

Branson Public Schools

A Community Committed to Learning

2012-13

Comprehensive School Improvement Plan

- ✚ DISTINCTION IN PERFORMANCE, 2005
- ✚ DISTINCTION IN PERFORMANCE, 2006
- ✚ DISTINCTION IN PERFORMANCE, 2007
- ✚ DISTINCTION IN PERFORMANCE, 2008
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- ✚ DISTINCTION IN PERFORMANCE, 2011

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BRANSON PUBLIC SCHOOLS

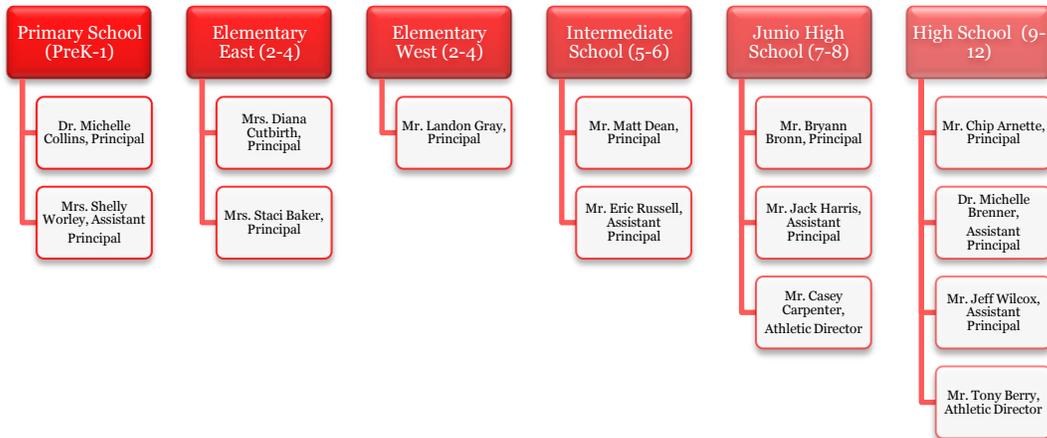
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THE MISSOURI SCHOOL IMPROVEMENT PROGRAM

To promote excellence in the public school systems in Missouri, the Department of Elementary and Secondary Education (DESE) sets the standards of expectations for school districts. The Missouri School Improvement Program (MSIP) was designed to assess the quality of district programs and services. Standards of expectation have been established in three areas:

- ◆ **Resource Standards:** Basic requirements that all school districts must meet.
- ◆ **Process Standards:** Instructional and administrative processes used in schools.
- ◆ **Performance Standards:** Measures of student achievement.

COMPREHENSIVE SCHOOL IMPROVEMENT PLAN

The Comprehensive School Improvement Plan (CSIP) is a concise document in which the school district's vision is outlined. The written document also directs the overall improvement of the school district's educational programs and services for at least the next five years.

The Planning Process- Phase I

Annually, the Board of Education reviews school priorities and discusses long-term goals. Comments from each sector of the school district (student, parent, faculty, and staff advisory councils; community leaders; business leaders; and community focus groups) are acknowledged and considered by the Board. Various committees, chaired by administrators, directors, and teachers establish/review the goals and objectives of the school district's programs and services.

Systematically, as per a Board-approved procedural plan, *Program Evaluations (8.1.1)* are presented to the Board of Education for review and approval to assure that there is alignment between and among the CSIP goals, the MSIP requirements, and the identified goals for each district program and service.

Traditionally, the Board of Education has recognized the importance of procuring comments from students, parents, patrons, faculty, and staff for the purpose of setting appropriate goals for the school district. Student achievement continues to be the main focus; consequently, course-specific classes are available for the continuum of students' interests and needs.

DISTRICT GOALS

The Board of Education has identified the following goals for the Branson School District:

Students – Provide a positive educational environment that will ensure *all* students the opportunity to reach their fullest potential for success.

Personnel – Employ, develop, and retain a well-qualified and positively motivated, productive staff.

Community – Build positive relationships with the community to increase active involvement in the school district for the benefit of the students.

