

Tarkio R-I School District CSIP 2021-2026



Inspire, Prepare, Achieve...Every Day!

Encourage, Believe, Succeed...REPEAT

**Approved by the Tarkio School Board on October 19, 2022
Revision Meeting: July 19, 2023/ Board Approved: Sep. 20 2023
Revision Meeting: July 2nd 2024/ Board Approved Sep. 18th 2024**

Tarkio Comprehensive School Improvement Plan

MISSION: "Through a collaborative environment, Tarkio R-I will inspire and prepare students to realize their full potential now and in the future as productive citizens."

VISION: "Inspire and prepare students to better themselves and society"

Planning Committee Members 2024-2025:

Administrators:

- ★ Bob Heddinger-Superintendent
- ★ Dustin Barnes-Elementary Principal/Assistant Superintendent
- ★ Terry Petersen -High School Principal
- ★ Kari Taylor-Special Education Director

Teachers:

- ★ Kara Vette, Brooke Walton, Beth Glidden- Building Leadership Teams

Students:

- ★ River Dow
- ★ 2024-2025 student council

Community/Business Leaders:

- ★ Johnnie Davis
- ★ Mark Staten

Parent(s):

- ★ Blu Dow, Kevin Dodson

Board of Education Members:

- ★ Sam Hannah-Vice President, Amy Hurst

Other

- ★ Nancy Greeley- DESE area supervisor

Beginning in the Fall of 2020, the Tarkio R-I staff initiated the development of a new Comprehensive School Improvement Plan (CSIP) to align with the new Missouri School Improvement Program (MSIP) six Standards and Indicators. Smaller committees including members of the District Leadership Team, community members and stakeholders, board of education members, parents, students, and other certified staff worked on the development of our Mission Statement, Vision Statement, goals, strategies, and action steps. Each small committee was assigned one of the six pillars as their area of focus. Once each committee had identified goals, strategies, action steps, and values, the six committees were merged together to make one large committee. Much conversation took place in the early stages of development about our purpose and role as a school district. From those conversations, we began to narrow our focus on areas of strength and areas of improvement within our district. The team worked collaboratively to identify key priority areas to guide the work of creating our goals and strategies. The following methods were utilized in data collection process:

- Culture/Climate Survey Data (DESE SURVEY)
- MSIP 6 Guidance Document
- MAP/EOC Assessment Data
- ACT Results
- NWEA Map Growth Data
- Accelerated Reading Data
- S.T.A.R Reading Data
- Locally Designed Formative Assessments
- ASBR (district financial data)
- DESE Report Card
- Student, staff, and parent surveys
- Attendance Data
- Response to Intervention Data/ Behavioral Data
- Parent-Teacher Conferences Participation and Data

- **Teacher Collaborative Teams' Meeting Notes**

In the early phases of development, the committees met multiple times a semester. After completion, the committee will meet annually to revise and evaluate the plan. To further evaluate and assess the plan, the local Board of Education will revisit the plan, or components of the plan, during monthly BOE meetings.

After analyzing the data, we determined four focus areas and goals:

- **Collaborate Climate and Culture**
 - Goal 1: Promote, facilitate, and enhance parent, student, and community communication in the district by increasing to 85% participation as measured by various surveys including parent, student, staff, and community by Summer 2025
- **Viable Curriculum Aligned to Missouri Learning Standards**
 - Goal 2: 100% of students will be college and career ready by their projected graduation date through the current use of student Individual Career and Academic Plans (ICAP).
 - Goal 3: The district will develop and enhance quality educational/instructional programs to improve academic personal, and career performance and goals.
- **Effective Teaching and Learning**
 - Goal 4: By the fall of 2025, 100% of all certified staff will be considered 'highly qualified' per DESE certification standards
 - Goal 5: Students testing performance in the areas of ELA and Math on State and District wide assessments will meet or exceed state averages or assessment norms **(Added in July/August 2023)**
- **Functional and Safe Facilities**
 - Goal 5: The district will provide and maintain safe and secure facilities. **(Changed To Goal 6 In July 2023)**

During the July 19th 2023 meeting the following suggestions were discussed.

