

CAPE GIRARDEAU SCHOOL DISTRICT #63

COMPREHENSIVE **S**CHOOL **I**MPROVEMENT **P**LAN

UPDATED – OCTOBER 15, 2007

CAPE GIRARDEAU SCHOOL DISTRICT NO. 63

MISSION STATEMENT

The Mission of the Cape Girardeau School District, in collaboration with students, parents, and community, is to develop productive citizens of strong character with the skills and attitudes to compete in a changing, global society.

CAPE GIRARDEAU SCHOOL DISTRICT NO. 63

VISION STATEMENT

A community of life-long learners preparing for success

CAPE GIRARDEAU SCHOOL DISTRICT NO. 63

BELIEFS

- **Students deserve the best educational opportunities possible through a community-wide commitment to excellence.**
- **The role of each student is to participate actively in the fulfillment of his or her learning responsibilities.**
- **Students have a right to learn based on their needs, interests, and abilities.**
- **The role of the parents/guardians is to support and participate in the education of their children.**
- **High-quality educators and staff serve as role models and are essential to student success.**
- **All programs should support the development of the whole student.**
- **Honesty, respect, and trust are valued in all our relationships.**
- **Diversity strengthens our community and enriches our lives.**
- **Technology is a means to enhance learning opportunities.**
- **Innovation greatly enhances the quality of education.**
- **Planning for the future is vital for success.**

STRATEGIES SUMMARY

OBJECTIVE: The Cape Girardeau School District will produce measurable annual advancement of every individual student's academic achievement.

MEASUREMENT: Measurements as listed in the District Testing Plan or progress as assessed by measurements included in the Individualized Education Plans for special education students.

Standard/ Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Date Completed	Status
6.2; 9.1	1	Develop an assessment plan for evaluating every student yearly with an emphasis on Communication Arts, Math, and Science				
1.1; 1.2 5.2; 6.3	2	Develop a schedule for increasing and maximizing instructional time				
4.1; 4.2; 5.1	3	Implement a structured process for identifying, hiring, retaining, and evaluating high quality teachers and administrators				
7.4; 7.5	4	Develop and improve early intervention programs				
6.1; 6.2; 6.3	5	Develop, implement, and maintain strong instructional programs				

FORM B

STRATEGIES WITH ACTION STEPS

Objective: 1

Strategy: 1

OBJECTIVE: The Cape Girardeau School District will produce measurable annual advancement of every individual student's academic achievement.

STRATEGY: The District Testing Committee will develop an assessment plan for evaluating every student yearly with an emphasis on Communication Arts, Math, and Science.

Standard/ Indicator	Action Step No.	Action Step	Person Responsible	Funding Source(s)	Start Date	Date Completed	Status
6.2; 6.3 6.9	1	Investigate and implement an assessment tool for 9 th grade	Testing Coord./ Testing Comm.	District Budget	08/06	05/07	Completed
6.7; 6.1	2	Expand professional development in using data analysis to guide instruction	Supt./Asst. Supt	N/A	08/06	On-going	Completed
7.6; 8.2	3	Increase community knowledge of the District Testing Plan with a brief synopsis of each assessment (website, handbook, newspaper, District pamphlet)	Testing Coord.	N/A	08/06	On-going	Completed
6.9; 8.2	4	Develop individual student assessment portfolio and to use as a communication tool with parents, students, and teachers	Testing Coord./ Curr. Coord./ Principals/ Teachers	District Budget	08/06	05/07 On-going	Completed

FORM B

STRATEGIES WITH ACTION STEPS

Objective: 1

Strategy: 2

OBJECTIVE: The Cape Girardeau School District will produce measurable annual advancement of every individual student's academic achievement.

STRATEGY: Develop a schedule for increasing and maximizing instructional time.