Facilities – Proactively maintain, acquire, and build the educational facilities necessary to properly serve and enrich the school programs.

Governance – Continue in-service for the Board of Education on team-building and the risks of micro-management.

FOURTH CYCLE MSIP

The Branson School District participated in the Fourth Cycle MSIP in January 2011.

The following **strengths** were identified by the MSIP Team:

RESOURCE:

- ✚ Advanced questionnaire responses from faculty indicate that they use assessment information to plan instruction. (6.3.4)
- ✚ The developmental kindergarten program could serve as a model for other districts. (6.3.6)
- ✚ Responses to the advanced questionnaire regarding the availability of current instructional resources were high compared with the state sample. (6.4.2)
- ✚ Advanced questionnaire responses indicate that the district provides a positive learning climate. (6.5.2)
- ✚ Professional counseling is available to students and families for up to five sessions at district expense. (6.9.1)

PROCESS:

- ✚ The district provides a large number of exploratory classes for seventh and eighth grade students. (1.2)
- ✚ The district provides the minimum number of high school credits in all subject areas and the desirable number of high school credits in a least seven subject areas. In addition, the district provided classes in six of the seven Career Education areas over a two-year period of time. (1.3)
- ✚ The district's counselor-to-student staffing ratio meets the desirable standards at two elementary schools. (3.2)

PERFORMANCE:

- ✚ In the grade span 9-11, students demonstrate high achievement in a majority of the subject areas. (9.1.3)
- ✚ The district's seventh-grade students demonstrate high achievement in reading. (9.2.2)
- ✚ The percent of graduates who scored at or above the national average on the ACT is at a high level. (9.3)
- ✚ The percent of advanced courses taken by juniors and seniors is at a high level. (9.4.1)
- ✚ The percent of graduates enrolled in postsecondary education is at a high level. (9.4.3)
- ✚ The percent of Career Education completers who were placed in related employment or continued their education after graduation is at a high level. (9.4.4)
- ✚ The district's dropout rates are low. (10.1.1)

GOALS –

1. Student Performance
2. Highly-Qualified Staff
3. Facilities, Support, and Instructional Resources (Including Technology)
4. Parent and Community Involvement
5. Governance

CSIP Goal 1:

Develop and enhance quality education and instructional programs to improve performance and enable students to meet their personal, academic, and career goals.

MSIP Standards: 6.1-6.6, 7.1-7.3, 7.7, 7.8, 9.1-9.6

CSIP Goal 2:

Recruit, attract, develop, and retain highly-qualified staff to carry out the local educational agency (LEA), District mission, goals, and objectives.

MSIP Standards: 6.7, 8.4

CSIP Goal 3:

Provide and maintain appropriate instructional resources, support services, and functional and safe facilities.

MSIP Standards: 2.1, 3.1, 3.2, 4.1-4.3, 6.4, 6.6, 6.8, 6.9, 8.6, 8.10, 8.11, 8.12-8.14

CSIP Goal 4:

Promote, facilitate, and enhance parent, student, and community involvement in LEA/District educational programs.

MSIP Standards: 6.4, 7.4, 7.5, 7.6, 7.7, 7.8, 8.8, 8.9

CSIP Goal 5:

Govern the LEA/District in an efficient and effective manner providing leadership and representation to benefit the students, staff, and patrons of the District.

MSIP Standards: 8.2, 8.3, 8.5, 8.6, 8.7, 9.6



DISTRICT GOALS AND STRATEGIES

Goal 1: Student Performance

1. The PK-12 written curriculum will meet state standards, district goals, and Grade Level Expectations, Common-Core/End of Course exams (GLE/EOC) and is implemented throughout the instructional programs.
2. A PK-12 researched-based, systemic reading model/program will be developed, implemented, and monitored.
3. A PK-12 researched-based mathematics model of instruction will be developed, implemented, and monitored.
4. Common assessments will be developed for each subject/grade.
5. Each school building will identify and promote incentives for regular attendance.
6. A variety of academia and activity opportunities will be available for students to encourage regular attendance and engage in extracurricular school activities.
7. Alternative instructional programs will be available to meet students' unique, individual needs (High School Alternative Education Program, Options Program, Diploma Bound,

Title I Preschool, Gibson Technical School).