It was determined that the school district needed to add a goal tied to reading for the 2023-2024 school year. In addition we discussed having a goal based Math data along with expanding our opportunities to enroll in courses at our local 2 year technical institution, Tarkio Tech. July/August of 2023- Goal Number 5 was created above in the area of Effective Teaching and Learning to address the Reading and Math Goals. An action step was created to address our inclusion of Tarkio Tech into our students plans.

During the July 2nd 2024 meeting, several areas were discussed for revision and improvement

Focus Area 1- Collaborative Climate and Culture- Training on the use of the student portal was discussed. It was also determined that action steps should be taken to study out the purchasing and installation of a marquee sign for the district. In addition, it was discussed that the district could utilize their new LUMEN Parent notification system to send text and email information to all parents in the district. Quarterly/Semesterly newspaper articles were suggested as well as creating a CSIP Data dashboard on the district website.

Focus Area 2- Viable Curriculum- Creation of the ICAP for 8th graders needs to be moved to a monitoring status. We need to focus on revision of the ICAP with students and parents. Discussions were had regarding adding a CCR Goal for the district regarding the assessments our students are taking and working on that area of our MSIP Score. Career Planning for students was discussed and how we could potentially get more of that into the regular education classroom. In addition, the district will work on revising our written curriculums, aligning to assessed priority standards and using a more viable curricular storage method that will help the district focus on the scope and sequence of priority skills vertically.

Focus Area 3- Effective Teaching and Learning- The district has made great strides in updating the district PD Mentoring handbook and ensures that all teachers have viable access to whatever PD They need. It was discussed that we need to conduct a specific summer PD Survey earlier in the spring to determine PD needs and budget over the summer. The district is making great strides towards getting all ELA teachers LETRS trained. It was suggested that the district add a Science and Social Studies curricular focus area. Goal 5 was changed to encompass all core areas of instruction. In addition, Reading action steps were revised.

Focus Area 4- Functional and Safe Facilities- Both a separate Crisis management team and a facilities team need to be established this fall. The long term facility plan needs to be finalized. The district is adding a Behavior Intervention Team that has the ability to conduct FBA Assessments. An action step will be created to discuss the utilization of that team. PBS Data is used and available in the elementary but not in the JH/HS. It was suggested that the district look at potential programs, either PBS or other upper level programs to introduce into the district. The district is adding the

Character Strong program into the district this fall. An action step will be added to ensure the viable implementation of the program.

Abbreviation:

**TRIBE-elementary parent support group

**DLT-District Leadership Team (made up of the Leadership Teams from each building that includes teachers, counselors, and administrators)

**PDC- Professional Development Team

NOTE- Orange Highlighted Action Steps were either modified or created steps based on feedback from our 2024 yearly CSIP Meeting and feedback from leadership teams, staff and stakeholders.

Focus Area 1: Collaborative Climate and Culture					
Goal 1: Promote, facilitate, and enhance parent, student, and community communication in the district by increasing to 85% participation as measured by various surveys including parent, student, staff, and community by May 2025					
Strategy 1: The district will conduct training on parent(s) use of SIS (student information system). New Lumen System was implemented the fall of 2023.					
Action Steps	Person(s) Responsible	Funding Source	Projected Completion Date and Status	Plan Alignment	Date Completed
Training will be conducted to teach students in grades 6-12 how to utilize their student LUMEN portal. This portal allows students to monitor grades and attendance and better advocate for themselves.	JH/HS Administration JH/HS Counselors Classroom Teachers	Local	May 2025	Technology Plan	
LUMEN Training/Help documents will be provided to teach parents/guardians on the use of the LUMEN System.	District Administration	Local	May 2025	Technology Plan	
LUMEN will be contacted to determine specific information that can be available to parents in their student's portal other than grades and lunch balance (overall attendance percentage, GPA, transcripts, etc.) Additional information access will be provided	District Administration	Local	May 2025	Technology Plan	
Strategy 2: Investigate the purchase and install marquee sign for the District- (This strategy had been put on hold for 2023-2024 due to no land for sign)					
Action Steps	Person(s) Responsible	Funding Source	Projected Completion Date	Plan Alignment	Date Completed
Potential locations for a marquee will be investigated.	District Administration Marquee Committee	Tribe Local	May 2025	Facilities	
Marquee sign companies will be contacted to determine the overall cost of the project.	District Administration Marquee Committee	Tribe Local	May 2025	Facilities	
A method for keeping the sign current will be determined (Student	JH/HS Principal	Tribe	May 2026	Facilities	

