

*Grandview C-4 School District*  
**Comprehensive School Improvement Plan**  
**2014-2018**

# Grandview C-4 School District



**"Educational Excellence,  
Unlimited Potential."**

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# Comprehensive School Improvement Plan

**2014-2018**

The Fifth Cycle of the Missouri School Improvement Program (MSIP 5) works to prepare every child for success in school and life. MSIP 5 is the state's accountability system for reviewing and accrediting public school districts and schools in Missouri. The MSIP 5 Process Standards require every district to develop a strategic Comprehensive School Improvement Plan (CSIP) every five years. The Missouri Department of Elementary and Secondary Education (MO DESE) believes high expectations, a clear vision and a few very focused, high impact goals are critical to driving the improvement efforts necessary to bring about positive results and promoting continuous improvement and innovation within each district.

The Grandview C-4 School District Board of Education approved the District's five-year CSIP at the October 17, 2013 meeting. The plan was developed by a community team consisting of approximately 50 members including parents, district staff members, Board of Education representatives, and local patrons. Members of the CSIP community team collaborated around the development of the plan from May, 2013 through October, 2013 to review data and to develop the district motto, mission, vision, and collective commitments.

The CSIP team further divided into five smaller teams to develop goals, strategies, and action steps for five focus areas: governance; student performance; highly qualified staff; facilities, support and instructional resources; and parent and community involvement. Goals within the plan are written as SMART goals – specific, measurable, attainable, results-oriented and time-bound – and allow for clear monitoring of progress. Action steps are placed on an annual timeline. The new CSIP spans 2014-18 with a major emphasis on student achievement, and developing technology-rich teaching and learning opportunities to fully prepare students for post-secondary college and career experiences.

In addition to the District CSIP, individual schools develop site level School Improvement Plans (SIPs). The SIPs are aligned to the District CSIP and serve as the annual plan for monitoring student achievement progress and differentiating student and adult learning opportunities based on the specific needs of each individual school site. Implementation of the CSIP is measured through annual SIP presentations, program evaluations, and periodic CSIP updates to the Board of Education.

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# **Mission, Vision and Commitment Statements**

Approved by the C-4 Board of Education

Developed by the C-4 Comprehensive School Improvement Plan (CSIP) Team

## **MOTTO**

Educational Excellence, Unlimited Potential

## **MISSION**

Grandview C-4 prepares all students to be college and career ready through high quality instruction and meaningful relationships.

## **VISION**

Grandview C-4 develops highly-effective leaders and lifelong learners by fostering and sustaining positive relationships through a culture of acceptance and respect, providing rigorous academic experiences and technology-rich opportunities to meet the challenges of society, today and in the future.

## **COLLECTIVE COMMITMENTS**

We commit to:

- Challenging all learners to think critically and creatively.
- Making learning more engaging, relevant, and meaningful in a technology-rich environment.
- Developing collaborative leadership.
- Promoting continuous improvement through data-driven decision-making.
- Creating an educational environment where there are high expectations for learning and collaboration to develop high quality skills.
- Providing safe, clean, and healthy environments, with appropriate resources to enrich the learning experience for all.
- Sustaining positive relationships and involvement among students, staff, families and community members.

**Focus Area: Governance**

*Govern the Local Education Agency (LEA) District in an efficient and effective manner providing leadership and representation to benefit the students, staff and patrons of the district.*

<b>Goal I</b>		<b>13-14</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>
Develop, implement, and monitor a district-wide Comprehensive School Improvement Plan (CSIP) that drives and informs instructional practices, administrative leadership, governance decisions, and informs stakeholders.		X	X	X	X	X
<b>Strategy A</b>						
Improve district results through the development and facilitation of continuous improvement plans that encourage data-driven analysis and promote high levels of student achievement.						
		<b>13-14</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>
Action Step 1	Review the District CSIP and make adjustments as needed to ensure district programs and procedures are in compliance with the current year's Missouri School Improvement Program (MSIP) Resource and Process Standards.  Person Responsible: Assistant Superintendent of Curriculum and Instruction	X	X	X	X	X
Action Step 2	Review and revise individual School Improvement Plans (SIPs), identifying goals, objectives, and strategies which promote high levels of teaching and learning that result in increased numbers of students performing proficient and advanced on state and national academic achievement standards.  Person Responsible: Building Administrators, Assistant Superintendent of Curriculum and Instructional	X	X	X	X	X
Action Step 3	Review and revise the three year district technology plan to promote high levels of technology integration to support technology-rich teaching and learning.  Person Responsible: Director of Instructional Technology, Director of Informational Technology	X	X	X	X	X
Action Step 4	Engage the District Title I Advisory Committee in the development of the District Title I Local Education Agency (LEA) Plan, aligning supports and resources with high needs populations to close achievement gaps and increase the number of students performing proficient and advanced on state and national achievement standards.  Person Responsible: Assistant Superintendent of Curriculum and Instruction	X	X	X	X	X
Action Step 5	Engage Site Level Title I Advisory Committees in the development of school-wide Title I Plans, aligning supports and resources to close achievement gaps and promote increases in the number of students performing proficient or advanced on state and	X	X	X	X	X

	national academic achievement standards. Person Responsible: Building Administrators (Title I eligible schools), Assistant Superintendent of Curriculum and Instruction					
<b>Strategy B</b>						
Allocate resources to support the CSIP goals.						
		<b>13-14</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>
Action Step 1	Review and revise the district three year financial forecast to make provisions for acquiring appropriate resources to support high levels of teaching and learning. Person Responsible: Assistant Superintendent of Operations and Finance	X	X	X	X	X
Action Step 2	Allocate resources to support the district technology plan for acquiring appropriate digital devices. Person Responsible: Assistance Superintendent of Operations and Finance	X	X	X	X	X
Action Step 3	Review resource allocations with the Board of Education (BOE) to support CSIP goals. Person Responsible: Assistant Superintendent of Operations and Finance	X	X	X	X	X
<b>Strategy C</b>						
Monitor and evaluate CSIP goals and district programs per Board of Education (BOE) policies, Missouri Department of Elementary and Secondary Education (MO DESE) Missouri School Improvement Program (MSIP) requirements, and the Annual Performance Reports (APR).						
		<b>13-14</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>
Action Step 1	Evaluate district programming using a systematic process that includes data-driven analysis, identifies strengths and concerns, and recommendations for continuous improvement. Person Responsible: Cabinet, Program Leaders	X	X	X	X	X
Action Step 2	Present program evaluations and associated recommendations to the BOE. Person Responsible: Cabinet, Program Leaders	X	X	X	X	X
Action Step 3	Update the BOE on student growth and performance based on local, state, and national academic achievement standards. Person Responsible: Superintendent, Assistant Superintendent of Curriculum and Instruction	X	X	X	X	X
Action Step 4	Include CSIP Goal/Strategy/Action Steps on BOE meeting agenda items to promote continuous monitoring of the district-wide strategic plan. Person Responsible: Cabinet, BOE Secretary	X	X	X	X	X
<b>Strategy D</b>						
Improve two-way communication with stakeholders (parents, students, staff, businesses, community) by enhancing frameworks for community input in the improvement process and information sharing about district progress.						