8. Students will participate in career-awareness activities (job-shadowing, college fairs, electronic career planning resources, instructional units on careers/work responsibilities).

Goal 2: Highly-Qualified Staff

1. All administrators will receive training in an "interview process" to identify highly-qualified candidates who are focused on increasing student achievement.
2. Additional funds may be available for teachers to participate in activities and training specific to their professional development plan and/or district goals.
3. District-wide professional development activities will be available to staff: Teacher Induction Program (TIP), Teachers Optimizing Practices (TOP), data analysis, Missouri Assessment Program (MAP), Northwest Evaluation Association (NWEA), differentiated instruction, Literacy Model, Professional Learning Communities (PLC), Response to Intervention (RtI), curriculum writing, and technology.

4. Core/grade level and vertical teams of teachers will collaborate about best practices, analyze data, monitor progress, and adjust strategies.
5. Based on student population growth and financial data, additional staff and administrative positions will be considered yearly.
6. Job descriptions for each category of employee will be provided by the District.

Goal 3: Facilities, Support, and Instructional Resources

1. Community, parent, student, and staff advisory councils will be given opportunities to provide comments about the present and future needs of the school district.
2. District and Building level crisis plans will be developed and reviewed at least twice a year.
3. Practice drills (tornado, fire, intruder) will be conducted at least quarterly.
4. The Comprehensive School Improvement Plan (CSIP) will be revised, as needed, to direct the overall actions of the District toward needed improvements.
5. The Building School Improvement Plans (B-SIP) will be updated yearly, and specific goals and objectives will be determined based on disaggregated student data and needs assessments.

Goal 4: Parent and Community Involvement

1. Parents will learn about the intellectual, developmental, and emotional needs of children through District-offered programs: *Characterplus*, *Love and Logic*, *Parents as Teachers (PAT)*.
2. Regular communication will be provided to parents about their child's educational progress, the educational programs in the district, and of activities and events (*Parent Portal*, *Chalk Talk*, *Piratecast*, *Newsletters*, *Principal/Teacher Bulletins*).
3. Technology instruction opportunities for parents and community members will be provided.

Goal 5: Governance

1. Departments, grade levels, and buildings will establish a mission, vision, values, and goals for the school year.
2. Board policies and procedures will be current (have been revised within the last two years),
3. Systematic procedures will be in place to ensure fiscal accountability and management of District funds.
4. Board members will complete 16 hours of training within 12 months of their election/appointment.

SCHOOL IMPROVEMENT PLAN

GOAL 1: STUDENT PERFORMANCE –

Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.

Objectives:

1. The number of students (each subgroup) scoring proficient/advanced will increase by 10% from the previous year.
2. The average ACT composite score will exceed the national average by 1.0 each year.
3. Student attendance rates will increase district-wide by 1% yearly to meet expected 95.1% MSIP standard.
4. The graduation rate will increase 1% or more annually to reach 93% within 5 years.

EVALUATION: THE PROGRESS OF THE OBJECTIVES WILL BE DETERMINED BY:

- ◆ Analyzing data from MAP, APR, and ACT reports, NWEA, and common assessments
- ◆ Comparing state and national scores to the school district's scores
- ◆ Analyzing scores of subgroups to determine areas of strengths/concerns
- ◆ Responses from Parent and Senior Exit Surveys