Leaders, secretaries, teachers, class, etc.)	Students Teachers	Local			
Funds will be solicited from various community groups and organizations as well as from parents.	Marquee Committee Tribe	Tribe Local	May 2026	Facilities	
Fundraisers will be held to aid in addition funds to assist with other expenses incurred during the installation of the sign.	Marquee Committee Tribe	Tribe Local	May 2026	Facilities	
Strategy 3: The district will utilize various forms of media to communicate daily happenings, upcoming events, and student and staff celebrations.					
Action Steps	Person(s) Responsible	Funding Source	Projected Completion Date	Plan Alignment	Date Completed
Administrators and teachers will use various social media platforms (Facebook, twitter, etc) to share school information.	Administrators Secretaries Teachers	Local	Ongoing	Communication Plan	
Teachers/Coaches will use the REMIND app to communicate with parents.	Administrators Teachers	Local	Ongoing	Communication Plan	
The LUMEN Notification system will be utilized to disperse district information to students and parents	Administrators Secretaries	Local	Ongoing	Communication Plan	
Textcasters will be used to disperse information to community members.	Administrators Secretaries	Local	Ongoing	Communication Plan	
The local newspaper will be used to share dates and information of events.	Administrators Teachers	Local	Ongoing	Communication Plan	
A semesterly news article will be created and put in the newspaper to discuss an overview of the Tarkio R-1 school district. This article will also be placed on the school website and sent to parents.	Superintendent	Local	May 2025	Communication Plan	
A CSIP/ District Data Dashboard will be created on the school's website to provide information to the community regarding the school district's focus goals for the year, CSIP and progress towards those goals.	Superintendent	Local	May 2025	Communication Plan	
The BOE and Superintendent will establish parameters and expectations of communication methods and frequency. A district communication plan will be established	Superintendent Board of Education	Local	May 2025	Communication Plan	

Focus Area 2: Viable Curriculum Aligned to Missouri Learning Standards					
Goal 2: 100% of students will be college and career ready by their projected graduation date through the current use of student Individual Career and Academic Plans (ICAP).					
Strategy 1: The district will provide equitable access to career and college exploration to support student decision making for future plans.-					
Action Steps	Person(s) Responsible	Funding Source	Projected Completion Date	Plan Alignment	Date Completed
Guidance counselors will meet annually with all students in grades 9-12 to monitor and update ICAP. Information will be provided to parents regarding student ICAPS and scheduling.	Guidance Counselors	State Local	Summer yearly.	Assessment	
Tarkio R-1 will enhance our partnership with our local Technical school, Tarkio Tech to provide career and trade related schooling to Tarkio High School Students. We will evaluate and work to expand opportunities for Tarkio HS students to graduate HS with industry recognized credentials	Guidance Counselors Administrators	State Local	Ongoing	NA	
Tarkio R-1 will pay for each student to take 1 ACT exam. The District will reimburse the cost of 1 ACT exam to each student's family once the student has taken that assessment and turned in documentation.	JH/HS Principal Guidance Counselors	Local	Ongoing	Assessment	
The ASVAB will be given to all district Sophomores and any Juniors or Seniors who have not taken the assessment or could show improvement.	Guidance Counselor	Local	May 2025	Assessment	
The district will investigate the cost and logistics of providing Work-Keys assessments to the district's students	JH/HS Principal Guidance Counselor	Local	May 2025	Assessment	
Career information and discussions will occur between students and staff. Teachers will provide real world examples of careers that are related to topics during courses. Homeroom time will be utilized to discuss career opportunities.	Principals 4-12th grade teachers Guidance Counselors	Local	May 2026		
Goal 3: 100% of the certified staff will participate in the development and enhancement of quality educational/instructional programs to improve academic, personal, and career performance and goals.					
Strategy 1: Staff will fully and skillfully implement and monitor the district's curriculum.					
Action Steps	Person(s)	Funding	Projected	Plan Alignment	Date