		13-14	14-15	15-16	16-17	17-18
Action Step 1	Gather stakeholder and constituent input through Customer Service Survey.  Person Responsible: Cabinet, Coordinator of Communications and Community Relations		X	X	X	X
Action Step 2	Create and implement a communications plan from results of Customer Service Survey.  Person Responsible: Coordinator of Communications and Community Relations		X	X	X	X
Action Step 3	Develop a framework for sharing district information, and expand opportunities for stakeholders to interact with district administration and the BOE.  Person Responsible: Superintendent, Coordinator of Communications and Community Relations	X	X	X	X	X
Action Step 4	Develop and implement a plan to promote accomplishments across the district and improve district image.  Person Responsible: Superintendent, Coordinator of Communications and Community Relations	X	X	X	X	X

**Focus Area: 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.*

<b>Goal II</b>		<b>13-14</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>
Establish and apply local, state, and federal policies to promote student success and district effectiveness.		X	X	X	X	X
<b>Strategy A</b>						
Ensure timely review and adoption of policies that comply with changes to State/Federal law and best practices.						
		<b>13-14</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>
Action Step 1	Contract with the Missouri School Boards Association (MSBA) to customize district policies and monitor state and federal legal requirements.  Person Responsible: BOE, Assistant Superintendent of Operations and Finance	X	X	X	X	X
Action Step 2	Identify key district personnel for policy review.  Person Responsible: Cabinet, BOE Secretary	X	X	X	X	X
Action Step 3	Establish process for key personnel to review and provide input on new policies and proposed revisions.  Person Responsible: Cabinet, BOE Secretary	X	X	X	X	X
Action Step 4	Establish and implement a process for final review by the Cabinet before submission to the BOE for action.  Person Responsible: Cabinet, BOE Secretary	X	X	X	X	X
Action Step 5	Require two readings of new policies or proposed changes by the BOE before final adoption.  Person Responsible: BOE Secretary	X	X	X	X	X
<b>Strategy B</b>						
Inform stakeholders of and assure compliance with current policies and adopted revisions.						
		<b>13-14</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>
Action Step 1	Contract with MSBA to produce on-line policies accessible from the district web site.  Person Responsible: BOE, Assistant Superintendent of Operations and Finance	X	X	X	X	X
Action Step 2	Post revised and new policies on the district web site and intranet.  Person Responsible: BOE Secretary	X	X	X	X	X
Action Step 3	Review major policy changes with Leadership Team at summer orientation and monthly administrator meetings for dissemination to staff.  Person Responsible: Cabinet, Building Administrators, District Directors, District Coordinators	X	X	X	X	X
Action Step 4	Include policies in student handbooks which are required by local, state, or federal laws to be	X	X	X	X	X

	shared with parents and students.					
	Person Responsible: Assistant Superintendent of Human Resources, Building Administrators					



**Focus Area: 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.*

<b>Goal III</b>		<b>13-14</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>
Create and sustain a culture that promotes collaborative leadership, innovative thinking and a positive learning environment.		X	X	X	X	X
<b>Strategy A</b>						
Identify growth opportunities for practicing collaborative leadership.						
		<b>13-14</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>
Action Step 1	Conduct a BOE self-evaluation and utilize the information to improve effectiveness and promote collaborative leadership.  Person Responsible: BOE President	X	X	X	X	X
Action Step 2	Utilize a Superintendent Evaluation Instrument that is aligned with the Missouri Educator Evaluation System.  Person Responsible: BOE President		X	X	X	X
Action Step 3	Evaluate how the BOE and Superintendent/Cabinet can best function as a unified leadership team.  Person Responsible: BOE, Cabinet	X	X	X	X	X
Action Step 4	Develop and apply leadership norms.  Person Responsible: BOE, Cabinet, Building Administrators	X	X	X	X	X
Action Step 5	Use climate surveys to provide feedback to staff members serving in leadership positions at all levels, to promote continuous improvement of leadership skills and learning of the group organization.  Person Responsible: Cabinet, Building Administrators, Director of Curriculum and Instruction, Director of Instructional Technology		X	X	X	X
<b>Strategy B</b>						
Encourage and cultivate innovative ideas and creative thinking.						
		<b>13-14</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>
Action Step 1	Participation by BOE members and the Superintendent in professional development opportunities provided by MSBA and the National School Board Association (NSBA).  Person Responsible: BOE, Superintendent	X	X	X	X	X
Action Step 2	Participate in and network with the Cooperating School Districts of Greater Kansas City (CSDGKC) to learn from neighboring districts' successes.  Person Responsible: BOE, Superintendent	X	X	X	X	X

Action Step 3	Conduct BOE workshops to discuss and explore possible solutions to current issues impacting the district's effectiveness.  Person Responsible: Cabinet, BOE President	X	X	X	X	X
Action Step 4	Develop and establish a forum for stakeholders to share innovative ideas.  Person Responsible: Cabinet, Coordinator of Communications and Community Relations	X	X	X	X	X
Action Step 5	Seek incentives and opportunities to pilot innovative programs and ideas.  Person Responsible: Cabinet	X	X	X	X	X
Action Step 6	Recognize and acknowledge staff members who are innovative in instructional methods or job-related processes.  Person Responsible: Cabinet, Building Administrators	X	X	X	X	X
<b>Strategy C</b>						
Promote a positive learning environment which includes an emphasis on health and wellness for students and staff.						
		<b>13-14</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>
Action Step 1	Establish district-wide Wellness Committee that includes community partners to implement best practices in staff and student wellness.  Person Responsible: Superintendent	X	X	X	X	X
Action Step 2	Establish site wellness committees that include family and neighborhood partners.  Person Responsible: Wellness Steering Committee, Building Administrators	X	X	X	X	X
Action Step 3	Expand existing and develop additional programs/systems to promote a positive learning environment for all students and staff.  Person Responsible: Cabinet, Building Administrators	X	X	X	X	X
Action Step 4	Engage the District Facilities Improvement Team in a review of the District Facilities Improvement Plan and make changes based on data evaluations to provide environments that support the mission and vision of the district.  Person Responsible: Assistant Superintendent of Operations and Finance	X	X	X	X	X
Action Step 5	Expand opportunities for parents/families to support their students' education through extended learning opportunities.  Person Responsible: Cabinet, Building Administrators	X	X	X	X	X

