



COMPREHENSIVE SCHOOL
IMPROVEMENT PLAN





WINFIELD R-IV SCHOOL DISTRICT





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CSIP REVISION COMMITTEE MEMBERS

Ericka Dixon, Winfield Primary Principal, Bright Futures of Winfield Liaison, and Parent

Jennifer Bryan, Winfield School Board Member and Parent

Cary Boschert, Winfield Primary Teacher and Parent

Carrie Gracey, Winfield Middle School Teacher and Parent

James Gorski, Winfield High School Teacher

Jennifer Bals, Parent

Matthew Bals, Old Monroe Bank Liaison and Parent

Candice Rankin, Parent

Patrick Rankin, Winfield Sports Association Liaison and Parent

Daniel Williams—Superintendent

Eric Alderson—High School Principal

Kevin Kaimann—Winfield School Board Member and Parent

Benjamin Crump—Winfield Middle School Teacher and Parent

Tim Smith—Winfield High School Teacher

Andrew Robinson—Student

Jacob Mohr—Student

Grace Nicholl--Student

Chris Mitchell--Assistant Superintendent

Ronda Haight--District SPED Director



Jeremy Davidson--Middle School/Principal

Jennifer Day--Primary School/Teacher

Trisha Mix--Middle School/Counselor

Andrea Long--Intermediate School/Teacher

Jamie Havican—Parent

Paul Behle--Board of Education Member

Erin Hesselbach--Middle School/Teacher

Emily Hines--Middle School/Librarian/Tech Coordinator

Breana O'Brien--Middle School/SPED Teacher

Robert James—Activities Director

Tony Mandino--Maintenance

Chris Dickmeyer--Maintenance

Kerry Boyd—board member/parent

Steve Wilder—community member/parent

Emily Wright—student

Greg Penrod--student

Kathleen Norman--Counselor

Jim Gorski--HS Teacher



Chelsea Young--HS Teacher

Chrissy Maschmeyer--HS Teacher

Cassandra Batye--HS Teacher

Judie Rhoades--HS Student

Kaleana Wright--Parent

Kelli Williams--Int Teacher/parent

Nancy Hunter--Int Teacher/parent

Board of Education

Kerry Boyd President

Paul Behle Vice President

Carl Hines Member

Kevin Kiamann Member

Nick Martin Member

Jim Taylor Member

Penny Zerr Member



Winfield R-IV Mission Statement

It is the mission of the Winfield R-IV School District to create lifelong learners who contribute positively to a diverse society. This mission statement will be achieved by providing your children a safe and positive learning environment that will ensure ALL students achieve to their highest potential.

District Motto: Learning Today - Leading Tomorrow



Goal 1: STUDENT ACHIEVEMENT: Offer the highest quality instructional programs, using evidence and research based teaching methodologies, resulting in all students graduating high school, college, and/or being career ready.

District Goals:

- The District will meet or exceed state APR targets
- The District will maintain district-wide annual average attendance rate of 95% or above and have 90% of students with an attendance rate of 90% or higher
- 90% of students will continue to show at least one year of growth in reading as measured by district approved assessments
- The District will maintain a 100% graduation rate for all students
- The District will meet or exceed last year's AYP and state averages on State Assessments
- 100% of students will have the ability to utilize appropriate technology as they prepare for college and career-readiness
- The District will continue to provide opportunities for students to participate in dual-credit coursework



STRENGTHS	WEAKNESSES
<ul style="list-style-type: none">● Attendance at lower grade levels● District exceeded 90% APR rate during MSIP 5 review● Building and district level data teams● Talented, prepared and caring teachers● 1:1 access for students● Improved facilities● Extra-curricular opportunities	<ul style="list-style-type: none">● Subgroup Achievement● Still working on vertical alignment between grade levels and buildings● Lacking in promotion of extracurricular and co-curricular scholarships● Enhance college and career planning.● Providing a robust promotion of where students can go for mental, social, and emotional help
OPPORTUNITIES	THREATS
<ul style="list-style-type: none">● Tutoring● At-Risk program at the high school level● Increased online access through community partnership● Interventions based on student needs● Increased STEM programs/Project Lead the Way● K-12 Social Emotional Learning curriculum	<ul style="list-style-type: none">● Transient population● Attendance at secondary level● Adequate internet in student homes● Funding



- Increase celebratory opportunities to highlight the strengths and positives within the district (improve student and community perception of our community)
- Expansion of extracurricular, co-curricular student groups.



