

**WARREN COUNTY R-III SCHOOL DISTRICT  
COMPREHENSIVE SCHOOL IMPROVEMENT PLAN**

**OBJECTIVES**

**GOAL #2: Highly Qualified Staff**

The district will recruit, train, and retain highly qualified staff to carry out the district mission, goals, and objectives.

**Objective #1:**

The District will improve instructor knowledge in content area through 100% of Professional Development activities being high quality.

**MSIP Standards(s) Addressed:** 6.1.2, 6.2.2, 6.7.1, 6.7.2, 6.7.4, 6.7.5, 6.7.6

**Progress Measures:** High Quality Professional Development Survey administered annually (% of certified staff that identified PD as High Quality)

School Year	Baseline	Progress	Target	Target Met
2007-08	21.72%			<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
2008-09		50%		<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
2009-10		75%		<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
2010-11			100%	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
2011-12			100%	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A

**Comments:**

**WARREN COUNTY R-III SCHOOL DISTRICT  
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**OBJECTIVES**

**GOAL #2: Highly Qualified Staff**

The district will recruit, train, and retain highly qualified staff to carry out the district mission, goals, and objectives.

**Objective #1:**

The District will improve instructor knowledge in content area through 100% of Professional Development activities being high quality.

Strategy	MSIP Standard(s)	Person(s) Responsible	Funding Source(s)	Start Date	Completion Date	Applied to Plan(s)
1. Teachers will receive specific training using current assessment information to plan instruction, use the curriculum process, curriculum alignment and classroom assessments	6.1, 6.2, 6.7	PLC Leadership Asst. Superintendent C & I Dir. Building Principals	Basic Formula-CTF Basic Formula-St. Local Funds Prop C	07/01/09	06/30/14	CSIP

Action Steps for Strategy	Start Date	Completion Date
The District will provide training on reading and analyzing MAP Data.	07/01/09	10/01/09
Teachers will work in teams/departments utilizing data to align curriculum and assessments to state standards.	07/01/09	06/30/14
Develop a written plan and schedule for curriculum revision district wide.	07/01/09	05/01/10

**Comments:**

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**OBJECTIVES**

**GOAL #2: Highly Qualified Staff**

The district will recruit, train, and retain highly qualified staff to carry out the district mission, goals, and objectives.

**Objective #1:**

The District will improve instructor knowledge in content area through 100% of Professional Development activities being high quality.

Strategy	MSIP Standard(s)	Person(s) Responsible	Funding Source(s)	Start Date	Completion Date	Applied to Plan(s)
2. The District will continue to use the PLC model for Professional Development	6.1, 6.2, 6.7	PLC Leadership Asst. Superintendent C & I Director Building Principals	Basic Formula-CTF Basic Formula-St. Local Funds Prop C	07/01/09	06/30/14	CSIP

Action Steps for Strategy	Start Date	Completion Date
Provide training for new staff on the PLC Model and Concept	07/01/09	06/30/14
PLC Leadership will evaluate all Professional Development to assure that PD is based on the PLC model	07/01/09	06/30/14

**Comments:**

**WARREN COUNTY R-III SCHOOL DISTRICT  
COMPREHENSIVE SCHOOL IMPROVEMENT PLAN**

**OBJECTIVES**

**GOAL #2: Highly Qualified Staff**

The district will recruit, train, and retain highly qualified staff to carry out the district mission, goals, and objectives.

**Objective #2:**

The Warren County R-III School District will use Professional Development as an integral part of all educational programs and school improvement initiatives.

**MSIP Standards(s) Addressed:** 6.1.2, 6.2.2, 6.7.2, 6.7.3, 6.7.4, 6.7.5

**Progress Measures:** High Quality Professional Development Survey, Teacher Needs assessment

School Year	Baseline	Progress	Target	Target Met
2007-08	21.72%			<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
2008-09		50%		<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
2009-2010		75%		<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
2010-2011			100%	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
2011-2012			100%	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A

**Comments:**

**WARREN COUNTY R-III SCHOOL DISTRICT  
COMPREHENSIVE SCHOOL IMPROVEMENT PLAN**

**STRATEGY and ACTION STEPS**

**GOAL #2: Highly Qualified Staff**

The district will recruit, train, and retain highly qualified staff to carry out the district mission, goals, and objectives.