	Responsible	Source	Completion Date		Completed
District Curriculum will be moved to the Curriculum housing tool, Atlas Rubicon to provide better access to reports, assessment methods and scope and sequence monitoring. NWRPDC, DCI staff and Clear Consulting will provide support to these efforts.	District Administration Principals Classroom Teachers PD Committee	Local	May 2026	Professional Learning Plan	
Core Courses will look at item analysis reports on assessed priority standards (MAP/EOC) and will evaluate how well the district's curriculum and instruction align with those standards. Curriculum revisions as necessary	District Administration Principals Classroom Teachers PD Committee	Local	May 2026	Professional Learning Plan	
Formative assessments aligned to the MO Learning Standards will be developed	Principals Certified Staff	State-PD	May 2026	Professional Learning Plan	
Principals will use walk-thru tools that incorporate evidence of curriculum implementation	Principals Superintendent	Local	May 2026	Professional Development	
Principals will conduct at least one formal classroom observation per semester for each provisional teacher and at least one formal observation per year for each tenure teacher.	Superintendent Principals	Local	Annually	Professional Development	
Principals will be trained in the use of IPI walkthrough data collection and feedback. Data will be used to provide teachers with instructional strategies and to identify strengths and weaknesses of curriculum implementation	Superintendent Principals	Local	May 2026	Professional Development	
Strategy 2: The district will ensure all students have equal access to the district's adopted curriculum, supports, and educational experiences.					
Before and after school tutoring will be available for students seeking additional support.	Teachers	Local State Federal	May 2026	Professional Development	
Staff will modify instruction and make accommodations and modifications on an individual student basis to meet individual student needs.	Teachers Principals	Local	May 2026	Professional Development	
DCI Staff will train the Tarkio R-1 staff on the strategies and implementation of DACL (Developing Assessment Capable Learners) fundamentals. This will help students and staff identify how well students are meeting learning goals and targets and provide opportunities for improvement	Teachers Principals PD Committee	Local	May 2027	Professional Development	

Focus Area 3: Effective Teaching and Learning					
Goal 4: By the fall of 2025, 100% of all certified staff will be considered 'highly qualified' per DESE certification standards					
Strategy 1: The District Professional Development Committee that will create an annual professional development plan.					
Action Steps	Person(s) Responsible	Funding Source	Projected Completion Date	Plan Alignment	Date Completed
Surveys will be conducted during the school year to determine professional development needs. Surveys will include specific summer training opportunities as well as overall district needs.	Professional Development Committee	Local State Federal	May 2026	Professional Development	
Training will be made available to staff that includes technology, SIS, equity and inclusion, and content area	Professional Development Committee	State-PD	May 2026	Professional Development	
Professional development opportunities will be provided to ensure staff needs are being met, evidence-based instructional strategies are being used (Kagan, Marzano, Hattie, Rutherford, etc)	Professional Development Committee	Local State-PD	May 2026	Professional Development	
Strategy 2: Implement a new teacher mentor program to help retain and recruit teachers.					
First year teachers will be assigned to a teacher mentor in the district	Professional Development Committee	Local-PD	Ongoing	Professional Development	
First and second year teachers will participate in a two-year New Teacher Training thru NWRPDC	Professional Development Committee	State-PD	Ongoing	Professional Development	
New teachers to the district will be assigned an in-house mentor	Professional Development Committee	Local-PD	Ongoing	Professional Development	
New teachers will be allowed time to observe a master teacher and reflect with their mentor	PDC Principals	Local-PD	Ongoing	Professional Development	
Review and revise the teacher mentor program annually	Professional Development Committee	Local	Ongoing	Professional Development	
Goal 5: The district will improve academic performance on state and local assessments so that students meet or exceed state averages on the MAP and EOC and attain grade level proficiency in					

