Continuing<br>Spring '26                    |

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|  | Welfare Committee  |   |
| <b>Cont</b>  | 3.1.6. Annually analyze calendar options to retain highly qualified teachers.<br><br>Person or Team Responsible: Superintendent, Assistant Superintendent, Calendar Committee  | Continuing<br>Spring '26                    |
| Goal Monitoring: Progressing (P), Completed (C), Continue (Cont), Growth Area (GA), New Goal (NG), New Action Step (NAS)       |  |   |
| <b>Data:</b> Administrators and bookkeeper.<br><b>Funding Source:</b> Board approved budget of Local, State and Federal Funds. |  |   |
| <b>GOAL<br/>3.2</b>  | <b>100% of certified and non-certified staff will participate in professional development opportunities aligned to district and individual teacher growth goals annually.</b>  | <b>Goal Met</b><br><input type="checkbox"/> |
| <b>Goal Monitoring</b>   | <b>Action Steps</b>  | <b>Timeline</b>                             |
| <b>Cont</b>  | 3.2.1. The district will partner with Greater Ozarks Cooperating School Districts (GOCSO), Agency for Teaching, Leading, and Learning (ATLL) and Southwest Center (SWC) for effective training and professional development annually.<br><br>Person or Team Responsible: Assistant Superintendent, PD Committee, Principals, Special Services Director   | Continuing<br>Spring '26                    |
| <b>Cont</b>  | 3.2.2. Designated staff will receive student behavior support training which could include: Trauma Informed Schools, Positive Behavioral Intervention and Supports (PBIS), Crisis Prevention Intervention (CPI), CPR, AED, First Aid and Relational Capacity Training on an annual basis.<br><br>Person or Team Responsible: Assistant Superintendent, PD Committee, Principals, Special Services Director | Continuing<br>Spring '26                    |
| <b>Cont</b>  | 3.2.3. New teacher training will be provided for all new staff which includes orientation and assigned mentorship/buddy teachers as outlined in the <a href="#">Professional Development Handbook</a> annually.<br><br>Person or Team Responsible: Assistant Superintendent, PD Committee, Principals, Special Services Director   | Continuing<br>Fall '25                      |
| <b>Cont</b>  | 3.2.4. Building level counselors will provide Mental Health Awareness and Self-Care resources to students and staff on an annual basis.<br><br>Person or Team Responsible: Assistant Superintendent, PD Committee, Principals,   | Continuing<br>Spring '26                    |




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|   | Special Services Director, Nurse staff, Counselors   |   |
| <b>Cont</b>   | <p>3.2.6. The District Continuous Improvement (DCI) framework will be used to guide training and researched-based instructional strategies annually.</p> <p>Person or Team Responsible: Assistant Superintendent, PD Committee, Principals, Special Services Director</p>  | Continuing Spring '26                       |
| <b>P</b>  | <p>3.2.7. By 2026, 100% of K-5 Teachers will be trained-in the science of reading which could include MRI, LETRS, phonics, phonemic/phonological awareness, fluency, comprehension and researched-based effective teaching practices to identify and service students who are struggling readers and/or at risk for dyslexia according to the <a href="#">Cassville R-IV Dyslexia and Developing Readers Plan</a>.</p> | Continuing Spring '26                       |
| Goal Monitoring: Progressing (P), Completed (C), Continue (Cont), Growth Area (GA), New Goal (NG), New Action Step (NAS)                                    |  |   |
| <p><b>Data:</b> Administration and bookkeeper will provide data.</p> <p><b>Funding Source:</b> Board approved budget of Local, State and Federal Funds.</p> |  |   |
| <b>PRIORITY 4: COMMUNICATION, CLIMATE AND CULTURE</b>   |  |   |
| <b>GOAL 4.1</b>   | <b>The staff, parent, community and stakeholders participation in surveys will increase by 3-5% annually.</b>  | <b>Goal Met</b><br><input type="checkbox"/> |
| <b>Goal Monitoring</b>  | <b>Action Steps</b>  | <b>Timeline</b>                             |
| <b>GA</b>   | <p>4.1.1. The district will research and utilize a secure survey platform which will only allow one response per email address and will ensure surveys are only completed by Cassville School District stakeholders.</p> <p>Person or Team Responsible: Assistant Superintendent, Administrators, PD Committee</p>   | Spring '26                                  |
| <b>P</b>  | <p>4.1.2. The district will send program evaluation surveys to stakeholders based on the <a href="#">Curriculum Review Cycle</a> schedule annually.</p> <p>Person or Team Responsible: Department Heads, Teachers</p>  | Spring '26                                  |
| <b>GA</b>   | <p>4.1.3. Teacher participation of the Collaborative Work Implementation Survey (CWIS) will be above 95% annually.</p> <p>Person or Team Responsible: PD Committee, Principals, Assistant Superintendent</p>   | Continuing Fall '26                         |

