

# Centralia R-VI School District

## Strategic Plan 2022 - 2027



Leading with Panther Tradition

# Centralia R-VI School District

## **Mission**

Empowering students to excel in a safe and positive environment, inspired by staff, to become productive citizens.

## **Vision**

Leading with Panther tradition.

## **We believe...**

- Every person has the ability to grow
- Every person deserves the opportunity to learn
- In responsible investments in resources
- In principles of continuous improvement

## **Strategies**

- We will examine district facilities to ensure an appropriate, efficient and safe environment.
- We will hire only the most exceptionally qualified employees for leadership, academic, and support positions while effectively evaluating and developing our current employees.
- We will systematically improve our academic programs to meet the learning needs of the 21<sup>st</sup> century.
- We will engage the community in partnerships for the shared responsibility of successful schools.

Progress Check Legend

	Indicates significant progress, however, the action is not complete.
	Modifications have been made to capture the intent of the action
	Action has been completed

Progress Check Year 1: April 2023

Initiated	Significant Progress	Modified & Completed	Completed
22	6		5

Progress Check Year 2: April 2024

Initiated	Significant Progress	Modified & Completed	Completed
6	12		17

**\*\*Could complete up to 7 more items by the end of the academic year**

Progress Check Year 3: April 2025

Initiated	Significant Progress	Modified & Completed	Completed

Progress Check Year 4: April 2026

Initiated	Significant Progress	Modified & Completed	Completed

Progress Check Year 5: April 2027

Initiated	Significant Progress	Modified & Completed	Completed



# STRATEGY 1

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We will examine district facilities to ensure an appropriate, efficient and safe environment.

## Safety and Security

- Action Step A:** Upgrade the current security camera systems on each campus
- Action Step B:** Increase the number of security cameras inside and outside of school facilities
- Action Step C:** Increase entrance visibility for school front offices
- Action Step D:** Identify and repair hazards in hard surfaces on each campus (i.e.: sidewalks & parking lots)
- Action Step E:** Install a fence along Columbia Street to provide a barrier between the street and students playing at CIS
- Action Step F:** Identify areas where additional exterior lighting is needed
- Action Step G:** Increase interior and exterior physical security with key hardware upgrades
- Action Step H:** Upgrade the intercom system at CHS
- Action Step I:** Upgrade the bleachers in CHS gymnasium

## Aesthetics, Efficiency and Functionality

- Action Step A:** Conduct energy audits at all campuses to identify areas for improvement
- Action Step B:** Replace windows to increase utility efficiency
- Action Step C:** Remodel bathrooms to improve sanitation and function
- Action Step D:** Identify areas where ADA accessibility is inadequate
- Action Step E:** Identify areas to improve lighting efficiency
- Action Step F:** Identify opportunities to improve the outward appearance of our schools
- Action Step G:** Replace the flooring in the CIS cafeteria/gymnasium for better utilization
- Action Step H:** Increase storage for Fine Arts
- Action Step I:** Add a storage facility to protect stadium equipment from weather
- Action Step J:** Develop a life cycle program from HVAC units
- Action Step K:** Upgrade equipment in school cafeteria kitchens
- Action Step L:** Address standing water and drainage issues across the district

## **Learning Environment**

- Action Step A:** Establish adequate and appropriate space for students with special needs
- Action Step B:** Increase space for early childhood programs to expand
- Action Step C:** Upgrade classrooms with interactive technology boards for instruction
- Action Step D:** Upgrade technology with highspeed infrastructure to support 21<sup>st</sup> century learning
- Action Step E:** Upgrade science classrooms at CHS for safety and instruction
- Action Step F:** Upgrade playgrounds to improve ADA accessibility
- Action Step G:** Upgrade facilities within the Ag building to add modern curriculum

## **New Construction**

- Action Step A:** Develop a plan and time-table to reduce our physical footprint from four campuses to three
- Develop a master facility plan for the entire district
  - Continue the build-out of the CIS campus to house all elementary grade levels
  - Identify options to repair, relocate or abandon the current middle school
- Action Step B:** Add a competition gymnasium to the district
- Action Step C:** Add a performing arts center to the district
- Action Step D:** Add a wrestling facility to the district



# STRATEGY 2

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We will hire only the most exceptionally qualified employees for leadership, academic, and support positions while effectively evaluating and developing our current employees.

## **Recruit and Attract Highly Qualified Staff**

**Action Step A:** Establish a competitive compensation and benefits package

- Develop of cycle for pay review
- Maintain substitute pay rate in line with area districts
- Develop salary schedules for all position and/or position groups
- Seek opportunities to increase benefits and/or district contributions

**Action Step B:** Establish a competitive supplemental and/or extra duty pay

- Provide stipend for job assignments changes or increases in responsibilities
- Revise the pay for an accurate reflection of duties for extra duty assignments

**Action Step C:** Establish district-wide hiring practices

- Develop a screening and application review process that is uniform and specific
- Establish a screening tool for applicants
- Establish and maintain relationships with colleges to increase H.Q. applicant pool
- Create a recruitment team
- Develop job descriptions and/or duty expectations extra duty assignments
- Seek to develop a diversified workforce