### Focus Area: Student Achievement

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

Goal I		13-14	14-15	15-16	16-17	17-18
Earn Accredited with Distinction status for district and all buildings by reaching a minimum of 90% of available MSIP points on the APR.		X	X	X	X	X
Strategy A						
Provide a guaranteed, viable, and rigorous core curriculum.						
		13-14	14-15	15-16	16-17	17-18
Action Step 1	Align all content areas to Common Core State Standards, which were developed from the College and Career Readiness Standards.  Person Responsible: Director of Curriculum and Instruction, Curriculum Authors, Department Chairs	X	X	X	X	X
Action Step 2	Design curriculum to include Power Standards and essential skills identified by student-friendly learning objectives (I Cans) in all curricular areas.  Person Responsible: Director of Curriculum and Instruction, Curriculum Authors, Department Chairs	X	X	X	X	X
Action Step 3	Develop anchor lessons and units of study around Power Standards and essential skills in core content areas, which distribute teaching and learning over time and provide students opportunities to demonstrate mastery of skills at all levels, including Quadrants C and D on the Rigor and Relevance Framework (higher order thinking and application levels).  Person Responsible: Director of Curriculum and Instruction, Curriculum Authors, Department Chairs, Instructional Coaches, Teachers	X	X	X	X	X
Action Step 4	Develop, teach, regularly assess, and revise District SMART Goals aligned to the Common Core State Standards until all students perform at proficient levels.  Person Responsible: Director of Curriculum and Instruction, Department Chairs, Instructional Coaches, Teachers	X	X	X	X	X
Action Step 5	Define clear and high standards for proficiency (classroom, grade level, district designed rubrics used to assess achievement levels) in all curricular areas.  Person Responsible: Director of Curriculum and Instruction, Curriculum Authors, Department Chairs, Instructional Coaches, Teachers	X	X	X	X	X
Action Step 6	Develop and implement a rigorous formative assessment system to measure progress toward subject area mastery/proficiency of core curriculum	X	X	X	X	X

	and essential skills.  Person Responsible: Assistant Superintendent of Curriculum and Instruction, Director of Curriculum and Instruction, Director of Instructional Technology, Curriculum Authors, Instructional Coaches, Teachers					
Action Step 7	Place curriculum and assessments into an on-line management system to provide teachers and parents with easy access to core curricula.  Person Responsible: Director of Curriculum and Instruction, Curriculum Authors, Department Chairs, Instructional Coaches, Teachers	X	X	X	X	X
<b>Strategy B</b>						
Provide frequent opportunities for teachers to collaborate with colleagues to improve delivery of curriculum and instructional effectiveness.						
		<b>13-14</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>
Action Step 1	Develop school schedules which provide for embedded professional development through frequent and ongoing teacher collaboration during common grade level, team, department, and house plan times.  Person Responsible: Building Administrators, Assistant Superintendent of Curriculum and Instruction, Assistant Superintendent of Human Resources, Director of Curriculum and Instruction	X	X	X	X	X
Action Step 2	Increase the focus of collaboration during Professional Learning Communities (School Improvement Process) to address content and skills all teachers should teach, and research-based instruction aligned to specific content, to increase academic performance for all students.  Person Responsible: Assistant Superintendent of Curriculum and Instruction, Building Administrators, Director Curriculum and Instruction, Department Chairs, Instructional Coaches, Teachers	X	X	X	X	X
Action Step 3	Utilize the district established protocol (School Improvement Process) during teacher collaboration to identify goals, focus adult learning to improve instruction, and monitor student achievement progress to inform instruction.  Person Responsible: Building Administrators, Instructional Coaches, Teachers, Director of Curriculum and Instruction	X	X	X	X	X
Action Step 4	Utilize the district's robust instructional management system to access formative and summative assessment data, as a part of the School Improvement Process in order to improve instruction and inform curriculum revisions.  Person Responsible: Assistant Superintendent of Curriculum and Instruction, Director of Curriculum	X	X	X	X	X

	and Instruction, Director of Instructional Technology, Building Administrators, Instructional Coaches, Teachers					
Action Step 5	Provide curriculum release days for curriculum authors, grade level, and department teams to collaborate around curriculum goals and student achievement progress, in order to improve instructional practices to increase the number of students demonstrating mastery and proficiency on formative and summative assessments.  Person Responsible: Assistant Superintendent of Curriculum and Instruction, Director of Curriculum and Instruction, Coordinator of K-12 College and Career Readiness Programs	X	X	X	X	X
Action Step 6	Provide teachers with feedback and data from building walk-through and focused observation tools, and collaborate using a coaching model to promote individual reflection and changes in practices to increase instructional effectiveness.  Person Responsible: Building Administrators, District Administrators, Instructional Coaches, Teachers	X	X	X	X	X
<b>Strategy C</b>						
Use technology creatively across all grades and subjects to empower students to think critically and engage in their own learning.						
		<b>13-14</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>
Action Step 1	Design units of study that include students' use of technology as an essential lesson component and relate to relevant problems of significance and of interest to students.  Person Responsible: Director of Curriculum and Instruction, Director of Instructional Technology, Building Administrators, Instructional Coaches, Department Chairs, Teachers	X	X	X	X	X
Action Step 2	Ensure teachers and students are engaged in rigorous and high quality instruction which utilizes digital tools as essential elements of the lesson design.  Person Responsible: Assistant Superintendent of Curriculum and Instruction, Director of Instructional Technology, Director of Curriculum and Instruction, Building Administrators, Instructional Coaches, Teachers	X	X	X	X	X
Action Step 3	Utilize building walk-through data to ensure fidelity of technology usage in classrooms.  Person Responsible: Assistant Superintendent of Curriculum and Instruction, Director of Instructional Technology, Director of Curriculum and Instruction,	X	X	X	X	X

	Building Administrators, Instructional Coaches, Teachers					
Action Step 4	Evaluate and implement technologies that allow for the tracking, housing, and display of student learning through the development of ePortfolios.  Person Responsible: Assistant Superintendent of Curriculum and Instruction, Director of Instructional Technology, Director of Curriculum and Instruction, Building Administrators, Teachers		X	X	X	X

### Focus Area: Student Achievement

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

Goal II		13-14	14-15	15-16	16-17	17-18
Students will exit high school prepared for college and career programs at a graduation rate of 100%.		X	X	X	X	X
Strategy A						
Develop and implement a district-wide framework that provides academic, social/emotional, and behavioral supports to students to improve persistence to graduation.						
		13-14	14-15	15-16	16-17	17-18
Action Step 1	Provide behavior/social emotional interventions through the effective implementation of the Missouri Comprehensive Guidance Curriculum.  Person Responsible: Building Administrators, Coordinator of Special Programs, Counselors	X	X	X	X	X
Action Step 2	Provide supplemental behavior/social emotional interventions through systematic supports such as Positive Behavior Intervention Support Systems (PBIS) and Behavior Intervention Support Teams (BIST).  Person Responsible: Building Administrators, Coordinator of Special Programs, Counselors, Teachers	X	X	X	X	X
Action Step 3	Provide opportunities for students to receive instructional supports to continue their academic progress while on out of school suspension through participation in the CAIR Crossroads program.  Person Responsible: Building Administrators, CAIR Principal	X	X	X	X	X
Action Step 4	Utilize district established frameworks which provide access for placement in district and out of district programs, when students' social/emotional and behavioral needs cannot be met through differentiation in the regular educational program.  Person Responsible: Building Administrators, Counselors, Teachers, Coordinator of Special Programs	X	X	X	X	X
Action Step 5	Provide access to school and community resources to assist students whose social/emotional and behavior needs are not met, as evidenced through a variety of data sources.  Person Responsible: High School Administrators, Department Chairs, House Leaders, Counselors, Teachers, Bright Futures Liaisons, Coordinator of Communications and Community Relations.	X	X	X	X	X
Action Step 6	Increase district participation in drop-out prevention activities sponsored by DESE.	X	X	X	X	X

