

# **Fairview R-XI School District**

Passionate in promoting educational  
success and individual excellence.



## **Continuous School Improvement Plan 2023-2028**

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## Description of the Planning Process

### Organization

The Fairview R-XI School District CSIP committee is comprised of eight members who represent parents, teachers, administration, and the board of education. Members appointed will evaluate the school's mission, goals, beliefs, and practices to help increase student achievement and provide input to shape the district's five year strategic plan.

Data examined for this plan included the following:

- Annual Performance Rate
- MAP Summative Assessments
- Attendance
- Staff and Parent Surveys

### CSIP Committee

Superintendent	Aaron Sydow
Principal	Amy Petrus
Special Education Director	Kelli Mayberry
Teacher	Rachel Libby
Teacher	Tracy Finley
Board Member	Brian Martin
Board Member	Robert Burtrum
Parent Representative	Leah Tidwell
Counselor	Amy Ball

## Mission & Beliefs

### Mission Statement

The Fairview R-XI School District Mission:

*To create responsible, independent individuals who have the knowledge and attitude to be successful in an ever changing world.*

### Beliefs

The Fairview R-XI School District believes:

1. All students are valued.
2. All students can learn and be successful.
3. A student's success is a collaborative effort among school, students, family and community.
4. The educational community works together to establish high expectations to ensure that each student reaches his/her academic potential.
5. Lifelong learning tools including technological skills are necessary to empower students to succeed in a changing society.
6. Differing talents, abilities, cultures, and values strengthen our school community.
7. The development of ethics, character and citizenship is an essential part of our learning process.

Note: All action steps are subject to quarterly review and revision based on need.

## **Our planning Process**

1. Establish School Improvement Committee
  - a. Representatives from parents, teachers, administrators, board members
2. Data Analysis
  - a. MSIP 6 Performance Standards
  - b. APR
  - c. Attendance
  - d. Surveys
3. Establish Goals
  - a. Improve student academic performance
  - b. Meet MSIP 6 Performance and Growth Standards
4. Accountability
  - c. Identify persons responsible
  - d. Goals are measured
5. Strategies
  - e. Determine how the district will accomplish goals
6. Actions
  - f. Design specific steps to take in order to carry out strategies

## **Goal Funding**

All outlay for facilities, human resources, purchased services and materials for our district are funded through local, county, state and federal sources. The amount of these sources differ from year to year, however our school board works expeditiously to ensure that the goals of the CSIP are met with financial resources allocated from each of the aforementioned funds.

Note: All action steps are subject to quarterly review and revision based on need.

**Goal 1--Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.**

Objective 2-Meet or exceed the state average for subgroup students who are proficient or higher on the MAP test.

Strategy 1-We will provide intervention programs to increase student performance.

Action Step 1-Provide tutoring for struggling learners before and after school.

Action Step 2-Expand before, during, and after school programs to include enrichment activities for advanced and/or proficient students.

Action Step 3-Provide students struggling with reading and/or math opportunities to meet with an intervention teacher at least twice a week.

Start Date	Person Responsible	Resources	Complete/Date
1.7/1/2023	District/Bldg. Leaders	State Funds	6/30/2024
2.7/1/2023	District/Bldg. Leaders	Local/State/Federal	6/30/2024
3.7/1/2023	District/Bldg. Leaders	Local/State Funds	6/30/2024

**Goal 1--Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.**

Objective 5-Maintain or increase attendance annually with a 95% target (ADA).

Strategy 1-We will recognize and reward good attendance.

Action Step 1-Recognize classes that meet or exceed attendance goals.

Action Step 2-Recognize students who have perfect attendance quarterly and yearly.

Start Date	Person Responsible	Resources	Complete/Date
1.8/21/2023	Building Leadership	Local Funds	6/30/2024
2.8/21/2023	Building Leadership	Local Funds	6/30/2024

Note: All action steps are subject to quarterly review and revision based on need.

**Goal 1--Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.**

Objective 5-Maintain or increase attendance annually with a 95% target (ADA).

Strategy 2-We will coordinate local resources to ensure student attendance.

Action Step 1-Monitor attendance of all students through grade level PLC meetings.

Action Step 2-Provide a staff member to contact families whose students are chronically absent.

Action Step 3-Mail letters home to the parents of students approaching excessive absences.