Standard/ Indicator	Action Step No.	Action Step	Person Responsible	Funding Source(s)	Start Date	Date Completed	Status
1.1; 1.2; 6.2; 8.2	1	Incorporate sleep research in scheduling start and stop times at elementary, middle, junior high, and senior high schools (consider starting secondary later)	CAO/Principal	District Budget	06/07	06/08	In-progress
1.1; 1.2; 8.2	2	Develop a schedule that incorporates more instructional time (minutes per day and/or days per year, Block scheduling)	CAO/Principal	District Budget	01/07	01/08	In-progress
2.1; 6.9; 8.2	3	Maintain minimal class size and strive towards desirable class size recognizing the academic diversity within the district	CAO/Principal	Title IIA/ District Budget	08/06	On-going	Completed
2.1; 6.9; 8.2	4	Strive toward desirable class size by studying redistricting/attendance centers every 3 years	CAO	District Budget	01/07	01/08 01/11	In-progress
8.1; 8.2; 8.8	5	Research the benefits and viability of alternate schedules (year round school)	CAO	N/A	08/07	08/08	Developing

FORM B

STRATEGIES WITH ACTION STEPS

Objective: 1

Strategy: 3

OBJECTIVE: The Cape Girardeau School District will produce measurable annual advancement of every individual student's academic achievement.

STRATEGY: Implement a structured process for identifying, hiring, retaining, and evaluating high quality teachers and administrators.

Standard/ Indicator	Action Step No.	Action Step	Person Responsible	Funding Source(s)	Start Date	Date Completed	Status
8.4; 8.5	1	Develop a public education plan to correct the disparity regarding the District's compensation schedule as compared to other districts	CAO/Finance Committee/ Community Relations Committee	District Budget	09/06	07/07	Completed
6.7; 8.2	2	Implement and refine the evaluation process for building principals with an emphasis on instructional leadership	Supt./Asst. Supt	N/A	08/06	05/07	Completed
6.7; 8.2	3	Develop and implement a principal leadership program/internship	Supt./Asst. Supt	N/A	01/07	01/08	Developing
6.7; 8.2	4	Implement the evaluation process with an emphasis on monitoring the non-tenured staff	Supt./Asst. Supt./Principal	N/A	08/06	08/07	Completed

STRATEGIES WITH ACTION STEPSObjective: 1Strategy: 4

OBJECTIVE: The Cape Girardeau School District will produce measurable annual advancement of every individual student's academic achievement.

STRATEGY: Develop and improve early intervention programs.

Standard/ Indicator	Action Step No.	Action Step	Person Responsible	Funding Source(s)	Start Date	Date Completed	Status
6.3	1	Utilize Literacy Coaches to work with pre-school programs and Parents as Teachers to provide early literacy experiences	Asst. Supt./ Dir. Spec. Serv.	N/A	08/06	Ongoing	Completed
7.6	2	Investigate offering continuing education opportunities to licensed child care providers	Dir. Spec. Serv.	District Budget	08/07	08/08	In-progress
7.5; 7.6	3	Communicate to the community regarding the early intervention programs currently available (pre-school programs, Parents as Teachers)	Dir. Spec. Serv.	District Budget	08/07	08/08	In-progress

FORM B

STRATEGIES WITH ACTION STEPS

Objective: 1

Strategy: 5

OBJECTIVE: The Cape Girardeau School District will produce measurable annual advancement of every individual student's academic achievement.

STRATEGY: Develop, implement, and maintain strong instructional programs for all students.

Standard/ Indicator	Action Step No.	Action Step	Person Responsible	Funding Source(s)	Start Date	Date Completed	Status
6.1; 6.2; 6.3	1	Maintain the Balanced Literacy program K-6 long enough to see systemic change (5-10 years)	Asst. Supt./ Principal/ Literacy Coach	Federal Programs/ District Budget	08/06	On-going	In-progress
6.3; 6.9	2	Investigate Balanced Literacy or similar literacy programs for grades 7-12	Asst. Supt./ Curr. Coord./ Sec. Principals	Federal Programs/ District Budget	08/06	08/07	Completed
6.9	3	Expand the focus on the writing process in grades 7-12	Asst. Supt./ Curr. Coord./ Sec. Principals	District Budget	08/07	08/08 On-going	Completed
6.1; 6.9	4	Investigate the utilization of curriculum facilitators focused on specific academic disciplines	Curr. Coord./ Asst. Supt.	N/A	08/07	08/08	Developing
8.2; 8.8	5	Invite the community to become an active partner in the development and implementation of instructional programs	CAO/Staff	N/A	08/07	On-going	Completed

FORM B

STRATEGIES WITH ACTION STEPS

Objective: 1

Strategy: 5

OBJECTIVE: The Cape Girardeau School District will produce measurable annual advancement of every individual student's academic achievement.