	Person Responsible: High School Administrators, Department Chairs, House Leaders, Counselors					
Action Step 7	Utilize the Smaller Learning Communities (SLC) model in the high school program, which identifies an advisory teacher to work closely with each student throughout his/her high school career.  Person Responsible: High School Administrators, Department Chairs, House Leaders, Counselors	X	X	X	X	X
Action Step 8	Provide ongoing monitoring of individual high school students' attendance and grades through the SLC model.  Person Responsible: High School Administrators, Department Chairs, House Leaders, Advisors, Counselors, Teachers	X	X	X	X	X
<b>Strategy B</b>						
Differentiate instruction to meet the varying needs of all students to improve persistence to graduation.						
		<b>13-14</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>
Action Step 1	Collaborate to effectively and continually use data to make instructional decisions related to grouping students and making continuous instructional adjustments.  Person Responsible: Building Administrators, Instructional Coaches, Department Chairs, Teachers	X	X	X	X	X
Action Step 2	Identify and implement research based interventions to meet the needs of small groups and individual students.  Person Responsible: Building Administrators, Instructional Coaches, Department Chairs, Teachers	X	X	X	X	X
Action Step 3	Identify and acquire supplemental resources that will support differentiated instruction across all levels of the learning continuum.  Person Responsible: Assistant Superintendent of Curriculum and Instruction, Director of Curriculum and Instruction, Building Administrators	X	X	X	X	X
Action Step 4	Utilize district established frameworks which provide access for placement in district and out of district programs, when students' academic needs cannot be met through differentiation in the regular educational program.  Person Responsible: Building Administrators, Counselors, Teachers, Coordinator of Special Programs	X	X	X	X	X
Action Step 5	Explore the expansion of summer school instructional programs to increase the number of face-to-face and virtual learning courses offered for credit acquisition.	X	X	X	X	X



	Person Responsible: Assistant Superintendent of Curriculum and Instruction, Coordinator of Professional Development and Extended Learning Programs, Coordinator of K-12 College and Career Readiness Programs, Director of Curriculum and Instruction					
<b>Strategy C</b>						
Provide additional instructional support to improve academic achievement of students who are not identified as “on track-on time” to improve persistence to graduation.						
		<b>13-14</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>
Action Step 1	Meet the requirements of the Title IA federal grant by providing supplemental services to low performing students in Title IA schools and in early education programs.  Person Responsible: Assistant Superintendent of Curriculum and Instruction (Federal Programs District LEA), Building Administrators (Title I eligible schools)	X	X	X	X	X
Action Step 2	Meet the requirements of the Title III federal grant by providing supplemental services to limited English proficiency and immigrant students.  Person Responsible: Assistant Superintendent of Curriculum and Instruction, Coordinator of Special Programs, Building Administrators, ELL Teachers	X	X	X	X	X
Action Step 3	Establish a process for training and implementing staff in utilizing the Response to Intervention (RTI) framework to provide immediate academic support for students not demonstrating mastery of skills at proficient levels.  Person Responsible: Coordinator of Special Programs, Special Services Process Coordinators, Special Education Teachers, Teachers, Building Administrators		X	X	X	X
Action Step 4	Explore the expansion of summer school instructional programs to include Missouri Options Program (MOP) on a continuous basis, and additional virtual learning courses for students enrolled in the Center for Alternative Instruction Resources (CAIR) program.  Person Responsible: Coordinator of Professional Development and Extended Learning Programs, Director of Curriculum and Instruction, Assistant Superintendent of Curriculum and Instruction, Coordinator for K-12 College and Career Readiness Programs, CAIR Principal	X	X	X	X	X
Action Step 5	Initiate a process for identifying and implementing extended learning programs (such as Twilight School) for students who are unable to recover credit through traditional school day credit recovery programs.	X	X	X	X	X

	Person Responsible: Assistant Superintendent of Curriculum and Instruction, Coordinator of K-12 College and Career Readiness Programs, High School Administrators, Coordinator of Professional Development and Extended Learning Programs					
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### Focus Area: Student Achievement

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

Goal III		13-14	14-15	15-16	16-17	17-18
All students will demonstrate preparedness for success in post-secondary programs and careers as measured by the annual, six-month, and 2 year graduate follow-up survey and assessment results collected through the APR.		X	X	X	X	X
Strategy A						
Implement early identification of career interests and students' progress related to mastery of college and career readiness skills, to enable students and parents to make informed decisions which will promote a successful transition to post-secondary programs and careers.						
		13-14	14-15	15-16	16-17	17-18
Action Step 1	Design and implement a district framework that will include transitional activities and provide frequent opportunities for counselors, parents, and students to work together to explore, create and follow a career path plan.  Person Responsible: Coordinator for K-12 College and Career Readiness Programs, Building Administrators, Counselors, Department Chairs, House Leaders, Teachers	X	X	X	X	X
Action Step 2	Evaluate student performance throughout high school using a range of assessments in order to present a more valid reflection of student achievement (EXPLORE, PLAN, ASVAB, ACT, SAT, COMPASS, EOC).  Person Responsible: Assistant Superintendent of Curriculum and Instruction, Director of Curriculum and Instruction, Coordinator for K-12 College and Career Readiness Programs, High School Administrators	X	X	X	X	X
Action Step 3	Develop strategies to expand the use of EXPLORE and PLAN results with students and parents.  Person Responsible: Coordinator for K-12 College and Career Readiness Programs, High School Administrators, Counselors, Advisors	X	X	X	X	X
Action Step 4	Provide career exploration experiences to students, such as career jumping event, college campus visits, and supply chain and logistics seminar, to assist students in making informed choices regarding courses and program of study selections.  Person Responsible: Coordinator for K-12 College and Career Readiness Programs, High School Administrators, Counselors, House Leaders	X	X	X	X	X
Strategy B						
Provide a rigorous and relevant program of study, including access to career and technical programs, to promote success in post-secondary experiences.						

		13-14	14-15	15-16	16-17	17-18
Action Step 1	Evaluate course curricula and programs of study for alignment to 21 <sup>st</sup> Century Skills and the Common Core State Standards.  Person Responsible: Assistant Superintendent of Curriculum and Instruction, Director of Curriculum and Instruction, Director of Instructional Technology, Coordinator of K-12 College and Career Readiness Programs, Building Administrators, Instructional Coaches, Department Chairs, Teachers	X	X	X	X	X
Action Step 2	Determine career and technical education program needs for expansion and delivery.  Person Responsible: Assistant Superintendent of Curriculum and Instruction, Director of Curriculum and Instruction, Director of Instructional Technology, Coordinator of K-12 College and Career Readiness Programs, Building Administrators	X	X	X	X	X
Action Step 3	Maximize the use of career consortiums and partnering career centers to engage students in relevant and productive career and technical experiences while still in high school.  Person Responsible: Assistant Superintendent of Curriculum and Instruction, Coordinator of K-12 College and Career Readiness Programs, Building Administrators, Counselors, House Leaders, Department Chairs, Advisors	X	X	X	X	X
Action Step 4	Utilize information from senior exit surveys to inform decisions regarding program of studies and improve successful transition rates to post-secondary experiences.  Person Responsible: Coordinator of K-12 College and Career Readiness Programs, High School Administrators, Assistant Superintendent of Curriculum and Instruction, Director of Curriculum and Instruction	X	X	X	X	X
Action Step 5	Expand relationships with area businesses to provide expertise in a variety of career and technical fields.  Person Responsible: Assistant Superintendent of Curriculum and Instruction, Director of Curriculum and Instruction, Director of Instructional Technology, Coordinator of K-12 College and Career Readiness Programs, Building Administrators, Counselors, House Leaders, Teachers	X	X	X	X	X
Action Step 6	Partner with area businesses to establish additional internships/shadowing experiences for teachers and students.  Person Responsible: Assistant Superintendent of Curriculum and Instruction, Director of Curriculum and Instruction, Director of Instructional Technology,	X	X	X	X	X