Goal 2: Facility Safety and Development: Provide and maintain appropriate instructional resources, support services, and functional and safe facilities.

- The District will maintain a full maintenance staff and put in place an effective system to ensure work orders and other jobs are completed in a timely manner.
- The District will develop a 3-year plan for maintenance, renovation and replacement of district facilities.



STRENGTHS	WEAKNESSES
<ul style="list-style-type: none">● Community support● Facility updates● Security updates● Healthy Fund 4 Capital improvements budget● Comprehensive District Crisis Plan● Ongoing facilities evaluation● Updated Crisis Plan - 2019● Training to staff in violence prevention - ongoing● Improved Radios for buses and buildings● Firewall, network access, antivirus and electronic doors	<ul style="list-style-type: none">● Facility for Performing arts● Facility for PAT and ECSE● Camera coverage on exterior of buildings● Middle School "A" building doors● Fire alarm at Middle School "B" building● Information sharing between buildings regarding at-risk behavior● Bus cameras are inconsistent
OPPORTUNITIES	THREATS



- Performing Arts Center
- Early Childhood Center
- Cameras added for parking lot and athletic facility coverage
- New doors added to buildings as needed
- Ensure that the “B” building has smoke detector system and upgrade the alarm
- Create an information sharing procedure between building counselors that identifies at risk behaviors
- Upgrade the bus camera system

- Finances/resources
- Community support for a bond issue to address the Performing Arts Center and Early Childhood Center



Goal 3: School and Community Partnership: Promote, facilitate, and enhance parent, student, and community involvement in District educational programs.

- The District will improve communication with parents, students, and community members as measured by parent contact logs and attendance at school events.

Action Steps to Achieve the Goal	Steps to Accomplish by 2022	Steps to Accomplish by 2023	Steps to Accomplish by 2024	Steps to Accomplish by 2025	Steps to Accomplish by 2026
Streamline where and when information is distributed- Remind 101, Principal/ Teacher Newsletters, twitter, Facebook, email, texts, etc. Begin a Winfield R-IV Alumni and Community Member Correspondence Center.	Maintain Goal and Administrators Report at Admin Meetings to Keep the Superintendent Informed.	Maintain Goal and Administrators Report at Admin Meetings to Keep the Superintendent Informed.	Maintain Goal and Administrators Report at Admin Meetings to Keep the Superintendent Informed.	Maintain Goal and Administrators Report at Admin Meetings to Keep the Superintendent Informed.	Maintain Goal and Administrators Report at Admin Meetings to Keep the Superintendent Informed.



- Achieve 90% parent involvement at parent /teacher conferences.

Action Steps to Achieve the Goal	Steps to Accomplish by 2022	Steps to Accomplish by 2023	Steps to Accomplish by 2024	Steps to Accomplish by 2025	Steps to Accomplish by 2026
Begin to think outside of the traditional scheduling of parent –teacher conferences.	Move to 92% and Administrators Report at Admin Meetings to Keep the Superintendent Informed.	Move to 94% and Administrators Report at Admin Meetings to Keep the Superintendent Informed.	Move to 96% and Administrators Report at Admin Meetings to Keep the Superintendent Informed.	Move to 98% and Administrators Report at Admin Meetings to Keep the Superintendent Informed.	Move to 100% and Administrators Report at Admin Meetings to Keep the Superintendent Informed. 100% includes communication methods of phone calls, emails, updating at least one parent of student's progress.



- Establish effective communication through a yearly survey with parents/ community.