Action Step 4-Phone calls will be made daily by an appointed staff member to homes of students who are absent.

Start Date	Person Responsible	Resources	Complete/Date
1.8/21/2023	Building Leadership	Local/State Funds	6/30/2024
2.8/21/2023	Building Leadership	Local/State Funds	5/12/2024
3.8/21/2023	Building Leadership	Local/State Funds	5/2/2024

Note: All action steps are subject to quarterly review and revision based on need.

**Goal 1--Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.**

Objective 6-100% of our preschool students will be ready for kindergarten.

Strategy 1-The district provides access to early learning experiences and provides opportunities for parents/guardians to learn about the developmental needs of their children.

Action Step 1-Serve the maximum number of students in the Parents as Teachers (PAT) program.

Action Step 2-Implement Saxon Phonics into the preschool program.

Action Step 3-Develop and implement reading strategies that will increase achievement and encourage reading from birth to kindergarten (i.e. Imagination Library).

Action Step 4-Work with daycares and community partners in order to provide support for birth-4 students not directly served by the school district.

Start Date	Person Responsible	Resources	Complete/Date
1.7/1/2023	Building Leadership	State/Federal Funds	6/30/2024
2.8/30/2023	Building Leadership	Local/State Funds	6/30/2024
3.7/1/2023	Building Leadership	Local/Community	Ongoing
4.7/1/2023	Building Leadership	Local/Community	6/30/2024

**Goal 2--Recruit, attract, develop, and retain highly qualified staff to carry out the Local Educational Agency (LEA)/district mission, goals, and objectives.**

Objective 1-Recruit, develop, and retain 100% fully certified administrators and teachers.

Strategy 1-We will seek to recruit professional staff members that are properly certified for their teaching assignment.

Action Step 1-Utilize teacher interview committees to acquire professional staff members that are properly certified for their prospective teaching assignments.

Action Step 2-Seek the assistance of colleges and universities to find talented and qualified candidates in undergraduate programs.

Start Date	Person Responsible	Resources	Complete/Date
1.7/1/2023	Building Leadership	Local Funds	8/30/2024
2.7/1/2023	District Leadership	Local Funds	8/30/2024

Note: All action steps are subject to quarterly review and revision based on need.

**Goal 2--Recruit, attract, develop, and retain highly qualified staff to carry out the Local Educational Agency (LEA)/district mission, goals, and objectives.**

Objective 2-Ensure 100% of our staff members receive high-quality professional development.

Strategy 1-We will provide ongoing professional development for all staff in the use of current and future technology in the preparation and delivery of instruction in order to improve student achievement.

Action Step 1-Evaluate the online technology needs assessment to assist in developing professional development opportunities.

Action Step 2-Teachers will provide breakout sessions during district PD days and in after-school PLC sessions.

Action Step 3-Increase technology proficiency through various training programs to assist teachers in integrating technology into curriculum.

Start Date	Person Responsible	Resources	Complete/Date
1.7/1/2023	Building Leadership	State/Federal Funds	3/30/2024
2.7/1/2023	Building Leadership	State/Federal Funds	4/30/2024
3.7/1/2023	Building Leadership	State/Federal Funds	6/30/2024

**Goal 2--Recruit, attract, develop, and retain highly qualified staff to carry out the Local Educational Agency (LEA)/district mission, goals, and objectives.**

Objective 2-Ensure 100% of our staff members receive high-quality professional development.

Strategy 2-We will continuously seek to provide research-based professional development opportunities to all staff members.

Action Step 1-Provide staff development opportunities through RPDC, such as LETRS Training.

Action Step 2-Provide mentors for all beginning teachers during the first and second years.

Action Step 3-Provide ongoing professional development for current curriculum and co-curricular initiatives.

Start Date	Person Responsible	Resources	Complete/Date
1.7/1/2023	Building Leadership	State/Federal Funds	6/30/2024
2.7/1/2023	Building leadership	State/Federal Funds	6/30/2024
3.7/1/2023	Building Leadership	State/Federal Funds	6/30/2024

Note: All action steps are subject to quarterly review and revision based on need.



**Goal 2--Recruit, attract, develop, and retain highly qualified staff to carry out the Local Educational Agency (LEA)/district mission, goals, and objectives.**

Objective 2-Ensure 100% of our staff members receive high-quality professional development.