STRATEGY: Develop, implement, and maintain strong instructional programs for all students.

Standard/ Indicator	Action Step No.	Action Step	Person Responsible	Funding Source(s)	Start Date	Date Completed	Status
6.2; 6.9	6	Recognize the growing ESL population and expand educational services for students, parents, and faculty	Dir. Spec. Serv.	Federal funds/Dist. Budget	08/06	On-going	In-progress
6.9	7	Expand advanced placement program and investigate vertical teaming as proposed by the College Board	Curr. Coord. H.S. Principal/ Counselors	District Budget	08/07	08/08	In-progress
6.9	8	Expand dual credit program	H.S. Principal/ Asst. Supt.	N/A	08/07	08/08	In-progress
6.7; 7.1; 7.2	9	Use a variety of teaching strategies to differentiate instruction to meet the educational needs of all students (provide necessary professional development)	Principal/Staff	PDC	08/06	On-going	Completed
7.6	10	Celebrate the cultural diversity of others	Principal/Staff	N/A	08/06	On-going	Completed

FORM B

STRATEGIES WITH ACTION STEPS

Objective: 1

Strategy: 5

OBJECTIVE: The Cape Girardeau School District will produce measurable annual advancement of every individual student's academic achievement.

STRATEGY: Develop, implement, and maintain strong instructional programs for all students.

Standard/ Indicator	Action Step No.	Action Step	Person Responsible	Funding Source(s)	Start Date	Date Completed	Status
8.8	11	Create a task force to investigate superlative educational practices in other schools on a regular basis	Asst. Supt.	District Budget	08/06	08/07	Completed
7.3	12	Award a Work Place Readiness Certificate for all graduates as defined by the WorkKeys assessment	H.S. Principal/ CTC Director/ CAO	Building Budget/ Dist. Budget	05/07	Annually	Completed
6.3; 6.7; 8.1	13	Recognize the culture of poverty as an influence on learning and implement effective instructional strategies as researched by Ruby Payne, Larry Bell, and others	Principal/CAO	Building Budget/PDC	08/06	On-going	Completed
8.1	14	Research effectiveness of attendance centers as compared to neighborhood schools in districts of similar size and demographics	CAO	District Budget	01/07	01/08	In-progress
6.7; 8.1	15	Investigate increasing time spent for professional development (based on individual building needs)	Principal/PDC/ Supt.	N/A	08/06	08/07	Completed

STRATEGIES SUMMARY

OBJECTIVE: The Cape Girardeau School District will provide the resources necessary to fulfill its educational mission while maintaining fiscal stability.

MEASUREMENT: A three- to five-year plan will be developed and reviewed annually, salaries increased to State or regional average by 2011, and monthly financial information will be publicized.

Standard/ Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Date Completed	Status
8.2; 8.5	1	Develop a three to five year financial plan				
8.8	2	Develop civic, business, district, and community stakeholder relationships				
8.5; 8.8	3	Inform the general public and school employees of the financial condition, needs, plans, and direction of the District on a regular basis				

STRATEGIES WITH ACTION STEPS

Objective: 2

Strategy: 1

OBJECTIVE: The Cape Girardeau School District will provide the resources necessary to fulfill its educational mission while maintaining fiscal stability.

STRATEGY: Develop a three to five year financial plan.

Standard/ Indicator	Action Step No.	Action Step	Person Responsible	Funding Source(s)	Start Date	Date Completed	Status
8.2; 8.5	1	Conduct a detailed analysis of revenue and expenditures for the Cape Girardeau Public School District in comparison to similar districts throughout the State of Missouri	Dir. of Finance/ Supt.	District Budget	08/06	11/06	In-progress
8.2; 8.5	2	Develop a three to five year budgetary plan addressing educational, co-curricular, and extra-curricular programs	Dir. of Finance/ Fin. Committee/ Supt.	N/A	01/07	07/07 On-going	In-progress
8.2; 8.5	3	Project the costs and revenues necessary to meet the long-range plan	Dir. of Finance	N/A	01/07	07/07	In-progress
8.2; 8.4	4	Within three (3) to five (5) years, increase all salaries to bring in line with the State average or the regional average, whichever is higher	Supt./Dir. of Finance/Fin. Committee	District Budget	01/07	01/10	In-progress

FORM B

STRATEGIES WITH ACTION STEPS

Objective: 2

Strategy: 2

OBJECTIVE: The Cape Girardeau School District will provide the resources necessary to fulfill its educational mission while maintaining fiscal stability.