## **Develop Highly Qualified Staff**

**Action Step A:** Establish high quality professional development for all positions

- Maintain a financial commitment to high-quality professional development
- Redesign the district funding procedures for approved professional development
- Provide specific professional development for support staff and extra duty assignments

**Action Step B:** Establish a structured mentoring program for success

- Expand the mentoring program to include noncertified positions and newly hired certified teachers to the district
- Establish an onboarding process for all new staff members

### **Retain a Highly Qualified Staff**

- Action Step A:** Establish a competitive compensation and benefits package
- Action Step B:** Maximize staff satisfaction and engagement through a systematic approach to staff satisfaction
- Action Step C:** Establish an incentive program to provide staff recognition of accomplishments and successes
- Action Step D:** Establish supportive staff wellness programs
- Establish an environment that supports social and emotional health, including training that results in a positive culture
  - Provide mechanisms so that staff have access to preventive services and healthy living resources on an ongoing basis
- Action Step E:** Conduct classroom audits to ensure all teachers have adequate equipment, materials and resources
- Action Step F:** Establish the instructional coach model at all schools to provide direct teacher support

### **Evaluation to Ensure Highly Qualified Staff**

- Action Step A:** Develop or adopt a new certified staff evaluation tool to reflect 21<sup>st</sup> Century teaching and learning standards
- Standardize improvement documentation and correction action plans/procedures
- Action Step B:** Develop non-certified staff evaluation tool to reflect 21<sup>st</sup> Century expectations
- Revise and implement a framework for evaluation of all non-certified employees
  - Establish specific expectations for positions
  - Establish timelines for evaluation

### **Leadership Development**

- Action Step A:** Identify and develop emerging leaders
- Develop a leadership profile and self-assessment
  - Establish professional development opportunities to emerging leaders
  - Establish opportunities to practice leadership within the district



# STRATEGY 3

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We will systematically improve our academic programs to meet the learning needs of the 21<sup>st</sup> century.

## Instruction

- Action Step A:** Establish a PK-12 reading/mathematics program that aligns with Missouri Learning Standards and maximizes students' abilities to learn in all subject areas
- Action Step B:** Establish a forward-thinking instructional program that emphasizes skills students need to be successful post-high school
- Increase opportunities to provide Science, Technology, Engineering & Mathematics (STEM) courses and curricula
  - Prioritize authentic "real-world" and project-based learning opportunities
  - Establish a comprehensive internship program which guides students in their post-high school decision making
- Action Step C:** Explore opportunities to provide college-level programs in high school
- Establish opportunities for students to obtain an associate's degree at the completion of high school
  - Explore opportunities to partner with colleges and universities to accelerate workforce development

## Culture

- Action Step A:** Ensure a positive, nurturing environment and culture for learning that meets the needs of all students
- Increase opportunities for play-based learning and activities
  - Increase opportunities for students to plan and participate in community-based activities
  - Increase opportunities to develop and strength soft skills, life skills and communication at all grade levels
    - Prioritize problem solving, critical thinking, collaboration and creativity
  - Increase opportunities to increase student choice and ownership of learning
  - Increase intentional practices to reduce the impact of students transitioning from one school to the next

## Technology

- Action Step A:** Increase the accessibility and effective use of technology to enhance both teaching and learning
- Increase student use of technology
  - Increase instructional use of technology
  - Ensure students are digitally literate and can both choose and utilize appropriate technology to communicate, plan, research, solve problems and collaborate
  - Provide an infrastructure that sufficiently supports an increase in technological resources





# STRATEGY 4

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We will engage the community in partnerships for the shared responsibility of successful schools.

## Community Communication

- Action Step A:** Establish a public relations position and job duties
- Action Step B:** Intentionally provide consistent, proactive and transparent information
- Improve the district website
  - Standardize social media
  - Establish regular presence in the Centralia Fireside Guard
  - Establish a system for communicating changes to events (i.e.: start times, cancellations, location changes)
  - Develop a communications plan
- Action Step C:** Install an exterior electronic message board visible to more patrons and visitors
- Action Step D:** Support the recruitment of new staff through increased communication
- Establish informational workshop
  - Establish standardized recruiting material

## Community Partnerships

- Action Step A:** Partner with City Hall to focus on community development
- Establish a shared community development vision
  - Establish a documented plan for housing growth
  - Establish a documented plan for business development
- Action Step B:** Partner with local anchor businesses to focus on workforce development
- Establish opportunities for job-shadowing and internships
  - Establish a dynamic list of desired traits and skills for local workforce
  - Establish a program for providing students with local job opportunities
- Action Step C:** Partner with local anchor business to provide school-based and/or community-based resources

### **Early Learners**

- Action Step A:** Secure a permanent location to expand early childhood opportunities
- Action Step B:** Increase the capacity of the district's preschool to prepare all students to enter kindergarten
- Action Step C:** Establish a system for before and after school care

### **Programs to Increase Achievement**

- Action Step A:** Establish informational programs designed for parents/guardians
- Action Step B:** Expand opportunities for student groups to generate district content