



CSIP

2021 - 2022

OZARK SCHOOL DISTRICT
CONTINUOUS SCHOOL
IMPROVEMENT PLAN

Comprehensive School Improvement Plan

According to the Department of Elementary and Secondary Education (DESE), each district is compelled to create a Comprehensive School Improvement Plan (CSIP) that details the district's plan to "mobilize resources, redefine effective practices, and incorporate effective strategies and services identified to produce higher student performance as measured by the MSIP performance indicators." In effect, the role of the CSIP is to serve as a "road map" for the long-range improvement over a three to five-year period. The plan "should be driven by data and designed to increase student performance" (https://dese.mo.gov/sites/default/files/MSIP5-CSIP_Guidance.pdf).

With this directive in mind, Ozark Schools has created a plan that incorporates the following required components:

1. **Description of the Planning Process:** The district, as directed by DESE, utilized expertise of the local Board of Education, District Office administrators and district leaders to craft the mission, vision, and belief statements under which the district operates.
2. **Data Analysis (Internal and External Factors):** Ozark Schools identifies areas for improvement by assessing the present status by information gathering data from the three divisions: Learning, Business and Operations. Collectively these data are displayed in a yearly Scorecard which is taken before the local Board of Education. However, monthly, these data are reviewed by the Board through Dashboards. This targeted and transparent approach (as demonstrated in subsequent pages), supplies District personnel and Board members with actionable data in an interactive forum.

OZARK SCHOOL DISTRICT: STRATEGIC PLAN

Mission

- To provide high-quality education for each student's future-readiness

Vision

- An innovative school district preparing students to use their talents for success

Who we
Serve

Customers

How we
Run

Processes

Who we
Develop

Employees

How we
Manage

Financial

Strategic Goals

- Provide an environment of high-quality instruction to produce applied learning
- Provide appropriate tiered supports that promote positive development for all students
- Foster a culture of respect with shared leadership for all employees through recruitment, retention & professional development
- Partner with stakeholders to continue our development of a strong, innovative & progressive school district

Strategic Goal 1: Provide an environment of high-quality instruction to produce applied learning
Tactical Goals: Learning Division
Tactical Goals: Operations Division
Tactical Goals: Business Division

Strategic Goal 2: Provide appropriate tiered supports that promote positive development for all students
Tactical Goals: Learning Division
Tactical Goals: Operations Division
Tactical Goals: Business Division

Strategic Goal 3: Foster a culture of respect with shared leadership for all employees through recruitment, retention, and professional development
Tactical Goals: Learning Division
Tactical Goals: Operations Division
Tactical Goals: Business Division

Strategic Goal 4: Partner with stakeholders to continue our development of a strong, innovative, and progressive school district
Tactical Goals: Learning Division
Tactical Goals: Operations Division
Tactical Goals: Business Division

Tactical Goal 1: Business Division	
Provide an environment of high-quality instruction to produce applied learning	
Complete Safe Schools Videos by the due date	Evidence
Building attendance reported accurately	Evidence
Overall turnover rate	Evidence
Certified turnover rate	Evidence
Classified turnover rate	Evidence

Tactical Goal 2: Business Division	
Provide appropriate tiered supports that promote positive development for all students	
Building attendance reported accurately	Evidence

Tactical Goal 3: Business Division	
Foster a culture of respect with shared leadership for all employees through recruitment, retention, and professional development	
Maintain satisfactory substitute fulfillment	Evidence
Staff Evaluations completed and in to HR by June 30	Evidence
Return contracts by due date	Evidence
Tracking hours for part time staff for ACA purposes	Evidence
Employees who have more than 3 missed punches on the time clock	Evidence
Time clock approval by deadline	Evidence
W-2s issued correctly	Evidence
Utilize health care benefits at 85% or less	Evidence
Compare salary schedules to local school districts	Evidence
Overall turnover rate	Evidence
Certified turnover rate	Evidence
Classified turnover rate	Evidence
Cost of turnover rate	Evidence
Budget analysis for additional adds	Evidence
Deposits made correctly	Evidence
Cutting checks outside of board approval	Evidence
1099s issued correctly	Evidence
Newsletters monthly goal	Evidence
Videos monthly goal	Evidence
Written stories monthly goal	Evidence

Tactical Goal 4: Business Division	
Partner with stakeholders to continue our development of a strong, innovative, and progressive school district	
Achieve a clean Audit	Evidence
Assure a 20% Operating Fund Balance	Evidence
Maintain Capital Projects (Fund 4) Fund Balance	Evidence
Newsletters monthly goal	Evidence
Videos monthly goal	Evidence
Written stories monthly goal	Evidence
Social media monthly goal	Evidence

Tactical Goal 1: Learning Division	
Provide an environment of high-quality instruction to produce applied learning	
Greater than 90% of all students attend school 90% of the time	Evidence
Greater than 90% of all students graduate in a 4-year cohort	Evidence
Greater than 85% of all students qualify for Diploma &	Evidence
Greater than 71.5% of grads at or above state average on a college ready assessment	Evidence
Greater than 65% of grads college / career ready with advanced credits or credentials	Evidence
At least 80% of kindergarten students start the year ready	Evidence
All students will meet 2020 MPI targets as measured by the MAP assessments	Evidence
At least 90% of students involved in co-extra- community-based activities	Evidence