STRATEGY: Develop civic, business, district, and community stakeholder relationships with the community.

Standard/ Indicator	Action Step No.	Action Step	Person Responsible	Funding Source(s)	Start Date	Date Completed	Status
8.2; 8.8	1	Create a financial advisory committee	Supt./Dir. of Finance/Board	N/A	08/06	09/06	Completed

FORM B

STRATEGIES WITH ACTION STEPS

Objective: 2

Strategy: 3

OBJECTIVE: The Cape Girardeau School District will provide the resources necessary to fulfill its educational mission while maintaining fiscal stability.

STRATEGY: Inform the general public and school employees of the financial condition, needs, plans, and direction of the District on a regular basis.

Standard/ Indicator	Action Step No.	Action Step	Person Responsible	Funding Source(s)	Start Date	Date Completed	Status
8.9	1	Create a monthly newsletter	Supt./ Dir. of Finance	District Budget	09/06	12/06	Completed
8.6	2	Supply school financial information on the District website	Dir. of Finance/ Tech Coord.	N/A	09/06	01/07 On-going	Completed
8.6; 8.8	3	Create a marketing plan	CAO	District Budget	09/06	01/07	In-progress

STRATEGIES SUMMARY

OBJECTIVE: The Cape Girardeau School District will provide facilities that foster the best and safest learning environment.

MEASUREMENT: Through a facilities committee and a facilities plan, maintenance will be performed on a schedule reviewed by the Board of Education regularly and major projects implemented as prioritized based on need.

Standard/ Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Date Completed	Status
6.6; 8.10; 8.11	1	Continue the enhancement of safety and security in all district facilities				
6.5	2	Allow for the best use of current buildings and enhancement of programs				
8.10; 8.11	3	Continually evaluate facilities and maintenance needs				

FORM B

STRATEGIES WITH ACTION STEPS

Objective: 3

Strategy: 1

OBJECTIVE: The Cape Girardeau School District will provide facilities that foster the best and safest learning environment.

STRATEGY: Continue the enhancement of safety and security in all district facilities.

Standard/ Indicator	Action Step No.	Action Step	Person Responsible	Funding Source(s)	Start Date	Date Completed	Status
8.2; 8.11	1	Update risk-assessment data	Dir. of Finance/ Accting. Clerk/ Facilities Coord	N/A	09/06	Annually	Completed
8.2; 8.9; 8.11; 8.12	2	Prioritize and correct deficiencies as identified	Dir. of Finance/ Facilities Coord Nutrition Coord	District Budget	09/06	On-going	Completed

FORM B

STRATEGIES WITH ACTION STEPS

Objective: 3

Strategy: 2

OBJECTIVE: The Cape Girardeau School District will provide facilities that foster the best and safest learning environment.

STRATEGY: Allow for the best use of current buildings and enhancement of programs.

Standard/ Indicator	Action Step No.	Action Step	Person Responsible	Funding Source(s)	Start Date	Date Completed	Status
8.2; 8.5; 8.10	1	Provide facilities as determined by District needs	Superintendent/ School Board	District Budget/ Donations	08/06	On-going	In-progress
8.2; 8.5	2	Adopt a comprehensive 5 year facilities plan prioritizing to include educational and co-curricular needs	CAO	N/A	09/06	05/07	In-progress
8.2; 8.10	3	Reevaluate attendance areas in the District	CAO/Board of Education	N/A	01/07	01/08	In-progress

FORM B

STRATEGIES WITH ACTION STEPS

Objective: 3

Strategy: 3

OBJECTIVE: The Cape Girardeau School District will provide facilities that foster the best and safest learning environment.

STRATEGY: Continually evaluate facilities and maintenance needs.