	Coordinator of K-12 College and Career Readiness Programs, Building Administrators, Counselors, House Leaders, Teachers					
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### Focus Area: Highly Qualified Staff

*Recruit, attract, develop and retain highly qualified staff to carry out the LEA/District mission, goals and objectives.*

Goal I		13-14	14-15	15-16	16-17	17-18
Promote high levels of district performance through the implementation of performance-based evaluations of administrators, certified and classified staff.		X	X	X	X	X
Strategy A						
Review, revise, and implement a Performance Based Evaluation for certified staff that aligns with the requirements outlined by the MO DESE MSIP Process and Resource Standards.						
		13-14	14-15	15-16	16-17	17-18
Action Step 1	Pilot performance based evaluation aligned with MO DESE MSIP requirements, which connects instruction with student outcomes, with selected group of certified staff.  Person Responsible: Assistant Superintendent of Human Resources, Building Administrators	X				
Action Step 2	Provide training and implement performance based evaluation aligned with MO DESE MSIP requirements, which connects building leadership with student outcomes, for administrators.  Person Responsible: Assistant Superintendent of Human Resources, Assistant Superintendent of Curriculum and Instruction, Building Administrators	X	X	X	X	X
Action Step 3	Provide training and implement performance based evaluation aligned with MO DESE MSIP requirements, which connects instruction with student outcomes, for all certified staff.  Person Responsible: Assistant Superintendent of Human Resources, Building Administrators		X	X	X	X
Strategy B						
Review, revise, and implement a Performance Based Evaluation for classified staff that supports adoption of best practices and influences overall student achievement.						
		13-14	14-15	15-16	16-17	17-18
Action Step 1	Research and develop a performance based evaluation for classified staff.  Person Responsible: Assistant Superintendent of Human Resources		X			
Action Step 2	Pilot performance based evaluation with selected classified staff.  Person Responsible: Assistant Superintendent of Human Resources, District Administrators, Building Administrators			X		
Action Step 3	Implement performance based evaluation for all classified staff.  Person Responsible: Assistant Superintendent of Human Resources, District Administrators, Building Administrators				X	X

### Focus Area: Highly Qualified Staff

*Recruit, attract, develop and retain highly qualified staff to carry out the LEA/District mission, goals and objectives.*

Goal II		13-14	14-15	15-16	16-17	17-18
Attract talented individuals to develop and maintain a highly skilled, diverse workforce.		X	X	X	X	X
<b>Strategy A</b>						
Actively recruit highly qualified, diverse staff.						
		13-14	14-15	15-16	16-17	17-18
Action Step 1	Target efforts to recruit a diverse staff through utilization of district and state online application tools, participation in recruitment fairs sponsored by universities in the Midwest region, and advertisements through local media sources.  Person Responsible: Assistant Superintendent of Human Resources	X	X	X	X	X
Action Step 2	Utilize social media to recruit potential candidates.  Person Responsible: Assistant Superintendent of Human Resources, Director of Information Technology	X	X	X	X	X
Action Step 3	Expand communication and connectivity with universities and teacher preparation programs to secure qualified candidates.  Person Responsible: Assistant Superintendent of Human Resources	X	X	X	X	X
Action Step 4	Develop a district framework that guides the implementation of leadership succession programs designed to identify, prepare, and support new principals and superintendents.  Person Responsible: Assistant Superintendent of Human Resources, Assistant Superintendent of Curriculum and Instruction, District Administrators, Building Administrators			X	X	X
Action Step 5	Promote programs and learning opportunities for students pursuing careers in education.  Person Responsible: Assistant Superintendent of Human Resources	X	X	X	X	X
<b>Strategy B</b>						
Provide professional development for certified and classified staff to maintain the certifications required to fulfill assigned responsibilities, comply with local/state/federal regulations, and to influence overall student achievement.						
		13-14	14-15	15-16	16-17	17-18
Action Step 1	Meet highly qualified staff No Child Left Behind Mandate.	X	X	X	X	X

	Person Responsible: Assistant Superintendent of Human Resources					
Action Step 2	. Meet the requirements of the Title IIA federal grant to provide staff with high quality staff development.  Person Responsible: Assistant Superintendent of Curriculum and Instruction (Federal Programs District LEA)	X	X	X	X	X
Action Step 3	Identify and implement the required training for all certified and classified staff.  Person Responsible: Assistant Superintendent of Human Resources, Coordinator of Professional Development and Extended Learning Programs, District Administrators	X	X	X	X	X
Action Step 4	Expand and improve mentoring programs and ongoing peer support for staff.  Person Responsible: Assistant Superintendent of Human Resources, Coordinator of Professional Development and Extended Learning Programs, District Administrators	X	X	X	X	X
Action Step 5	Provide professional development for staff to enhance their ability to effectively communicate and collaborate with parents/guardians.  Person Responsible: Assistant Superintendent of Human Resources, Director of Informational Technology, Director of Instructional Technology, Curriculum and Instruction Technology Staff	X	X	X	X	X
<b>Strategy C</b>						
Provide targeted professional development for certified staff which is differentiated, data-driven and emphasizes instruction that focuses on critical thinking, analysis, and technology integration.						
		<b>13-14</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>
Action Step 1	Provide teachers with professional growth opportunities focused on student centered and collaborative learning environments.  Person Responsible: Assistant Superintendent of Curriculum and Instruction, Director of Curriculum and Instruction, Director of Instructional Technology, Coordinator of Professional Development and Extended Learning Programs, Building Administrators, Instructional Coaches, Department Chairs, Teachers	X	X	X	X	X
Action Step 2	Provide flexible and easily accessible professional development for teachers related to using technology as an essential tool to develop critical thinking skills in adults and students.  Person Responsible: Assistant Superintendent of Curriculum and Instruction, Director of Instructional Technology, Director of Curriculum and Instruction, Coordinator of Professional Development and Extended Learning Programs, Instructional Coaches	X	X	X	X	X