**Objective #2:**

The Warren County R-III School District will use Professional Development as an integral part of all educational programs and school improvement initiatives.

Strategy	MSIP Standard(s)	Person(s) Responsible	Funding Source(s)	Start Date	Completion Date	Applied to Plan(s)
1. Teachers will receive training on curriculum review, revision, alignment, and classroom assessment strategies	6.1 6.2 6.7	Asst. Superintendent C&I Dir. PLC Leadership Building Admin.	Basic Formula-CTF Basic Formula-St. Local Funds Prop C	07/01/2009	06/30/14	CSIP

Action Steps for Strategy	Start Date	Completion Date
Develop a comprehensive written plan for curriculum writing and revision, and share with all certified staff.	07/01/09	06/30/11
Teachers will use current assessment information to plan instruction and receive specific training on this process.	07/01/09	06/30/14

**Comments:**

**WARREN COUNTY R-III SCHOOL DISTRICT  
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**OBJECTIVES**

**GOAL #2: Highly Qualified Staff**

The district will recruit, train, and retain highly qualified staff to carry out the district mission, goals, and objectives.

**Objective #3:**

100% of all administrators and teachers will be appropriately certificated for their assignments.

**MSIP Standards(s) Addressed: 5.1**

**Progress Measures: Core Data Report**

School Year	Baseline	Progress	Target	Target Met
2007-08	98%			<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
2008-09			100%	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
2009-10			100%	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
2010-11			100%	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
2011-12			100%	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A

**Comments:**

**WARREN COUNTY R-III SCHOOL DISTRICT  
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**STRATEGY and ACTION STEPS**

**GOAL #2: Highly Qualified Staff**

The district will recruit, train, and retain highly qualified staff to carry out the district mission, goals, and objectives.

**Objective #3:**

100% of all administrators and teachers will be appropriately certificated for their assignments.

Strategy	MSIP Standard(s)	Person(s) Responsible	Funding Source(s)	Start Date	Completion Date	Applied to Plan(s)
1. Teacher and Administrator certification will be monitored to make sure that 100% of certificated assignments are held by people with the appropriate certification	5.1	Asst. Superintendent Building Principals	Basic Formula-CTF Basic Formula-St. Local Funds Prop C	07/01/09	06/30/14	CSIP

Action Steps for Strategy	Start Date	Completion Date
Central Office will frequently monitor teacher and administrator certification by using a spreadsheet data base.	7/1/2009	6/30/2014

**Comments:**

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**OBJECTIVES**

**GOAL #2: Highly Qualified Staff**

The district will recruit, train, and retain highly qualified staff to carry out the district mission, goals, and objectives.

**Objective #4:**

The District will retain high quality employees.

**MSIP Standards(s) Addressed:** 6.5, 6.6

**Progress Measures:** Staff turnover rates

School Year	Baseline	Progress	Target	Target Met
2007-08	9%			<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
2008-09		8%		<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
2009-10		7%		<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
2010-11			5%	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A

**Comments:**

**WARREN COUNTY R-III SCHOOL DISTRICT  
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**STRATEGY and ACTION STEPS**

**GOAL #2: Highly Qualified Staff**

The district will recruit, train, and retain highly qualified staff to carry out the district mission, goals, and objectives.

**Objective #4:**

The district will retain high quality employees.

Strategy	MSIP Standard(s)	Person(s) Responsible	Funding Source(s)	Start Date	Completion Date	Applied to Plan(s)
1. Examine and compare the resources of surrounding districts to those of Warren County R-III.	6.5, 6.6	WarrenTEAM Superintendent Board of Education	Basic Formula-CTF Basic Formula-St. Local Funds Prop C	07/01/09	06/30/14	CSIP

Action Steps for Strategy	Start Date	Completion Date
Examine the feasibility of increasing all average salaries to correlate with the St. Charles County School Districts.	07/01/09	06/30/14
Continue to increase classified salaries at the same percentage as certified salaries	07/01/09	06/30/14
Develop a salary schedule for all classified employees	07/01/09	06/30/10
Examine the feasibility of developing a tuition reimbursement for classified staff	07/01/09	06/30/11
Develop and administer a staff needs survey that focuses on technology, facilities, student performance, parent and community involvement, governance and professional development	07/01/09	06/30/10

**Comments:**

**WARREN COUNTY R-III SCHOOL DISTRICT  
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**OBJECTIVES**

**GOAL #2: Highly Qualified Staff**

The district will recruit, train, and retain highly qualified staff to carry out the district mission, goals, and objectives.