Action Steps to Achieve the Goal	Steps to Accomplish by 2022	Steps to Accomplish by 2023	Steps to Accomplish by 2024	Steps to Accomplish by 2025	Steps to Accomplish by 2026
Create and Send the Survey in May in order to analyze and look for new methods of communication for the next school year.	Maintain Goal and Administrators Report at Admin Meetings to Keep the Superintendent Informed.	Maintain Goal and Administrators Report at Admin Meetings to Keep the Superintendent Informed.	Maintain Goal and Administrators Report at Admin Meetings to Keep the Superintendent Informed.	Maintain Goal and Administrators Report at Admin Meetings to Keep the Superintendent Informed.	Maintain Goal and Administrators Report at Admin Meetings to Keep the Superintendent Informed.

- The Winfield R-IV School District staff members will utilize technology to improve communication with parents and community members.

Action Steps to Achieve the Goal	Steps to Accomplish by 2022	Steps to Accomplish by 2023	Steps to Accomplish by 2024	Steps to Accomplish by 2025	Steps to Accomplish by 2026
Continue to research the most effective and current technology trends for each generation of stakeholders.	Maintain Goal and Administrators Report at Admin Meetings to Keep the Superintendent Informed.	Maintain Goal and Administrators Report at Admin Meetings to Keep the Superintendent Informed.	Maintain Goal and Administrators Report at Admin Meetings to Keep the Superintendent Informed.	Maintain Goal and Administrators Report at Admin Meetings to Keep the Superintendent Informed.	Maintain Goal and Administrators Report at Admin Meetings to Keep the Superintendent Informed.



- The District will continue to research all technology trends to create and support better ways to engage all stakeholders.

Action Steps to Achieve the Goal	Steps to Accomplish by 2022	Steps to Accomplish by 2023	Steps to Accomplish by 2024	Steps to Accomplish by 2025	Steps to Accomplish by 2026
Continue to research the most effective and current technology trends for each generation of stakeholders.	Maintain Goal and continue to research most popular and efficient technology tools. Administrators Report at Admin Meetings to Keep the Superintendent Informed.	Maintain Goal and continue to research most popular and efficient technology tools. Administrators Report at Admin Meetings to Keep the Superintendent Informed.	Maintain Goal and continue to research most popular and efficient technology tools. Administrators Report at Admin Meetings to Keep the Superintendent Informed.	Maintain Goal and continue to research most popular and efficient technology tools. Administrators Report at Admin Meetings to Keep the Superintendent Informed.	Maintain Goal and continue to research most popular and efficient technology tools. Administrators Report at Admin Meetings to Keep the Superintendent Informed.

- Provide a warm and welcoming environment for families and invite them to participate as an equal partner in the education of their children. Provide parents opportunities within the group to acquire necessary



information, knowledge, and skills to support their children’s education at home and at school. Provide opportunities and resources for parents to network with each other.

Action Steps to Achieve the Goal	Steps to Accomplish by 2024	Steps to Accomplish by 2025	Steps to Accomplish by 2026	Steps to Accomplish by 2027	
Continue to improve our Parents-As-Teachers Program to support collaboration between parents. Build connections and support by relationships. Offer more opportunities into our pre-k program. Provide transportation, full day, etc. *See Note*	Begin researching grants to offer full day preschool or transportation to all.	Apply for grants to support a full day preschool and provide transportation to all.	Run a full day preschool, while providing transportation to all.	Continue to maintain and improve a full day preschool, while providing transportation to all. Add additional teachers to meet enrollment into kindergarten.	



STRENGTHS	WEAKNESSES
<ul style="list-style-type: none">• Booster Clubs• Scholarships• A+ Program• FFA/Ag (Teach responsibility)• After School Programs• Communication to community about school events/news• Connection between community and school• Clear Future Planning	<ul style="list-style-type: none">• Staffing• Locations to provide services• Connection with Alumni and Community Outreach• Not all students have access to Wi-Fi at home



OPPORTUNITIES	THREATS
<ul style="list-style-type: none">● Parental Involvement● Computer literacy● Wi-Fi in rural areas● Additional hotspots in our community● Deeper connection between school and community● Community / Parent Feedback	<ul style="list-style-type: none">● Staffing● Funding● Getting more parents involved● Rural area connectivity● Locations for Future Planning



Goal 4: High Quality Staff Development: Recruit, attract, develop, and retain highly qualified staff to carry out the District mission, goals, and objectives.