reading and math.					
Strategy 1: Classroom Reading Instruction and Student Intervention will align with the Science of Reading.					
Action Steps	Person(s) Responsible	Funding Source	Projected Completion Date	Plan Alignment	Date Completed
District Wide Literacy Plan will be developed and implemented that include Tier 1 instruction and dyslexia. Literacy/Reading Plan will be reviewed yearly	Administration Classroom Teachers Title	Local	May 2025	Assessment	
Students will be assessed to indicate their level of reading on state approved assessments on the following schedule K- December and End of Year 1-3 Beginning and End of Year 1-5 newly enrolled students- at enrollment and End of Year.	Administration Classroom Teachers Title	Local	May 2025		
ELA Curriculums will be evaluated and aligned to the Missouri Learning Standards to create a robust Tier 1 instruction.	Administration Data Teams Classroom Teachers	Local- PD	May 2026	Professional Learning	
Literacy data will be reviewed to determine areas of strength and concern. Special Attention will be given to areas in which students score low on state and district assessments. Information will be used to drive curricular and literacy plan changes.	Administration Classroom Teachers Title	Local- PD	May 2025		
All PK-12 ELA and Title reading teachers will either be completed with, or participating in LETRS training.	Administration Data Teams	Local State- PD	May 2026	Professional Learning Assessment	
Reading Intervention time will be incorporated in schedules daily to provide additional instruction to students who are not meeting assessment guidelines in the area of ELA	Administration Title Reading SPED Classroom Teachers	Local	May 2026	MTSS	
Individual Student Reading Success Plans will be developed for students who exhibit a substantial deficiency in reading or are at risk of dyslexia	Administration Title Reading SPED Classroom Teachers	Local	May 2025	Assessment MTSS	
Renaissance STAR Assessment Data will be used as a benchmark assessment for all students in grades K-8 and targeted students in grades 9-12 as needed.	Administration Title Reading SPED Classroom Teachers	Local	May 2026	Assessment MTSS	

Review data of early elementary absenteeism and determine if the student's attendance has impacted on literacy development.	Title Teacher Administration\ Data Teams	Local	May 2026	Assessment MTSS	
An early literacy committee will be created and meet to discuss school and community strategies to increase reading levels in our early learning grades.	Administration/ PAT/ PK-3 teachers, Community	Local	May 2026	Assessment MTSS	

Strategy 2: Math curriculum and instructional practices will align to the most current Missouri Learning Standards and mathematical practices					
Action Steps	Person(s) Responsible	Funding Source	Projected Completion Date	Plan Alignment	Date Completed
Math Curriculums will be evaluated and aligned to the Missouri Learning Standards. Special Attention will be given to areas in which students score low on state and district assessments	Administration Data Teams	Local-PD	May 2026	Professional Learning	
Instructional Practice Professional Development will be provided to Math teachers	Administration PD Data Teams	PD	May 2026	PD	
Renaissance STAR Assessment Data will be used as a benchmark assessment for all students in grades K-8 and targeted students in grades 9-12 as needed.	Administration Title Reading SPED Classroom Teachers	Local	May 2026	Assessment MTSS	

Strategy 3: Science and Social Studies curriculums and instructional practices will align to the most current Missouri Learning Standards and practices.					
Action Steps	Person(s) Responsible	Funding Source	Projected Completion Date	Plan Alignment	Date Completed
Science and Social Studies Curriculums will be evaluated and aligned to the Missouri Learning Standards. Special Attention will be given to areas in which students score low on state and district assessments	Administration Data Teams	Local-PD	May 2026	Professional Learning	
Science and Social Studies instructors will join the Science and Social Studies Learning networks through NWRPDC	Administration Professional Development Classroom Teachers	Local State PD	May 2026	Professional Learning	