Strategy	Action/Activity	Timeline Start/End Dates	Person(s) Responsible	Professional Development	Cost/Resources	Progress
Programs and instructional models will serve the individual needs of students.	1. The PK-12 written curriculum will meet state standards, district goals, and Grade Level Expectations/End of Course exams (GLE & EOC) and is implemented throughout the instructional programs.	August 2009 to May 2013	Director of Curriculum	Assessment for Learning	District Funds Title II	
	2. A PK-12 researched-based, systemic reading model/program will be developed, implemented, and monitored.	August 2009 to May 2013	Director of Federal Programs & Principals	Arkansas Literacy Model	District Funds Title I	
	3. A PK-12 researched-based mathematics model of instruction will be developed, implemented, and monitored.	August 2009 to May 2013	Director of Curriculum & Principals	Envisions	District Funds	
	4. Common assessments will be developed for each subject/grade.	August 2009 to May 2013	Director of Curriculum & Principals	Assessment for Learning	District Funds	
	5. Each school building will identify and promote incentives for regular attendance.	August 2009 to May 2013	Principals		District Funds	
	6. A variety of academia and activity opportunities will be available for students to encourage regular attendance and engage in extracurricular school activities.	August 2009 to May 2013	Director of Curriculum & Principals & Activity Director		District Funds Title I	
	7. Alternative instructional programs will be available to meet students' unique, individual needs (High School Alternative Education Program, Options Program, Diploma Bound, Title I Preschool, Gibson Technical School).	August 2009 to May 2013	Assistant Superintendent & Director of Curriculum & Principals		District Funds	
	8. Students will participate in career-awareness activities (job-shadowing, college fairs, electronic career planning resources, instructional units on careers/work	August 2009 to May 2013	Principals & School Counselors		District Funds	

SCHOOL IMPROVEMENT PLAN

GOAL 2: HIGHLY-QUALIFIED STAFF –

Recruit, attract, develop, and retain highly-qualified staff to carry out the Local Educational Agency (LEA), the District mission, goals, and objectives.

Objective:

The school district will provide opportunities for a minimum of 20 professional development hours per academic year which may be considered as incentives for potential employees and serve as professional development hours toward certification requirements.

EVALUATION: THE SUCCESS OF THE OBJECTIVE WILL BE MEASURED BY:

- ◆ Staff surveys, needs assessments, and log of professional development activities
- ◆ Student achievement scores
- ◆ Performance Based Teacher Evaluation progress reports

Strategy	Action/Activity	Timeline Start/End Dates	Person(s) Responsible	Professional Development	Cost/Resources	Progress
Certificated staff will participate in job-embedded, systemic, professional development activities which are focused on increasing student achievement and critical in developing a highly-qualified staff.	1. All administrators will receive training in an “interview process” to identify highly-qualified candidates who are focused on increasing student achievement.	August 2009 to May 2013	Assistant Superintendent	Ventures for Excellence	District Funds Title II	
	2. Additional funds may be available for teachers to participate in activities and training specific to their professional development plan and/or district goals.	August 2009 to May 2013	Director of Federal Programs & Professional Development Committee	Southwest Missouri RPDC	District Funds Title I	
	3. District-wide professional development activities will be available to staff: Teacher Induction Program (TIP), Teachers Optimizing Practices (TOP), data analysis, Missouri Assessment Program (MAP), Northwest Evaluation Association (NWEA), differentiated instruction, Literacy Model, Professional Learning Communities (PLC), Response to Intervention (RtI), curriculum writing, and technology.	August 2009 to May 2013	Director of Curriculum & Principals & Professional Development Committee	Envisions	District Funds	
	4. Core/grade level and vertical teams of teachers will collaborate about best practices, analyze data, monitor progress, and adjust strategies.	August 2009 to May 2013	Principals & Professional Development Committee	Collaboration Professional Learning Communities Response to Intervention	District Funds	
	5. Based on student population growth and financial data, additional staff and administrative positions will be considered yearly.	August 2009 to May 2013	Superintendent		District Funds Title I	
	6. Job descriptions for each category of employee will be provided by the District.	August 2009 to May 2013	Assistant Superintendent		District Funds	

SCHOOL IMPROVEMENT PLAN

GOAL 3: FACILITIES SUPPORT, AND INSTRUCTIONAL RESOURCES –

Provide and maintain appropriate instructional resources, support services, and functional, safe facilities.

Objective:

All district facilities will be appropriate for present and future students' programming needs.