- One hundred percent of the staff will be highly qualified and receive the support necessary to insure professional growth both building wide and district wide.
- Retain ninety percent (90%) of the highly qualified staff each year.
- The District will continue to offer a competitive salary and benefits package to aid in teacher recruitment and retention.
- The District will maintain a comprehensive support staff to better ensure opportunities and operational effectiveness at high levels.
- The District will honor and recognize achievements and accomplishments of faculty and staff to help promote career advancements and leadership
- The District will support 100% of the staff through professional development opportunities on individual, subject, group, grade-level, building, and district wide circumstances. .



STRENGTHS	WEAKNESSES
<ul style="list-style-type: none">● Rigorous hiring process● Timely and effective feedback through NEE evaluation model● Professional Learning Communities● Selection of speakers for group professional development● Extensive collaboration and cooperation through various team meetings● Motivation to Excel● Meeting the needs of many● Three years of Raises● Extra Duty Pay● Choices in Benefits (HSA)● Insurance Coverage	<ul style="list-style-type: none">● Lower Base Pay● Need More Student Teachers● Not Given All Years When Teachers Transfer In● Lack of Publications and Recognitions of District● PDC Not function to lead district professional development● Not always knowing the needs of the staff● Mentor Training Program
OPPORTUNITIES	THREATS



- Continue to develop robust mentoring system
- Continue to refine and utilize our PLCs
- Give more guidance on what mentors should cover with new-to-the-district teachers (programs and procedures that have been in place for years, what they can do with them, etc...)
- More Student Teachers
- Develop a Grow Your Own Teacher Program
- Continue to collaborate with staff on how the district can continue to support recruitment and retention.

- Time – always a shortage of this resource
- Perceptions of teachers toward Professional Development (Buy-in)
- One-size-fits-all Professional Development throughout the school year (Lack of differentiation)
- Losing teachers to other districts that pay more
- Time: How do we help build this in for our staff?
- Staff spread thin
- Lack of Tax Revenue
- Lower SES Students
- Not Enough Subs
- Cost of More Teachers, Paras, Administrators, Counselors, etc

Action Steps for Goal 4:



- 1. Recognize teachers per building monthly for outstanding efforts/ accomplishment in the classroom (publish on social media, other buildings, and to the board)**
- 2. Establish a mentorship/ internship program for career advancement.**
- 3. Send surveys to staff to find professional development needs before staff check-out at the end of the year. (Use information from survey to group developmental needs).**
- 4. Find highly qualified in-district staff to help lead staff professional development (Professional Development Committee Revitalized)**
- 5. Provide teachers with proper time of implementation of new strategies to use in the classroom, in a more informal observation to establish trust.**



Goal 5: Financial/Governance: Govern the District in an efficient and effective manner, providing leadership and representation to benefit and support the students, staff, and patrons of the district.

- The District will keep the Board of Education informed of legislative and statutory changes that will have an impact on current policy and regulation that will be amended and adopted to direct the administration in carrying out their duties.
- Continue to achieve a 28% unrestricted fund balance.



STRENGTHS	WEAKNESSES
<ul style="list-style-type: none">• Adopt and adhere to Missouri School Boards Association policies• Participate in annual Audit• Annual budget workshop and gathering of feedback of multiple stakeholders prior to adopting annual budget• Technology upgrades and annual rotation• Bond issue implementation• Consistently evaluating district programs• Posting of minutes from Board of Education meetings on the District webpage• The Board of Education speaks with one voice.	<ul style="list-style-type: none">• Create a functioning Professional Development Committee.• Focus on co-curricular budgetary needs.
OPPORTUNITIES	THREATS



- Revision of CSIP
- Continually reviewing salary and benefits packages including subs, so they are comparable to similar school districts

- DESE funding changes
- Enrollment declines due to virtual instruction.