Focus Area 4: Functional and Safe Facilities and Environment					
Goal 6: The district will provide and maintain safe and secure facilities.					
Strategy 1: Develop a district facilities committee to assess current facilities and create a long-term facilities/campus plan					
Action Steps	Person(s) Responsible	Funding Source	Projected Completion Date	Plan Alignment	
A crisis management team containing board member, teachers, administrators, students, and community members will be formed (Behavior Risk Assessment Team)	Superintendent	Local	December 2024	Facilities	
Facility Committee will develop and conduct surveys to seek input on needs/wants of the district	Superintendent Facilities Committee	Local	May 2025	Facilities	
Current and long-term facilities plan will be presented to the board of education	Superintendent	Local	May 2025	Facilities	
Facility and Safety Updates will be presented to the board at least quarterly.	Superintendent	Local	ongoing	Facilities	
Strategy 2: Ensure the district facilities provide a safe and clean environment to protect the investment of the district.					
Action Steps	Person(s) Responsible	Funding Source	Projected Completion Date	Plan Alignment	Date Completed
Maintain functionality of cameras, buzzers, HVAC, and conduct Lead Testing yearly.	Maintenance Director Superintendent	Local	August 2025	Facilities	
The district will partner with Hillyard to ensure high quality cleaning supplies and equipment	Custodians Superintendent	Local	Ongoing	Facilities	
Feasibility of providing an evening custodian will be investigated.	Custodians Superintendent	Local	May 2025	Facilities	
Every classroom will be provided with sanitizer wipes and other supplies to clean/disinfect daily (Pink cleaning spray)	Custodians Superintendent	Local	Ongoing	Facilities	

Strategy 3: Ensure all students have access to social emotional supports such as guidance counselors, peer mentors, and outside resources.					
Action Steps	Person(s) Responsible	Funding Source	Projected Completion Date	Plan Alignment	Date Completed
The district will partner with local organizations to provide mentoring to students.	Administrators Guidance Counselors	Federal	May 2026	MTSS	
The district will assign older peer mentors to younger students for academic, emotional, and mental support.	Guidance Counselors	Local	Ongoing	MTSS	
The district will utilize outside resources to provide counseling and/or mental health support for at-risk students.	Guidance Counselors Administrators	Local	May 2025	MTSS	
The district will partner with the University of Missouri to provide Social Emotional Screeners that will be given to students 3 times a year.	Administrators Guidance Counselors Classroom Teachers	Local-PD	May 2026	MTSS	
The district will train a team of staff members who can serve as behavior interventionists for the district. This team will have the ability to write behavior plans, analyze data and conduct Functional Behavior Assessments	Administrators SPED Director	Local-PD	May 2025	MTSS	
PBIS data will be gathered and reviewed by staff to evaluate discipline within the school setting. This data will be used to identify areas of concern and areas for student intervention and instructional growth.	Administrator Guidance Counselors Staff	Local	May 2026	MTSS	
Attendance Data will be evaluated to identify At-Risk students who might benefit from additional home and school supports.	Administrators Guidance Counselors	Local	May 2026	MTSS	
Student Behavior Programs will be evaluated for potential incorporation in the 6-12th grade building (PBIS would be an example but not mandated we use that one)	JH/HS Principal Guidance Counselors Leadership Team	Local-PD	May 2026	MTSS	
Character Strong Curriculum will be implemented K-12 throughout the Tarkio R-1 School District.	Administrators Classroom Teachers	Local-PD	May 2026	MTSS	

	Guidance Counselors				
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Completed/Removed CSIP Action Steps
These Action Steps have been placed in monitoring status.

Action Steps	Person(s) Responsible	Funding Source	Projected Completion Date	Plan Alignment	Date Completed
Surveys will be conducted to determine the best method of training delivery: in-person vs virtual	District Leadership Team Administration	Local	May 2022	Technology Plan	Completed
Surveys will be conducted to determine current percentage of use of SIS by parents/guardians (text alerts, facebook, mailings, placed at local businesses or sent home with students)	District Leadership Team Administration	Local	May 2024	Technology Plan	
School Website will be remade and updated Website will be promoted to parents and the community	Administrators/ Technology	Local	May 2024	NA	August 2023
Guidance counselors will be meet with every student prior to the end of their 8th grade year to create their initial ICAP	Guidance Counselors	State Local	Fall of every school year	Assessment	Spring 2022
Training will be provided to all certified staff thru the NWRPDC and DESE's DCI staff to write, monitor, and implement curriculum	Principals Certified Staff	State-PD	May 2024	Professional Learning Plan	May 2024
An updated professional development handbook and district mentoring handbook will be created	Administrators PDC	Local	May 2024	Professional Development	May 2024

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