Standard/ Indicator	Action Step No.	Action Step	Person Responsible	Funding Source(s)	Start Date	Date Completed	Status
8.2; 8.11	1	Building-level staff will be consulted on the assessment of facilities	CAO	N/A	08/06	On-going	Completed
8.2; 8.11	2	Continually monitor, maintain, upgrade, and replace existing plant, equipment, and facilities	CAO	District Budget	08/06	On-going	In-progress
8.1; 8.2; 8.5; 8.8	3	Prioritize district needs	CAO/Board of Education	N/A	09/06	05/07	Completed
8.2; 8.4; 8.5	4	Adequate facilities and grounds personnel to meet needs will be hired and/or retained	CAO	District Budget	08/07	On-going	Completed

STRATEGIES SUMMARY

OBJECTIVE: The Cape Girardeau School District will address the educational and individual needs of at-risk students through early identification of appropriate strategies at all age levels.

MEASUREMENT: The drop-out rate, retentions and discipline referrals will be measured for decreases; an increase in the reading levels of students will be measured by district reading tests.

Standard/ Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Date Completed	Status
6.2; 7.4; 7.5	1	Implement an early identification process				
6.2; 6.5	2	Implement a varied program for identified at-risk youth				
6.2; 6.3; 8.2	3	Implement Strength-Based Programs				

FORM B

STRATEGIES WITH ACTION STEPS

Objective: 4

Strategy: 1

OBJECTIVE: The Cape Girardeau School District will address the educational and individual needs of at-risk students through early identification of appropriate strategies at all age levels.

STRATEGY: Implement an early identification process.

Standard/ Indicator	Action Step No.	Action Step	Person Responsible	Funding Source(s)	Start Date	Date Completed	Status
6.2; 8.2	1	Create a district-wide identification tool that is user-friendly	At-Risk Coord.	N/A	08/06	05/07	Completed
6.2; 7.5; 8.2	2	Study the feasibility of a pre-school program for ages 3-5	Dir. Spec. Serv.	Grants/ District Budget	08/06	08/08	Completed

STRATEGIES WITH ACTION STEPS

OBJECTIVE: The Cape Girardeau School District will address the educational and individual needs of at-risk students through early identification of appropriate strategies at all age levels.

STRATEGY: Implement a varied program for identified at-risk youth.

Standard/ Indicator	Action Step No.	Action Step	Person Responsible	Funding Source(s)	Start Date	Date Completed	Status
6.1; 6.3; 6.5; 8.2	1	Plan for the expansion of alternative educational offerings that includes 5 th and 6 th grades	At-Risk Coord./ CAO	District Budget/ Grants	08/06	08/07	In-progress
6.9	2	Create a portfolio for students that will follow them from school to school	At-Risk Coord./ Principal/ At-Risk Comm.	District/ Building Budget	01/07	08/07 and On-going	Developing
8.1; 8.2	3	Mandatory participation in the Options program for all eligible grade levels	Superintendent/ Dir. Spec. Serv.	Spec. Serv. Budget/Grant	08/06	05/07	Completed
8.3	4	Change of policy so that it states make-up work for suspended students will be counted for credit	Board of Ed./ CAO	N/A	07/06	09/06	Completed
8.2; 8.8	5	Form an At-Risk Advisory Committee	CAO/At-Risk Coordinator	N/A	10/06	11/06	Completed
8.2; 8.8	6	Appointment of a District At-Risk Coordinator by the Superintendent	Superintendent	District Budget	08/06	09/06	Completed

FORM B

STRATEGIES WITH ACTION STEPS

Objective: 4

Strategy: 3

OBJECTIVE: The Cape Girardeau School District will address the educational and individual needs of at-risk students through early identification of appropriate strategies at all age levels.

STRATEGY: Implement Strength-Based Programs.
(Strength-Based means positive relationship building, empowering activities that recognize student strengths.)