EVALUATION: THE SUCCESS OF THE OBJECTIVE WILL BE MEASURED BY:

- ◆ Revision of a Master Plan and EduSafe Reports
- ◆ Responses from parent/staff/student surveys
- ◆ Responses from Advanced Questionnaires

Strategy	Action/Activity	Timeline Start/End Dates	Person(s) Responsible	Professional Development	Cost/Resources	Progress
Provide a safe, secure, learning environment for all students and staff.	1. Community, parent, student, and Staff advisory councils will be given opportunities to provide comments about the present and future needs of the school district.	August 2009 to May 2013	Superintendent Director of Communications		District Funds	
	2. District and Building level crisis plans will be developed and reviewed at least twice a year.	August 2009 to May 2013	Safety Manager Principals	Edu-Safe	District Funds Title I	
	3. Practice drills (tornado, fire, intruder) will be conducted at least quarterly.	August 2009 to May 2013	Safety Manager Principals	Edu-Safe		
	4. The Comprehensive School Improvement Plan (CSIP) will be revised, as needed, to direct the overall actions of the District toward needed improvements.	August 2009 to May 2013	Assistant Superintendent Parents Staff	Collaboration Professional Learning Communities & Response to Intervention		
	5. The Building School Improvement Plans (B-SIP) will be updated yearly, and specific goals and objectives will be determined based on disaggregated student data and needs assessments.	August 2009 to May 2013	Assistant Superintendent Principals Parents Staff			

SCHOOL IMPROVEMENT PLAN

GOAL 4: PARENT AND COMMUNITY INVOLVEMENT –

Promote, facilitate, and enhance parent, student, and community involvement in LEA/District educational programs.

Objective:

1. At least 85% of parents will participate in activities and programs focused on parenting skills.
2. The percent of parents and community members enrolling in the district-offered technology workshops will increase by 1% yearly.

EVALUATION: THE SUCCESS OF THE OBJECTIVE WILL BE MEASURED BY:

- ◆ Parent/Community surveys
- ◆ DESE generated report on Parents as Teachers (PAT)
- ◆ Yearly Technology Report

Strategy	Action/Activity	Timeline Start/End Dates	Person(s) Responsible	Professional Development	Cost/Resources	Progress
The integration of home-school-community will be supported by the school district, in which learning opportunities are offered and partnerships are encouraged.	1. Parents will learn about the intellectual, developmental, and emotional needs of children through District-offered programs: <i>Characterplus</i> , Love and Logic, Parents as Teachers (PAT).	August 2008 to May 2013	Superintendent Director of Communications	Program focused training	District Funds	
	2. Regular communication will be provided to parents about their child's educational progress, the educational programs in the district, and of activities and events (Parent Portal, Chalk Talk, Piratecast, Newsletters, Principal/Teacher Bulletins).	August 2009 to May 2013	Superintendent Director of Communications Director of Technology Principals		District Funds Title I	
	3. Technology instruction opportunities for parents and community members will be provided.	August 2009 to May 2013	Director of Technology Professional Development Committee			

SCHOOL IMPROVEMENT PLAN

GOAL 5: GOVERNANCE –

Govern the LEA/District in an efficient and effective manner providing leadership and representation to benefit the students, staff, and patrons of the district.

Objective:

EVALUATION: THE SUCCESS OF THE OBJECTIVE WILL BE MEASURED BY:

Strategy	Action/Activity	Timeline Start/End Dates	Person(s) Responsible	Professional Development	Cost/Resources	Progress
	1. Departments, grade levels, and buildings will establish a mission, vision, values, and goals for the school year.	August 2008 to May 2013	Principals Superintendent	Professional Learning Communities	District Funds	
	2. Board policies and procedures will be current (have been revised within the last two years).	August 2009 to May 2013	Assistant Superintendent	Missouri School Board Association	District Funds Title I	
	3. Systematic procedures will be in place to ensure fiscal accountability and management of District funds.	August 2009 to May 2013	Superintendent		District Funds	
	4. Board members will complete 16 hours of training within 12 months of their election/appointment.		Board Members		District Funds	