Action Step 3	Implement technology training for staff prior to deployment of staff and student devices.  Person Responsible: Director of Instructional Technology, Director of Informational Technology	X	X	X	X	X
Action Step 4	Provide professional development that focuses on the major instructional shifts incorporated in the Common Core State Standards.  Person Responsible: Assistant Superintendent of Curriculum and Instruction, Director of Curriculum and Instruction, Coordinator of Professional Development and Extended Learning Programs, Instructional Coaches, Building Administrators	X	X	X	X	X
Action Step 5	Develop and implement a plan to provide ongoing, anytime, anyplace, and any pace professional learning for staff.  Person Responsible: Director of Instructional Technology Director of Informational Technology, Coordinator of Professional Development and Extended Learning Programs	X	X	X	X	X

**Focus Area: Highly Qualified Staff**

*Recruit, attract, develop and retain highly qualified staff to carry out the LEA/District mission, goals and objectives.*

<b>Goal III</b>		<b>13-14</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>
Attract and retain the most qualified candidates by providing a competitive compensation package.		X	X	X	X	X
<b>Strategy A</b>						
Implement salary schedule which addresses internal and external equity.						
		<b>13-14</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>
Action Step 1	Analyze and project budgetary impact of salary and benefits enhancements and make modifications to align with budgetary constraints.  Person Responsible: Assistant Superintendent of Human Resources, Assistant Superintendent of Operations and Finance	X	X	X	X	X
Action Step 2	Maintain support for Grandview 8 and 10 processes.  Person Responsible: Assistant Superintendent of Human Resources, Assistant Superintendent of Operations and Finance, BOE	X	X	X	X	X
Action Step 3	Analyze and maintain support for supplementary (B salary) schedule.  Person Responsible: Assistant Superintendent of Human Resources, Assistant Superintendent of Operations and Finance		X	X	X	X
Action Step 4	Maintain support for tuition reimbursement for certified staff seeking graduate level coursework.  Person Responsible: Assistant Superintendent of Human Resources	X	X	X	X	X

### Focus Area: Facilities, Support, and Instructional Resources

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

Goal I		13-14	14-15	15-16	16-17	17-18
Develop the annual budget and the long-range financial plan to align available resources with the priorities identified in the Comprehensive School Improvement Plan.		X	X	X	X	X
Strategy A						
Prepare an annual budget in compliance with Missouri statutes and Board of Education policy to ensure sufficient financial resources to support a quality educational program.						
		13-14	14-15	15-16	16-17	17-18
Action Step 1	Explore participating in the budget award programs sponsored by the Government Finance Officers Association and the Association of School Business Officials.  Person Responsible: Assistant Superintendent of Operations and Finance	X	X			
Action Step 2	Identify reallocations/reductions during the 2013-2014 fiscal year to reduce the projected deficit while minimizing the impact on reserves and identify allocations necessary to develop a balanced budget for the 2014-2015 fiscal year.  Person Responsible: Assistant Superintendent of Operations and Finance	X	X			
Action Step 3	Maintain and audit an accounting management system for the district aligned with state and federal requirements. Conduct audits of all financial, attendance and transportation records.  Person Responsible: Assistant Superintendent of Operations and Finance	X	X	X	X	X
Strategy B						
Promote long-range financial plans to ensure fiscal stability through increases in district-wide enrollment, and support improvements and upgrades necessary to promote increased student achievement.						
		13-14	14-15	15-16	16-17	17-18
Action Step 1	Continue to update the three-year fiscal plan and identify reallocations/reductions as necessary.  Person Responsible: Assistant Superintendent of Operations and Finance	X	X	X	X	X
Action Step 2	Evaluate local, state and federal revenue trends and the implications on the three-year fiscal plan.  Person Responsible: Assistant Superintendent of Operations and Finance	X	X	X	X	X
Action Step 3	Develop a three-to-five year plan for capital projects which outlines needed financial support.  Person Responsible: Assistant Superintendent of	X				

	Operations and Finance					
Action Step 4	Review and revise the three-to-five year plan for capital projects ensuring ongoing availability of support.  Person Responsible: Assistant Superintendent of Operations and Finance		X	X	X	X
Action Step 5	Determine plan for issuance of bonds to support planned capital expenditures.  Person Responsible: Assistant Superintendent – Operations and Finance		X	X	X	X
Action Step 6	Determine the appropriate level of fund balance reserves and incorporate needed growth into the three-year financial plan.  Person Responsible: Assistant Superintendent of Operations and Finance, BOE	X	X	X	X	X
Action Step 7	Ensure that all year-end balances in all funds will be positive and sufficient to ensure fiscal stability for the district.  Person Responsible: Assistant Superintendent – Operations and Finance	X	X	X	X	X
<b>Strategy C</b>						
Provide enhanced operational efficiency and effectiveness to ensure financial stability and demonstrate fiscal accountability to stakeholders.						
		<b>13-14</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>
Action Step 1	Identify and acquire potential alternate sources of revenue available to the district.  Person Responsible: Assistant Superintendent of Operations and Finance	X	X	X	X	X
Action Step 2	Identify and apply for potential grant opportunities available to the district.  Person Responsible: Assistant Superintendent of Operations and Finance, Assistant Superintendent of Curriculum and Instruction	X	X	X	X	X
Action Step 3	Review and revise internal procedures for purchasing and inventorying supplies, materials and equipment.  Person Responsible: Assistant Superintendent of Operations and Finance	X	X	X	X	X
Action Step 4	Investigate fixed asset module within financial information system.  Person Responsible: Assistant Superintendent of Operations and Finance	X	X			
Action Step 5	Develop plan for communicating financial status and plans of the district to stakeholders.  Person Responsible: Assistant Superintendent of	X				

	Operations and Finance, Coordinator of Communications and Community Relations					
Action Step 6	Implement and revise plan for communicating financial status and plans of the district to stakeholders.  Person Responsible: Assistant Superintendent of Operations and Finance, Coordinator of Communications and Community Relations		X	X	X	X
Action Step 7	Develop and implement a systemic program to reduce the use of both renewable and non-renewable resources, such as paper and energy, to impact both physical and fiscal environment.  Person Responsible: Assistant Superintendent of Operations and Finance, Coordinator of Maintenance	X	X	X	X	X

### Focus Area: Facilities, Support, and Instructional Resources

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

Goal II		13-14	14-15	15-16	16-17	17-18
Develop, implement and assess a strategic plan to maintain appropriate and safe facilities, transportation and nutrition services to facilitate increased student achievement.		X	X	X	X	X
Strategy A						
Provide facilities which are energy efficient, adequate in size, clean, well maintained, safe and appropriate to house the educational programs of the district.						
		13-14	14-15	15-16	16-17	17-18
Action Step 1	Collaborate with district Safety Committee to develop a safety plan which includes emergency preparedness, review building inspections, and provide training for both staff and students.  Person Responsible: Assistant Superintendent of Operations and Finance, Coordinator of Maintenance	X	X	X	X	X
Action Step 2	Ensure all facilities are clean, safe and orderly.  Person Responsible: Coordinator of Maintenance	X	X	X	X	X
Action Step 3	Reassess the utilization and energy efficiency of facilities.  Person Responsible: Coordinator of Maintenance	X	X	X	X	X
Action Step 4	Develop and revise a Long Range Facilities Plan to meet the educational programming and safety needs of the district.  Person Responsible: Assistant Superintendent of Operations and Finance, Coordinator of Maintenance	X	X	X	X	X
Action Step 5	Establish standards to guide the construction of new facilities and the retrofitting of existing facilities to accommodate the latest technology and environmentally sound practices.  Person Responsible: Assistant Superintendent of Operations and Finance, Coordinator of Maintenance, Facilities Improvement Team	X	X	X	X	X
Action Step 6	Complete upgrades to district facilities, as prioritized by the Facilities Improvement Team and subject to funding availability.  Person Responsible: Assistant Superintendent of Operations and Finance, Coordinator of Maintenance	X	X	X	X	X
Action Step 7	Develop a strategic alliance with community on the use of school facilities.  Person Responsible: Assistant Superintendent of Operations and Finance	X	X	X	X	X
Action Step	Investigate grant opportunities to support safety	X	X	X	X	X