**Objective #5:**

The District will identify strengths and weaknesses of the district and/or buildings in order to improve the retention of quality employees.

**MSIP Standards(s) Addressed:** 8.5, 8.7

**Progress Measures:** Teacher needs assessment (% of staff members taking the survey)

School Year	Baseline	Progress	Target	Target Met
2007-08	66.4%			<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
2008-09		70%		<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
2009-10		80%		<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
2010-11			90%	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A

**WARREN COUNTY R-III SCHOOL DISTRICT  
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**STRATEGY and ACTION STEPS**

**GOAL #2: Highly Qualified Staff**

The district will recruit, train, and retain highly qualified staff to carry out the district mission, goals, and objectives.

**Objective #5:**

The District will identify strengths and weaknesses of the district and/or buildings in order to improve the retention of quality employees.

Strategy	MSIP Standard(s)	Person(s) Responsible	Funding Source(s)	Start Date	Completion Date	Applied to Plan(s)
1. Develop anonymous surveys for all staff members to identify ways to retain staff members	8.5, 8.7	Asst. Superintendent	Basic Formula-CTF Basic Formula-St. Local Funds Prop C	07/01/09	05/01/11	CSIP

Action Steps for Strategy	Start Date	Completion Date
Develop an annual teacher needs survey and a classified staff survey that focuses on technology, facilities, student performance, parent and community involvement, governance and professional development	07/01/09	06/30/10
Survey all new employees to assist in identifying why they chose Warren County R-III School District	07/01/09	06/30/14
Develop an anonymous survey for all exiting employees	07/01/09	05/01/11
Report collective results to the building administrators and the BOE in a timely manner	07/01/10	06/30/14

**Comments:**

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**OBJECTIVES**

**GOAL #2: Highly Qualified Staff**

The district will recruit, train, and retain highly qualified staff to carry out the district mission, goals, and objectives.

**Objective #6:**

The district will provide professional development opportunities for teachers and administrators to develop the capacity to effectively integrate technology into teaching and learning.

**MSIP Standards(s) Addressed:** 6.3, 6.4, 6.7, 6.8

**Progress Measures:** Census of Technology, Annual Teacher and Staff Surveys, Annual Technology Program Reports, Technology Training Evaluations

School Year	Baseline	Progress	Target	Target Met
2008-09	13.5%			<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
2009-10		25%		<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
2010-11		50%		<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
2011-12			75%	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A

**Comments:**

METSP Goals Addressed: T1, TS1

**WARREN COUNTY R-III SCHOOL DISTRICT  
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**STRATEGY and ACTION STEPS**

**GOAL #2: Highly Qualified Staff**

The district will recruit, train, and retain highly qualified staff to carry out the district mission, goals, and objectives.

**Objective #6:**

The district will provide professional development opportunities for teachers and administrators to develop the capacity to effectively integrate technology into teaching and learning.

Strategy	MSIP Standard(s)	Person(s) Responsible	Funding Source(s)	Start Date	Completion Date	Applied to Plan(s)
1. The district will provide professional development that promotes differentiated learning through the use of technology that will sustain and allow for growth in technology integration.	6.3 6.4, 6.7 6.8,	Asst. Superintendent C/I Dir. Tech Dir. Inst. Tech. Spec.	Basic Formula-CTF Basic Formula-St. Local Funds Prop C	07/01/09	06/30/14	CSIP TECH

Action Steps for Strategy	Start Date	Completion Date
Consider additional options for training times other than during the school day such as early release days, after school, evening, and summer.	07/01/09	06/30/10
Evaluate the effectiveness of current technology training and utilize a training needs survey to help drive professional development.	07/01/09	06/30/10
Continue to provide training on technology integration for inquiry-based learning.	07/01/09	06/30/14
Offer administrators training on new instructional technologies.	07/01/09	06/30/14
Continue to develop and provide online tutorials for specific technology skills, and utilize web-based training through online resources such as eLearning for Educators in Missouri and Microsoft in Education.	07/01/09	06/30/14
Utilize Sharepoint Services to provide a technology training portal through the district's intranet site.	07/01/09	06/30/10
Utilize training offered by outside organizations such as Morenet, CSD, SuccessLink, etc.	07/01/09	06/30/14
Utilize teachers with advanced technology skills as trainers and mentors for other teachers.	07/01/09	06/30/14