Strategy 3-We will provide local professional development opportunities for faculty and staff.

Action Step 1-Provide leadership training for all faculty and staff.

Action Step 2-Provide school safety training and character education training annually.

Action Step 3-Provide regular training in the following areas:  
 Confidentiality (annually)  
 Sexual Harassment (annually)  
 Bullying (annually)  
 Student Suicide Prevention (annually)

<b>Start Date</b>	<b>Person Responsible</b>	<b>Resources</b>	<b>Complete/Date</b>
1.7/1/2023	Building Leadership	State/Federal Funds	6/30/2024
2.7/1/2023	Building Leadership	State/Federal Funds	6/30/2024
3.7/1/2023	Building Leadership	State/Federal Funds	6/30/2024

Note: All action steps are subject to quarterly review and revision based on need.

**Goal 2--Recruit, attract, develop, and retain highly qualified staff to carry out the Local Educational Agency (LEA)/district mission, goals, and objectives.**

Objective 3-The percentage of staff who show growth on the evaluation system will increase annually.

Strategy 1-All certified staff will be evaluated based on a progress evaluation system.

Action Step 1-Teachers, building leaders, and district leaders will determine goals that will be reflected on the teacher's individual professional development plan.

Action Step 2-All teachers will be observed multiple times throughout the year. Data will be collected to evaluate progress in targeted areas.

Action Step 3-All teachers will receive training on student learning objectives (SLOs).

Action Step 4-Teachers will receive training and feedback using peer coaching.

Start Date	Person Responsible	Resources	Complete/Date
1.7/1/2023	Building Leadership	State/Federal Funds	6/30/2024
2.7/1/2023	Building Leadership	State/Federal Funds	6/30/2024
3.7/1/2023	Building Leadership	State/Federal Funds	6/30/2024
4.7/1/2023	Building Leadership	State/Federal Funds	6/30/2024

**Goal 3--Provide and maintain appropriate instructional resources, support services and functional, safe facilities.**

Objective 1-All teachers and students will have the instructional resources and equipment to support and extend all curriculum.

Strategy 1-We will train 100% of teachers and staff to utilize technology to develop management information systems for educational and administrative purposes to ensure effective use of time and data communication.

Action Step 1-Develop the school's website to make more information available to parents.

Action Step 2-Maintain the use of Parent Portal in order to increase communication between students, parents, and teachers.

Action Step 3-Provide frequent updates using the following resources:  
Facebook

Start Date	Person Responsible	Resources	Complete/Date
1.7/1/2023	Building Leadership	Local/State Funds	6/30/2024
2.7/1/2023	Technology Director	Local/State Funds	6/30/2024
3.7/1/2023	Building Leadership	Local/State Funds	6/30/2024

Note: All action steps are subject to quarterly review and revision based on need.

**Goal 3--Provide and maintain appropriate instructional resources, support services and functional, safe facilities.**

Objective 3-Ensure the wellness and safety of staff and students in our school system.

Strategy 1-We will comply with 100% of the state and national content filtering guidelines in compliance with the Child Internet Protection Act.

Action Step 1-Maintain acceptable use policy that must be agreed to prior to a student or faculty member logging into the district network daily.

Action Step 2-Maintain the firewall and update it daily.

Start Date	Person Responsible	Resources	Complete/Date
1.7/1/2023	Technology Director	Local/State/Federal	6/30/2024
2.7/1/2023	Technology Director	Local/State/Federal	6/30/2024

**Goal 3--Provide and maintain appropriate instructional resources, support services and functional, safe facilities.**

Objective 3-Ensure the wellness and safety of staff and students in our school system.

Strategy 2-Achieve coordinated communications, both internally and externally, regarding safety issues and crisis management.

Action Step 1-Conduct regular intruder drills (barricade and evacuation).

Action Step 2-Regularly test the systems used in an emergency situation to ensure proper functionality.

Start Date	Person Responsible	Resources	Complete/Date
1.7/1/2023	Building Leadership	Local/State/Federal	6/30/2024
2.7/1/2023	Building Leadership	Local/State/Federal	6/30/2024

Note: All action steps are subject to quarterly review and revision based on need.

**Goal 3--Provide and maintain appropriate instructional resources, support services and functional, safe facilities.**

Objective 4-Ensure students have the physical and emotional support to succeed and reach their maximum learning potential.