8	initiatives and environmentally sound practices. Person Responsible: Assistant Superintendent of Operations and Finance, Coordinator of Maintenance					
<b>Strategy B</b>						
Provide safe and efficient student transportation to and from school, and for extra and co-curricular activities, in compliance with Missouri statutes, regulations and local board policy.						
		<b>13-14</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>
Action Step 1	Maintain buses at optimal operating condition throughout the school year and pass state bus inspections annually. Person Responsible: Director of Transportation	X	X	X	X	X
Action Step 2	Evaluate bus fleet for replacements, subject to funding availability. Person Responsible: Director of Transportation	X	X	X	X	X
Action Step 3	Investigate feasibility of transitioning to buses with improved environmental impacts. Person Responsible: Director of Transportation	X	X			
Action Step 4	Investigate grant opportunities to support the purchase of buses with minimal environmental impacts. Person Responsible: Assistant Superintendent of Operations and Finance, Director of Transportation	X	X	X	X	X
Action Step 5	Review and revise bus routes to ensure maximum efficiency. Person Responsible: Director of Transportation	X	X	X	X	X
Action Step 6	Monitor needs and when necessary, update technology supports (i.e. cameras on buses, radios, routing software). Person Responsible: Director of Transportation, Director of Informational Technology	X	X	X	X	X
Action Step 7	Provide safety training for staff and students. Person Responsible: Director of Transportation	X	X	X	X	X
Action Step 8	Promote a state transportation formula to reflect both current funding trends and changing student needs. Person Responsible: Assistant Superintendent of Operations and Finance, Director of Transportation	X	X	X	X	X
Action Step 9	Investigate transportation module within student information system. Person Responsible: Director of Transportation, Director of Informational Technology		X			
<b>Strategy C</b>						
Provide a nutritionally balanced breakfast and lunch to all students each day in accordance with Federal and State Child Nutrition Program regulations and guidelines.						
		<b>13-14</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>

Action Step 1	Provide increased opportunities for fresh fruits and vegetables.  Person Responsible: Assistant Superintendent of Operations and Finance, Food Service General Manager	X	X	X	X	X
Action Step 2	Provide a safe and clean environment for preparing and serving food.  Person Responsible: Assistant Superintendent of Operations and Finance, Food Service General Manager	X	X	X	X	X
Action Step 3	Provide increased opportunities for healthier snack choices, water, juice and non-sugar drinks.  Person Responsible: Assistant Superintendent of Operations and Finance, Food Service General Manager	X	X	X	X	X
Action Step 4	Provide assistance and encouragement to parents/guardians in completing the application for Free/Reduced Breakfast and Lunch for children.  Person Responsible: Assistant Superintendent of Operations and Finance, Food Service General Manager	X	X	X	X	X
Action Step 5	Develop long range plan for upgrading facilities and equipment to provide enhanced options for students.  Person Responsible: Assistant Superintendent of Operations and Finance, Food Service General Manager, Coordinator of Maintenance	X	X	X	X	X
Action Step 6	Upgrade food service information system to provide enhanced information to parents/guardians.  Person Responsible: Assistant Superintendent of Operations and Finance, Food Service General Manager, Director of Informational Technology	X				
Action Step 7	Implement new guidelines and regulations as required by Federal and State Child Nutrition Programs.  Person Responsible: Assistant Superintendent of Operations and Finance, Food Service General Manager	X	X	X	X	X



### Focus Area: Facilities, Support, and Instructional Resources

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

Goal III		13-14	14-15	15-16	16-17	17-18
Maintain and improve technology resources and infrastructure to support instructional programs and administrative systems for staff and students.						
Strategy A						
Provide adequate and equitable access to instructional technology resources that include technology hardware and digital resources.						
		13-14	14-15	15-16	16-17	17-18
Action Step 1	Collaborate with the Grandview Education Foundation and other organizations to seek grants and provide alternative funding methods for technology initiatives.  Person Responsible: Director of Instructional Technology, Director of Informational Technology	X	X	X	X	X
Action Step 2	Seek opportunities to assist in finding affordable home internet services and home access to technology resources for students which are aligned to instructional goals.  Person Responsible: Director of Instructional Technology, Director of Informational Technology	X	X	X	X	X
Action Step 3	Provide 1:1 access to computers for high school students and staff.  Person Responsible: Director of Instructional Technology, Director of Informational Technology	X	X	X	X	X
Action Step 4	Develop and implement a plan to investigate the decrease of the student to technology device ratio in elementary and middle schools.  Person Responsible: Director of Instructional Technology, Director of Informational Technology	X	X	X	X	X
Strategy B						
Provide adequate administrative systems to allow for high quality data and secure data access.						
		13-14	14-15	15-16	16-17	17-18
Action Step 1	Purchase a fixed asset system to track district resources.  Person Responsible: Assistant Superintendent of Operations and Finance, Director of Informational Technology	X	X			
Action Step 2	Develop and implement a plan for multi-function devices to consolidate printing, faxing and scanning to decrease costs.  Person Responsible: Assistant Superintendent of Operations and Finance, Director of Informational Technology	X				
Action Step 3	Ensure email and other collaboration tools are available to staff and students.	X	X	X	X	X

	Person Responsible: Director of Instructional Technology Director, Director of Informational Technology					
<b>Strategy C</b>						
Provide a high level of technical support and a robust, secure network for staff and student use.						
		<b>13-14</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>
Action Step 1	Develop a replacement cycle to maintain up-to-date servers, network equipment and software.  Person Responsible: Director of Informational Technology	X	X	X	X	X
Action Step 2	Expand the Internet and Wide Area Network bandwidth as needed to support district technology initiatives.  Person Responsible: Director of Informational Technology	X	X	X	X	X
Action Step 3	Provide flexible and secure firewall, Internet Filter, and virus protection solutions.  Person Responsible: Director of Informational Technology	X	X	X	X	X
Action Step 4	Ensure IT staff members have access to appropriate professional development for maintenance of district technology resources.  Person Responsible: Director of Informational Technology	X	X	X	X	X
Action Step 5	Investigate the purchase of an updated phone system.  Person Responsible: Director of Informational Technology	X	X			
<b>Strategy D</b>						
Provide support for efficient, safe and effective schools and ancillary facilities.						
		<b>13-14</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>
Action Step 1	Develop a new disaster recovery plan for district data/voice network.  Person Responsible: Director of Informational Technology	X	X			
Action Step 2	Provide quality video camera systems in each school site.  Person Responsible: Assistant Superintendent Operations & Finance, Coordinator of Maintenance, Director of Informational Technology	X	X	X	X	X
Action Step 3	Maintain adequate, functional intercom systems in each school site.  Person Responsible: Assistant Superintendent Operations & Finance, Coordinator of Maintenance, Director of Informational Technology	X	X			