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| <b>P</b> | 4.1.4. The district will work with the Cassville Area Chamber of Commerce to distribute community surveys every three years.<br><br>Person or Team Responsible: Communication Manager   | Fall '26                 |
| <b>P</b> | 4.1.5. The Cassville R-IV School will conduct a school climate/culture survey and will provide data and reports to all stakeholders every two years.<br><br>Person or Team Responsible: CCTA, Administration                        | Spring '26               |
| <b>P</b> | 4.1.6. The district will promote parent/guardian surveys during winter Title Nights by providing incentives for families after completing the survey annually.<br><br>Person or Team Responsible: Title I Teachers, Elem Principals | Continuing<br>Winter '26 |

Goal Monitoring: Progressing (P), Completed (C), Continue (Cont), Growth Area (GA), New Goal (NG), New Action Step (NAS)

**Data:** The superintendent and communication director will provide data.

**Funding Source:** Board approved budget of Local, State and Federal Funds.

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| <b>GOAL<br/>4.2</b>    | <b>The district will reduce office-managed discipline referrals by 2-3% annually.</b>   | <b>Goal Met</b><br> |
| <b>Goal Monitoring</b> | <b>Action Steps</b>   | <b>Timeline</b>  |
| <b>P</b>               | 4.2.1. The district will provide de-escalation training(s) (PBIS, CPI or Vector videos) to staff on an annual basis.<br><br>Person or Team Responsible: Professional Development team                       | Continuing<br>Spring '26   |
| <b>Cont</b>            | 4.2.2. The Primary and Intermediate buildings will provide specific lessons on behavior expectations on a monthly basis through counselor lessons.<br><br>Person or Team Responsible: Elementary Counselors | Continuing<br>Spring '26   |
| <b>P</b>               | 4.2.3. The district will develop behavior interventions (PBIS, CPI) through the use of common vocabulary between buildings annually.<br><br>Person or Team Responsible: Assistant Principals, Counselors    | Continuing<br>Spring '26   |
| <b>Cont</b>            | 4.2.4. The district will provide staff, teachers, parents/guardians and students access to student handbooks by updating the website on an annual basis.  | Continuing<br>Spring '26   |

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|  | Person or Team Responsible: Communication Manager, Office Secretaries   |   |
| <b>P</b>   | 4.2.5. Teachers and administrators will be visible during all passing periods, bus loading and unloading times, mealtimes and before and after school daily.<br><br>Person or Team Responsible: Administrators, Teachers  | Continuing Spring '26                       |
| <b>Cont</b>  | 4.2.6. Disciplinary actions in student handbooks will be updated to reflect zero tolerance regarding extreme/dangerous student behaviors or physical violence towards staff.<br><br>Person or Team Responsible: Principals and Vice Principals                    | Continuing Spring '26                       |
| Goal Monitoring: Progressing (P), Completed (C), Continue (Cont), Growth Area (GA), New Goal (NG), New Action Step (NAS)               |   |   |
| <b>Data:</b> Building principals will provide data.<br><b>Funding Source:</b> Board approved budget of Local, State and Federal Funds. |   |   |
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| <b>GOAL 4.3</b>  | <b>The district will increase social/emotional support for all students and staff by providing at least 3 resources annually.</b>   | <b>Goal Met</b><br><input type="checkbox"/> |
| <b>Goal Monitoring</b>   | <b>Action Steps</b>   | <b>Timeline</b>                             |
| <b>Cont</b>  | 4.3.1. The district will partner annually with the Clark Center to provide support services for students district wide.<br><br>Person or Team Responsible: building principals and counselors   | Continuing Spring '26                       |
| <b>P</b>   | 4.3.2. Middle school and high school buildings will provide specific lessons for students regarding social/emotional support quarterly.<br><br>Person or Team Responsible: Middle School and High School Counselors   | Continuing Spring '25                       |
| <b>Cont</b>  | 4.3.3. The district will actively identify outside experts that can provide mental health training and support for staff biannually.<br><br>Person or Team Responsible: Assistant Superintendent, PD Committee, Principals, Special Services Director, Counselors | Continuing Spring '26                       |
| <b>P</b>   | 4.3.4. The district will provide quarterly celebrations for all staff annually.<br><br>Person or Team Responsible: Administration   | Continuing Spring '26                       |

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| <b>P</b>   | 4.3.5. Promote and encourage staff to take advantage of mental health resources that are available through the district provided insurance plan annually.<br><br>Person or Team Responsible: Administration, Human Resources  | Continuing<br>Spring '26 |
| <b>Cont</b>  | 4.3.6. Continue to identify and utilize Bright Futures and Backpack Program resources to ensure all student needs are met annually.<br><br>Person or Team Responsible: Counselors, Nurses, Bright Futures Committee, Teachers | Continuing<br>Spring '26 |
| Goal Monitoring: Progressing (P), Completed (C), Continue (Cont), Growth Area (GA), New Goal (NG), New Action Step (NAS)                         |   |                          |
| <b>Data:</b> Administrators and counselors will provide data.<br><b>Funding Source:</b> Board approved budget of Local, State and Federal Funds. |   |                          |