**Comments:** METSP Goals Addressed: T1

**WARREN COUNTY R-III SCHOOL DISTRICT  
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**OBJECTIVES**

**GOAL #2: Highly Qualified Staff**

The district will recruit, train, and retain highly qualified staff to carry out the district mission, goals, and objectives.

**Objective #7:**

By 2012, all teachers will implement inquiry-based instructional strategies as measured by the PBTE.

**MSIP Standards(s) Addressed:** 6.1, 6.4, 6.7

**Progress Measures:** Performance Based Teacher Evaluations (PBTE), Staff and Student Surveys

School Year	Baseline	Progress	Target	Target Met
2008-09	50%			<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
2009-10		65%		<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
2010-11		85%		<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
2011-12			100%	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A

**Comments:**

METSP Goals Addressed: T1, T2

**WARREN COUNTY R-III SCHOOL DISTRICT  
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**STRATEGY and ACTION STEPS**

**GOAL #2: Highly Qualified Staff**

The district will recruit, train, and retain highly qualified staff to carry out the district mission, goals, and objectives.

**Objective #7:**

By 2012, all teachers will implement inquiry-based instructional strategies as measured by the PBTE.

Strategy	MSIP Standard(s)	Person(s) Responsible	Funding Source(s)	Start Date	Completion Date	Applied to Plan(s)
1. Teachers will develop inquiry-based curriculum and instructional activities and have access to support and training in utilizing technology to implement, deliver, monitor, and assess such curriculum and instruction.	6.1, 6.4 6.7	Asst. Superintendent C&I Dir. Inst. Tech Spec. Teachers	Basic Formula-CTF Basic Formula-St. Local Funds Prop C	08/01/09	06/30/12	CSIP TECH

Action Steps for Strategy	Start Date	Completion Date
Teachers will receive training on how to develop and implement inquiry-based curriculum and instruction	07/01/09	06/30/12
PBTE will be modified to include an element about inquiry-based instruction	07/01/09	06/30/10
Teachers will receive training on using technology to support inquiry-based learning as part of the district's technology training program	07/01/09	06/30/12
The district's Instructional Technology Specialist will continue to provide training and support on using technology to implement, monitor, and assess inquiry-based learning.	07/01/09	06/30/12

**Comments:** METSP Goals Addressed: T1, T2

**WARREN COUNTY R-III SCHOOL DISTRICT  
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**OBJECTIVES**

**GOAL #2: Highly Qualified Staff**

The district will recruit, train, and retain highly qualified staff to carry out the district mission, goals, and objectives.

**Objective #8:**

All teachers and students will have access to educational technology that supports high quality instruction commensurate with state averages.

**MSIP Standards(s) Addressed:** 6.1, 6.4, 6.7, 6.8, 7.1, 7.2, 7.3, 7.4

**Progress Measures:** MAP Tests Scores, Census of Technology, Annual Technology Program Report, Technology Inventory Data, Staff and Student Surveys

School Year	Baseline	Progress	Target	Target Met
2008-09	80%			<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
2009-10		85%		<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
2010-11		95%		<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
2011-12			100%	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A

**Comments:** METSP Goals Addressed: T1, R1

**WARREN COUNTY R-III SCHOOL DISTRICT  
COMPREHENSIVE SCHOOL IMPROVEMENT PLAN**

**STRATEGY and ACTION STEPS**

**GOAL #2: Highly Qualified Staff**

The district will recruit, train, and retain highly qualified staff to carry out the district mission, goals, and objectives.

**Objective #8:**

All teachers and students will have access to educational technology that supports high quality instruction commensurate with state averages.