Action Step 4	Provide video door locks to each district site for safety and security.  Person Responsible: Assistant Superintendent Operation and Finance, Coordinator of Maintenance, Director of Informational Technology	X				
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### Focus Area: Parent and Community Involvement

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

Goal I		13-14	14-15	15-16	16-17	17-18
Provide an inclusive environment to encourage participation of students' families in students' education and educational activities.		X	X	X	X	X
Strategy A						
Cultivate quality parent involvement from early childhood through high school.						
		13-14	14-15	15-16	16-17	17-18
Action Step 1	Meet the parent involvement requirement of the Title IA federal grant.  Person Responsible: Assistant Superintendent of Curriculum and Instruction (Federal Programs District LEA), Building Administrators	X	X	X	X	X
Action Step 2	Identify options for at-home involvement by expanding school-to-home extension activities.  Person Responsible: Building Administrators, Teachers	X	X	X	X	X
Action Step 3	Implement site level communication frameworks that promote consistent, positive and constructive interaction between parents and families and school staff.  Person Responsible: Building Administrators, Teachers	X	X	X	X	X
Action Step 4	Create and maintain two-way communication that is reliable and effective in the students' family home language (written, verbal and electronic).  Person Responsible: Coordinator for Special Services, District Administrators, Building Administrators	X	X	X	X	X
Action Step 5	Increase communication with parents about the importance of their participation in transitional activities as students move between elementary, middle and high school levels.  Person Responsible: Building Administrators, Counselors, Teachers	X	X	X	X	X
Action Step 6	Collect and analyze data through a variety of surveys and resources to assess needs and seek parents' input regarding their feelings related to inclusiveness and effectiveness of school environment.  Person Responsible: Building Administrators, District Administrators	X	X	X	X	X

<b>Strategy B</b>						
Increase number of parent volunteers.						
		<b>13-14</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>
Action Step 1	Develop and provide a list of volunteer opportunities for all school activities.  Person Responsible: Building Administrators, Coordinator of Communications and Community Relations	X	X	X	X	X
Action Step 2	Create a consistent approach through a variety of communication methods (electronic, verbal or written) for parents and family members to sign up for listed volunteer opportunities.  Person Responsible: Building Administrators, Coordinator of Communications and Community Relations	X	X	X	X	X
Action Step 3	Follow up with parents personally as an event nears to solidify involvement.  Person Responsible: Building Administrators	X	X	X	X	X
Action Step 4	Implement volunteer appreciation and recognition strategies.  Person Responsible: Building Administrators	X	X	X	X	X

### Focus Area: Parent and Community Involvement

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

Goal II		13-14	14-15	15-16	16-17	17-18
Increase and improve communications with students' families and community.		X	X	X	X	X
Strategy A						
Effectively utilize emerging technologies to communicate with students and families.						
		13-14	14-15	15-16	16-17	17-18
Action Step 1	Develop a District Communications Committee consisting of students, parents, certified and classified staff, and administrators to evaluate effectiveness of current methods of communication and determine what updates or new methods should be included in standard communication frameworks.  Person Responsible: Superintendent, Coordinator of Communications and Community Relations	X				
Action Step 2	Conduct reviews of effectiveness of communication methods and make necessary revisions to facilitate updated and improved communication with constituents and organizations. (i.e. Superintendent's Community Advisory Committee, Superintendent's Student Advisory Committee, PTA Council & site level, LINC, etc.).  Person Responsible: Superintendent, Coordinator of Communications and Community Relations, Communications Committee		X	X	X	X
Strategy B						
Focus messages on appropriate audiences through new communication avenues.						
		13-14	14-15	15-16	16-17	17-18
Action Step 1	Update district website to include additional interactive and/or user-friendly features.  Person Responsible: Coordinator of Communications and Community Relations, Director of Informational Technology	X	X	X	X	X
Action Step 2	Utilize social media networks and video messages to target and expedite communication with parents and community members who prefer these digital communication methods.  Person Responsible: Coordinator of Communications and Community Relations, Director of Informational Technology	X	X	X	X	X

### Focus Area: Parent and Community Involvement

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

Goal III		13-14	14-15	15-16	16-17	17-18
Cultivate positive school-family-community partnerships.		X	X	X	X	X
<b>Strategy A</b>						
Provide opportunities for families and patrons to interact at building and district levels.						
		13-14	14-15	15-16	16-17	17-18
Action Step 1	Identify existing Adult Basic Education opportunities provided by the district.  Person Responsible: Coordinator of Community Education (CAIR Principal)	X	X	X	X	X
Action Step 2	Develop and administer a needs assessment regarding Adult Basic Education to patrons and based on that data, formulate a plan for implementing additional opportunities.  Person Responsible: Coordinator of Community Education (CAIR Principal), Building Administrators, Director of Informational Technology	X		X		X
Action Step 3	Identify existing district opportunities for family and patron involvement.  Person Responsible: District Administrators, Coordinator of Communications and Community Relations, Superintendent Advisory Committee, PTA Council, LINC Director, Grandview Education Foundation (GEF)	X	X	X	X	X
Action Step 4	Develop and administer a survey to parents and patrons that includes a needs assessment and identify barriers to participation in building, district, and community involvement activities.  Person Responsible: Coordinator of Communications and Community Relations, Coordinator of Community Education (CAIR Principal), Building Administrators, District Administrators	X		X		X
Action Step 5	Evaluate needs assessment survey data for use in the development of long range plans related to building, district, and community activities.  Person Responsible: Coordinator of Communications and Community Relations, Coordinator of Community Education (CAIR Principal), District Administrators, Building Administrators	X	X	X	X	X

<b>Strategy B</b>						
Support and promote business and organizational partnerships across the district and throughout the community.						
		13-14	14-15	15-16	16-17	17-18
Action Step 1	Identify existing business and organizational partnerships, at all levels throughout the district and develop and maintain a current database that will be shared with district staff.  Person Responsible: Coordinator of Communications and Community Relations, Building Administrators, District Administrators	X	X	X	X	X
Action Step 2	Initiate implementation of Bright Futures Grandview to bring together businesses, human service agencies, faith-based organizations, and parent groups in partnership to support the basic needs of students and students' families.  Person Responsible: Bright Futures Executive Board, Coordinator of Communications and Community Relations, District Administrators, Building Administrators	X				
Action Step 3	Review and monitor progress of Bright Futures Grandview partnerships implementation to identify areas where expansions can occur in order to broaden site and district capacities to meet the needs of students, staff and families.  Person Responsible: Bright Futures Executive Board, Coordinator of Communications and Community Relations, District Administrators, Building Administrators		X	X	X	X