Standard/ Indicator	Action Step No.	Action Step	Person Responsible	Funding Source(s)	Start Date	Date Completed	Status
6.1; 6.7	1	Provide strength-based professional development to staff and parents	At-Risk Coord.	District Budget/ Grants	08/07	08/08	In-progress
6.2; 6.9; 7.3; 8.2	2	Develop a plan for evaluation of effectiveness of the strength-based program	Principal/ At-Risk Coord.	N/A	01/08	05/08	Developing
6.5; 7.5; 7.6; 8.2	3	Provide positive experiences for students and parents (i.e. positive customer service)	Principal/ At-Risk Coord.	N/A	08/06	On-going	Completed

STRATEGIES SUMMARY

OBJECTIVE: The Cape Girardeau School District will build effective partnerships as measured by a mean score of 4 or higher on a 5 point scale using annual family, staff, and community surveys.

MEASUREMENT: Measured by a mean score of 4 or higher on a 5 point scale using annual family, staff, and community surveys.

Standard/ Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Date Completed	Status
6.9; 7.5; 8.2	1	Develop an effective partnership with families				
6.5; 8.9	2	Develop staff as effective partners				
7.6; 8.2; 8.8	3	Develop effective partnerships with the community				

FORM B

STRATEGIES WITH ACTION STEPS

Objective: 5

Strategy: 1

OBJECTIVE: The Cape Girardeau School District will build effective partnerships as measured by a mean score of 4 or higher on a 5 point scale using annual family, staff, and community surveys.

STRATEGY: Develop an effective partnership with families.

Standard/Indicator	Action Step No.	Action Step	Person Responsible	Funding Source(s)	Start Date	Date Completed	Status
7.5; 7.6; 8.9	1	Each building will conduct a minimum of two stakeholder meetings each year	Principal	N/A	08/06	Annually in May	Completed
7.5; 7.6; 8.8	2	Each building will establish a family liaison program	Principal	Grants/District Budget	08/06	08/07	In-progress
7.5; 7.6; 8.2; 8.5	3	Each building will establish a family resource center	Principal/Staff	Grants/Building Budget/Donations	08/06	Maintain and expand annually	In-progress

FORM B

STRATEGIES WITH ACTION STEPS

Objective: 5

Strategy: 2

OBJECTIVE: The Cape Girardeau School District will build effective partnerships as measured by a mean score of 4 or higher on a 5 point scale using annual family, staff, and community surveys.

STRATEGY: Develop the staff as effective partners.

Standard/ Indicator	Action Step No.	Action Step	Person Responsible	Funding Source(s)	Start Date	Date Completed	Status
6.9; 8.1	1	Survey students to ascertain their view of school/family relationships	Principal/CAO	District Budget	08/06	Annually	In-progress
6.5; 6.7; 8.2	2	Train all staff on ways to build ties between school and home to include understanding family, diversity, poverty (Ruby Payne), and customer service	CAO/Principal	PDC/ Building Budget	08/06	Annually	In-progress
7.6; 8.8; 8.9	3	Develop building specific communication plans with all stakeholders	Principal	Building Budget	08/06	01/07	In-progress
7.5; 8.8	4	Enlist family involvement based on their expertise and compile in a central database	CAO/Principal	N/A	08/06	On-going	Developing

STRATEGIES WITH ACTION STEPS

Objective: 5

Strategy: 3

OBJECTIVE: The Cape Girardeau School District will build effective partnerships as measured by a mean score of 4 or higher on a 5 point scale using annual family, staff, and community surveys.

STRATEGY: Develop effective partnerships with the community.

Standard/ Indicator	Action Step No.	Action Step	Person Responsible	Funding Source(s)	Start Date	Date Completed	Status
7.6; 8.8	1	Conduct an annual round table with the school district and the Chamber of Commerce	District Representative	N/A	08/06	Annually	Completed
8.8	2	Explore expanding vendor tables at beginning of the year function	CAO	N/A	08/06	Annually	In-progress
7.3; 7.6	3	Encourage participation in annual career fairs held locally	CJHS and CHS Principals and Counselors	N/A	08/06	Annually	Completed
7.6	4	Enlist community involvement and compile a community resource data base for classroom presentations	Principals/CAO/ Tech. Coord.	District Budget	08/06	08/08	In-progress
8.9	5	The District will conduct a State of the District meeting with stakeholders at least once a year	Superintendent/ School Board	District Budget	Spring, 07	Annually	Developing
7.6; 8.8	6	Expand the distribution of district and individual school information to business leaders, media, and the community	CAO/ Principal/ Tech. Dept.	District Budget/ Building Budget	08/06	12/06	Completed

STRATEGIES SUMMARY

OBJECTIVE: The Cape Girardeau Public Schools will enhance and sustain a supportive school climate to maximize the educational environment for students, staff, families and the community.