Strategy 1-Assist students and families with the physical needs of the household.

Action Step 1-Provide weekly food pickups to ensure families have the proper nourishment on the weekends.

Action Step 2-Provide periodical hygiene tables for students during breaks and in the Bear Bucks store.

Action Step 3-Facilitate opportunities to provide donations to families in need throughout the district.

Start Date	Person Responsible	Resources	Complete/Date
1.7/1/2023	Counselor	Local/State/Federal	6/30/2024
2.7/1/2023	Counselor	Local/State/Federal	6/30/2024
3.7/1/2023	Counselor	Local/State/Federal	6/30/2024

**Goal 3--Provide and maintain appropriate instructional resources, support services and functional, safe facilities.**

Objective 4-Ensure students have the physical and emotional support to succeed and reach their maximum learning potential.

Strategy 2-Assist students with behavioral and emotional needs.

Action Step 1-Provide appropriate counseling services in all buildings.

Action Step 2-Provide staff development which includes emotional and behavioral support strategies.

Start Date	Person Responsible	Resources	Complete/Date
1.7/1/2023	Counselor	State/Federal Funds	6/30/2024
2.7/1/2023	Counselor	State/Federal Funds	6/30/2024

Note: All action steps are subject to quarterly review and revision based on need.

**Goal 4--Promote, facilitate, and enhance parent, student, and community involvement in LEA/district educational programs.**

Objective 1-Provide activities to increase parent involvement, including participation at parent/teacher conferences.

Strategy 1-Assist pre-kindergarten (birth-age 4) families and community providers with the transition into kindergarten.

Action Step 1-Meet with and provide daycares with guides to build development toward preschool and/or kindergarten.

Action Step 2-Maintain a Parents As Teachers program to provide support for parents of children aged birth to 3 years old.

Start Date	Person Responsible	Resources	Complete/Date
1.7/1/2023	PAT Teacher/ES Lead	State/Federal Funds	6/30/2024
2.7/1/2023	PAT Teacher/ES Lead	State/Federal Funds	6/30/2024

**Goal 4--Promote, facilitate, and enhance parent, student, and community involvement in LEA/district educational programs.**

Objective 1-Provide activities to increase parent involvement, including participation at parent/teacher conferences.

Strategy 2-Assist families with the transition into middle school and high school.

Action Step 1-Provide family orientation nights to showcase the offerings of the next grade and provide resources for a successful transition.

Action Step 2-Provide remediation as necessary for students making the transition from middle school to high school.

Start Date	Person Responsible	Resources	Complete/Date
1.7/1/2023	Building Leadership	Local Funds	5/20/2024
2.7/1/2023	Building Leadership	Local Funds	5/20/2024

Note: All action steps are subject to quarterly review and revision based on need.

**Goal 4--Promote, facilitate, and enhance parent, student, and community involvement in LEA/district educational programs.**

Objective 1-Provide activities to increase parent involvement, including participation at parent/teacher conferences.

Strategy 4-Increase family awareness of student work and progress at school.

Action Step 1-Host on-campus activities to inform parents about classroom activities and curriculum.

Action Step 2-Maintain a student information system which allows parents to access their students' information.

Start Date	Person Responsible	Resources	Complete/Date
1.7/1/2023 2.7/1/2023	Building Leadership EL Teachers/Leaders	Local/State Funds Local/State Funds	6/30/2024 6/30/2024

**Goal 4--Promote, facilitate, and enhance parent, student, and community involvement in LEA/district educational programs.**

Objective 2-Increase two-way communication between school and parents annually.

Strategy 1-Staff model effective verbal, non-verbal, and media communications with students, parents, and other staff to foster active inquiry, collaboration, and supportive interaction in the classroom.

Action Step 1-Parent/Student Portal--communicate grades, attendance, etc.

Action Step 2-Positive parent contacts by phone, mail and email.

Action Step 3-Use social media to promote activity on campus.

Action Step 4-Use technology to remind students and parents of upcoming assignments and events.

Start Date	Person Responsible	Resources	Complete/Date
1.7/1/2023 2.7/1/2023 3.7/1/2023 4.7/1/2023	Building Leadership Building Leadership Building Leadership Building Leadership	Local/State Funds Local Funds Local Funds Local/State Funds	6/30/2024 6/30/2024 6/30/2024 6/30/2024

Note: All action steps are subject to quarterly review and revision based on need.