Tactical Goal 2: Learning Division	
Provide appropriate tiered supports that promote positive development for all students	
Aid students falling below 90% attendance	Evidence
Assist students whose credit attainment indicates a risk of not graduating	Evidence
Encourage students who are not eligible for Diploma &	Evidence
Provide supports for students scoring below the state average on a college ready assessment	Evidence
Assist students not kindergarten ready	Evidence
Provide support for students not meeting the 2020 MPI targets	Evidence
Encourage students not involved in activities	Evidence
Support students labeled as gifted	Evidence
Provide appropriate programs for students who need special education	Evidence

Tactical Goal 3: Learning Division	
Foster a culture of respect with shared leadership for all employees through recruitment, retention, and professional development	
Provide at least 6 hours of professional development a year for each of the targeted PD categories	Evidence
Maintain high participation rates for in-district professional development sessions	Evidence
Score over an average of 4 out of 5 on the PD exit survey for each session measuring job relevance, implementation, presenter preparedness, and application	Evidence
Increase the number of staff members participating in health/wellness professional development by 3% annually in each category	Evidence
Increase staff participation in the Cox Health Health Risk Assessment (HRA) to 51%	Evidence

Tactical Goal 4: Learning Division	
Partner with stakeholders to continue our development of a strong, innovative, and progressive school district	
Create outside partnerships with organizations (business, non-profit, civil) for each academy - goal 100%	Evidence
Create internship opportunities for students in each academy - goal 100%	Evidence

Tactical Goal 1: Operations Division	
Provide an environment of high-quality instruction to produce applied learning	
Greater than 50% lunch participation rate	Evidence
Greater than 95 combined scores on all health inspections with no failures	Evidence
Maintain greater than 100% of technology replacement cycle	Evidence
Maintain greater than 95% on Missouri State bus inspections	Evidence
Increase Library Circulation	Evidence

Tactical Goal 2: Operations Division	
Provide appropriate tiered supports that promote positive development for all students	

Tactical Goal 3: Operations Division	
Foster a culture of respect with shared leadership for all employees through recruitment, retention, and professional development	
Exceed 85% on technology performance and customer service goals	Evidence
Exceed 85% on maintenance performance and customer service goals	Evidence
Maintain daily operations and facility improvements within annual budget	Evidence

Tactical Goal 4: Operations Division	
Partner with stakeholders to continue our development of a strong, innovative, and progressive school district	
Achieve timely and effective communications by maintaining greater than 80% on monthly communication goals	Evidence
Exceed a combined 90% of all targets and dates on itemized communication plans	Evidence

2021-2022
CSIP Plan Schedule

CSIP Plans	Responsible Individual(s)	CSIP Indicator	Board Approval Month
Building Plans aligned to PLC	Building Principals	2c	September
Perkins Plan 5-year Plan CTE	Asst. Supt. - CTE Coordinator	1a, 4b	December
Emergency Management Plan	Assistant Superintendent of Operations	3c	January
Special Services Plan (SPED Plan and Gifted Plan)	Executive Director of Special Services	1a, 4b, 4c	February
Wellness Plan	Assistant Superintendent of Learning	1a	February
Curriculum/Assessment Plan	Assistant Superintendent of Learning	1a,4b	March
Guidance and Counseling Plan	Executive Director of Student Services	1a	March
District PD Plan	Assistant Superintendent of Learning	2a,2b	March
Communications/Public Relations Plan	Assistant Superintendent of Business	5a, b	April
Intervention Plan (ELL, LAU, Federal Programs, RTI, Attendance Plan)	Executive Director of Student Services	1a, 1b	April
Technology Plan	Assistant Superintendent of Operations	4a	May
Multi-year Facility Improvement & Maintenance Plan	Assistant Superintendent of Operations	3b	June

2021-2022
CSIP Plan Schedule
October 2021

CSIP Plans	Responsible Individual(s)
Building Plans aligned to PLC	Building Principals
Perkins Plan 5-year Plan CTE	Asst. Supt. - CTE Coordinator
Emergency Management Plan	Assistant Superintendent of Operations
Special Services Plan (SPED Plan and Gifted Plan)	Executive Director of Special Services
Wellness Plan	Assistant Superintendent of Learning
Curriculum/Assessment Plan	Assistant Superintendent of Learning
Guidance and Counseling Plan	Executive Director of Student Services
District PD Plan	Assistant Superintendent of Learning
Communications/Public Relations Plan	Assistant Superintendent of Business
Intervention Plan (ELL, LAU, Federal Programs, RTI, Attendance Plan)	Executive Director of Student Services
Technology Plan	Assistant Superintendent of Operations
Multi-year Facility Improvement & Maintenance Plan	Assistant Superintendent of Operations