MEASUREMENT: Annually administered School Climate Surveys will yield a satisfaction mean score of 4 or higher on a 5 point scale for each subgroup of students, staff, families and community.

Standard/ Indicator	Strategy Number	Strategy	Person Responsible	Start Date	Date Completed	Status
6.5; 8.2; 8.8; 8.10;	1	Encourage pride and a sense of community from building to building and throughout the Cape Girardeau area				
6.6; 7.6; 8.11	2	Promote a safe and inviting school environment that is conducive to student learning through the collaboration of staff, students, families and community members				
7.6; 8.8; 8.9	3	Enhance open communication among staff, students, families and community members				
8.1; 8.2; 8.9	4	Communicate clear district academic, behavior and performance expectations for staff, students, families and community members				

STRATEGIES WITH ACTION STEPS

Objective: 6

Strategy: 1

OBJECTIVE: The Cape Girardeau Public Schools will enhance and sustain a supportive school climate to maximize the educational environment for students, staff, families and the community.

STRATEGY: Encourage pride and a sense of community from building to building and throughout the Cape Girardeau area.

Standard/ Indicator	Action Step No.	Action Step	Person Responsible	Funding Source(s)	Start Date	Date Completed	Status
8.1; 8.2	1	Develop a plan to recognize and reward staff members for accomplishments such as longevity (10, 15, 20, 25, 30, etc years), perfect attendance (annually), academic accomplishments, advanced degrees earned, grants awarded	CAO	District Budget	08/06	08/07	In-progress
8.1; 8.2	2	Develop a plan to recognize staff members based on nominations from fellow staff members, students, families and community members for the positive impact they have had on others	Principal/CAO	District Budget	08/06	05/07	In-progress
8.8; 8.9	3	Continue and expand the concept of positive school and student recognition such as currently promoted in “Your Schools”, a bi-annual publication	Community Relations Community	District Budget	08/06	05/07	Completed

STRATEGIES WITH ACTION STEPSObjective: 6Strategy: 1

OBJECTIVE: The Cape Girardeau Public Schools will enhance and sustain a supportive school climate to maximize the educational environment for students, staff, families and the community.

STRATEGY: Encourage pride and a sense of community from building to building and throughout the Cape Girardeau area.

Standard/ Indicator	Action Step No.	Action Step	Person Responsible	Funding Source(s)	Start Date	Date Completed	Status
6.5	4	Promote a sense of pride and camaraderie among students and staff (i.e. through T-shirts, pole banners, and other promotional items)	Principal/CAO	Sales/ Sponsorships/ Donations	08/06	Annually	Completed
8.9	5	Expand the distribution of "Tiger Tales" (positive monthly highlights from each building) through district website and e-mails, and fax to newspaper in an effort to promote the good news to all in the district	Principal/Tech.	N/A	08/06	Monthly	Completed
6.5; 8.9	6	Display and update, at least monthly, positive student work and student recognition throughout each building	Principal/Staff	N/A	08/06	Monthly	Completed
8.8	7	Develop a plan with the adopt-a-school partner to maximize the relationship (showcase student work in those facilities)	Principal/Staff	N/A	09/06	05/07	In-progress

STRATEGIES WITH ACTION STEPSObjective: 6Strategy: 2

OBJECTIVE: The Cape Girardeau Public Schools will enhance and sustain a supportive school climate to maximize the educational environment for students, staff, families and the community.

STRATEGY: Promote a safe and inviting school environment that is conducive to student learning through the collaboration of staff, students, families and community members.