**Goal 4--Promote, facilitate, and enhance parent, student, and community involvement in LEA/district educational programs.**

Objective 3-Maintain and strengthen positive, collaborative relationships with stakeholders.

Strategy 1-Use a variety of media to maximize awareness and support of goals, objectives, and programs.

Action Step 1-Use social media to promote activity on campus.

Action Step 2-Use technology to remind students and parents of upcoming assignments and events.

Action Step 3-Use phone message systems as a way to communicate school news to parents.

Start Date	Person Responsible	Resources	Complete/Date
1.7/1/2023	Building Leadership	Local/State Funds	6/30/2024
2.7/1/2023	Building Leadership	Local Funds	6/30/2024
3.7/1/2023	Building Leadership	Local/State Funds	6/30/2024

**Goal 5--Govern the LEA/District in an efficient and effective manner, providing leadership and representation to benefit the students, staff, and patrons of the district.**

Objective 1-Allocate and manage resources necessary to implement school improvement plan to increase student achievement.

Strategy 1-The board and superintendent will establish and apply capital projects plans.

Action Step 1-Develop and maintain a roof maintenance plan.

Action Step 2-Review and maintain a bus purchase schedule.

Action Step 3-Develop capital spending projects annually focused on maintaining and upgrading facilities.

Start Date	Person Responsible	Resources	Complete/Date
1.7/1/2023	Superintendent/BOE	Local/State Funds	6/30/2024
2.7/1/2023	Superintendent/BOE	Local/State Funds	6/30/2024
3.7/1/2023	Superintendent/BOE	Local/State Funds	6/30/2024

Note: All action steps are subject to quarterly review and revision based on need.

**Goal 5--Govern the LEA/District in an efficient and effective manner, providing leadership and representation to benefit the students, staff, and patrons of the district.**

Objective 1-Allocate and manage resources necessary to implement school improvement plan to increase student achievement.

Strategy 2-The district will identify spending priorities annually.

Action Step 1-Maintain a competitive salary schedule.

Action Step 2-Work with the technology department to review the technology purchase plan.

Start Date	Person Responsible	Resources	Complete/Date
1.7/1/2023	Superintendent/BOE	Local/State Funds	6/30/2024
2.7/1/2023	Superintendent/BOE	Local/State Funds	6/30/2024
3.7/1/2023	Superintendent/BOE	Local/State Funds	6/30/2024

**Goal 5--Govern the LEA/District in an efficient and effective manner, providing leadership and representation to benefit the students, staff, and patrons of the district.**

Objective 2-The district will implement a continuous review process focused on student achievement.

Strategy 1-The district collects data to guide and monitor the development and implementation of Comprehensive School Improvement Plan.

Action Step 1-The board reviews the Annual Performance Report (APR) annually and provides feedback for interventions.

Action Step 2-The board will work with district administration biannually, providing direction in line with the district's vision.

Start Date	Person Responsible	Resources	Complete/Date
1.7/1/2023	Superintendent/BOE	Local/State Funds	6/30/2024
2.7/1/2023	Superintendent/BOE	Local/State Funds	6/30/2024
3.7/1/2023	Superintendent/BOE	Local/State Funds	6/30/2024

Note: All action steps are subject to quarterly review and revision based on need.



**Goal 5--Govern the LEA/District in an efficient and effective manner, providing leadership and representation to benefit the students, staff, and patrons of the district.**

Objective 3-The board understands its roles and responsibilities and acts accordingly.

Strategy 1-Provide visionary leadership, organizational alignment, and continuous school improvement as elected representatives of the community.

Action Step 1-The superintendent and board president will coordinate training for the board.

Action Step 2-New board members will participate in MSBA first-year training.

Action Step 3-The board will review, revise and communicate the strategic plan for the school district quarterly.

<b>Start Date</b>	<b>Person Responsible</b>	<b>Resources</b>	<b>Complete/Date</b>
1.7/1/2023	Superintendent/BOE	Local/State Funds	6/30/2024
2.7/1/2023	Superintendent/BOE	Local/State Funds	6/30/2024
3.7/1/2023	Superintendent/BOE	Local/State Funds	6/30/2024

Note: All action steps are subject to quarterly review and revision based on need.