Strategy	MSIP Standard(s)	Person(s) Responsible	Funding Source(s)	Start Date	Completion Date	Applied to Plan(s)
1. Up-to-date technology tools and resources will be readily available to support curriculum objectives.	6.1, 6.4, 6.7, 6.8, 7.1, 7.2, 7.3, 7.4	C&I Dir. District Admin. Tech Dir. District Tech. Com.	Basic Formula-CTF Basic Formula-St. Local Funds Prop C	07/01/09	06/30/14	CSIP TECH

Action Steps for Strategy	Start Date	Completion Date
Review and evaluate the current schedule for adding or replacing technology.	07/01/09	06/30/10
Continue adding technology tools at each grade level (computers, interactive boards, projectors, instructional software, etc).	07/01/09	06/30/14
Continue the four-year computer replacement cycle and use the replaced computers to supplement outdated classroom computers.	07/01/09	06/30/14
Investigate low cost solutions to increase the number of Internet connected, multimedia computers available for student use (Xtenda thin client, mini notebooks, mobile laptop carts, etc.).	07/01/09	06/30/10
Each school will have at least one current Internet connected, multimedia equipped computer lab with grade level specific instructional software as well as Synchroneyes for classroom management and instruction.	07/01/09	06/30/14
Each school will have access to instructional streaming media through United Streaming and cable TV.	07/01/09	06/30/10
Every district computer will have the MS Office Pro Suite with Learning Essentials add-ins.	07/01/09	06/30/10
All teachers will have access to the district's SharePoint site to collaborate with other staff coordinate schedules through Outlook calendars, and to facilitate instruction.	07/01/09	06/30/14

**Comments:** METSP Goals Addressed: T1, R1

**WARREN COUNTY R-III SCHOOL DISTRICT  
COMPREHENSIVE SCHOOL IMPROVEMENT PLAN**

**OBJECTIVES**

**GOAL #2: Highly Qualified Staff**

The district will recruit, train, and retain highly qualified staff to carry out the district mission, goals, and objectives.

**Objective #9:**

Staff will improve their level of proficiency in using technology.

**MSIP Standards(s) Addressed:** 6.4, 6.7, 6.8

**Progress Measures:** Census of Technology, Staff Surveys, Local Skills Assessment

School Year	Baseline	Progress	Target	Target Met
2008-09	70%			<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
2009-10		75%		<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
2010-11		80%		<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A
2011-12			85%	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A

**Comments:** METSP Goals Addressed: T2

**WARREN COUNTY R-III SCHOOL DISTRICT  
COMPREHENSIVE SCHOOL IMPROVEMENT PLAN**

**STRATEGY and ACTION STEPS**

**GOAL #2: Highly Qualified Staff**

The district will recruit, train, and retain highly qualified staff to carry out the district mission, goals, and objectives.

**Objective #9:**

Staff will improve their level of proficiency in using technology.

Strategy	MSIP Standard(s)	Person(s) Responsible	Funding Source(s)	Start Date	Completion Date	Applied to Plan(s)
1. The district will provide professional development for administrators, teachers and support staff that result in technology proficiency.	6.4, 6.7 6.8,	Asst. Superintendent C&I Dir. Tech. Dir. Inst. Tech. Spec.	Basic Formula-CTF Basic Formula-St. Local Funds Prop C	07/01/09	06/30/14	CSIP TECH

Action Steps for Strategy	Start Date	Completion Date
Consider additional options for training times other than during the school day such as early release days, after school, evening, and summer.	07/01/09	06/30/14
Include technology proficiency in the district's Staff Needs assessment and implement a computer-based skills assessment to help drive professional development.	07/01/09	06/30/10
Establish minimum requirements for professional development for technology proficiency that is aligned with NETS for teachers and administrators, and provide a tiered technology training program with levels from basic skills to advanced integration..	07/01/09	06/30/10
Evaluate the effectiveness of current technology training and expand the program to include both certificated and support staff.	07/01/09	06/30/10
Continue to develop and provide online tutorials for specific technology skills, and utilize web-based training through online resources such as eLearning for Educators in Missouri and Microsoft in Education.	07/01/09	06/30/14
Utilize SharePoint Services to provide a technology training portal through the district's intranet site.	07/01/09	06/30/10
Utilize training offered by outside organizations such as Morenet, CSD, SuccessLink, etc.	07/01/09	06/30/14

**Comments:** METSP Goals Addressed: T2