Standard/ Indicator	Action Step No.	Action Step	Person Responsible	Funding Source(s)	Start Date	Date Completed	Status
8.10	1	Establish and maintain an inviting environment at the main school entrance	Principal/ Facilities Coord Custodial Staff	Building Budget	08/06	05/07	In-progress
6.6	2	Develop a plan at each school for each visitor to receive an immediate contact by a welcoming person	Principal/ Building Staff	N/A	08/06	12/06	In-progress
6.6; 8.11	3	Review the security plan at each school and develop steps to improve security (security cameras, walkie-talkies available to more staff on duty, upgraded inter-school public address, upgraded telephone system, supervision, crises plans, ongoing CERT.	Facilities Coord./Safety Coord./Principal	Building/ District Budget/ Grants	08/06	05/07 and continuous review	Completed

STRATEGIES WITH ACTION STEPSObjective: 6Strategy: 2

OBJECTIVE: The Cape Girardeau Public Schools will enhance and sustain a supportive school climate to maximize the educational environment for students, staff, families and the community.

STRATEGY: Promote a safe and inviting school environment that is conducive to student learning through the collaboration of staff, students, families and community members.

Standard/ Indicator	Action Step No.	Action Step	Person Responsible	Funding Source(s)	Start Date	Date Completed	Status
8.10	4	Develop a plan to assess physical appearance of buildings (interior and exterior) through monthly tours rating the areas of appearance, safety, welcoming environment; communicate corrective action to principals, custodians and other staff; and issuing an award system for “job well done”	Dir. Adm. Services/ Facilities Coordinator/ Custodial Staff/ Principal	Building and District Budgets	08/06	05/07	In-progress
8.3	5	Develop a district statement/policy on the importance of positive relationships that is regularly stressed to all employees, taught to students, and communicated to families and community members	CAO/Board of Education	N/A	08/06	05/07 and On-going	In-progress

FORM B

STRATEGIES WITH ACTION STEPS

Objective: 6

Strategy: 3

OBJECTIVE: The Cape Girardeau Public Schools will enhance and sustain a supportive school climate to maximize the educational environment for students, staff, families and the community.

STRATEGY: Enhance open communication among staff, students, families and community members.

Standard/ Indicator	Action Step No.	Action Step	Person Responsible	Funding Source(s)	Start Date	Date Completed	Status
8.9	1	Promote use of district and building electronic media and news publications to assure dissemination of accurate information	CAO	District Budget	08/06	On-going	Completed
8.8	2	Solicit feedback through newsletters and electronic communication	CAO	N/A	08/06	On-going	Completed
6.7	3	Develop a plan to provide training to improve problem solving and communication skills	CAO/ Principal	Dist Budget/ Grants	08/06	05/08	Developing
6.4; 6.7	4	Train faculty members to develop and maintain web pages that communicate information about the curriculum, student activities, and successes in their school and classroom	Technology Coordinator	District Budget	08/06	05/07	Completed
8.9	5	Expand the district's public relations program through the district website, community newsletters, and area news media	Supt./ CAO	District Budget	08/06	05/07	Completed
7.8	6	Develop a plan to increase contacts (personal, phone, written) between teachers and families.	Principal/Staff	Building Budget	08/06	05/07	In-progress

STRATEGIES WITH ACTION STEPS

Objective: 6

Strategy: 4

OBJECTIVE: The Cape Girardeau Public Schools will enhance and sustain a supportive school climate to maximize the educational environment for students, staff, families and the community.

STRATEGY: Communicate clear district academic, behavior and performance expectations for staff, students, families and community members.

Standard/ Indicator	Action Step No.	Action Step	Person Responsible	Funding Source(s)	Start Date	Date Completed	Status
6.6; 8.9	1	Develop, communicate, and display district-wide positive and consistent behavior expectations in each building	CAO/Principal	N/A	08/06	05/07 On-going	Developing
6.6	2	Implement a district wide and age-appropriate character education program for K-12 (examples: anti-bullying, Boys' Town Model, THRIVE, positive social skills, leadership training)	Principal/ Curr. Coord./ Counselor	Building Budget	08/06	05/08	Developing
6.7	3	Train all staff on promoting positive interpersonal relationships	Superintendent	District Budget	08/06	05/08	Completed
8.9	4	Produce a public service program to be aired on Channel 23 and prepare electronic media presentations that inform the community and community groups about the district's behavior expectations	Principal/CTC Broadcast Production Instructor/CAO	District Budget	08/06	05/08	Developing