



Bismarck R-V School District
Updated Continuous School Improvement Plan
Board Approved December 15, 2022

Mission

Our mission is to provide a learning environment that leads students to become accountable, goal-oriented, and productive citizens.

Vision

Bismarck High School will be a safe environment that promotes a sense of community pride through collaboration across curriculum that is engaging, exciting, and career oriented.

At Bismarck Elementary we promise to work together to achieve goals and promote pride in our school.

Bismarck School District

Continuous School Improvement Plan

- **The Bismarck school board and superintendent directed a process that involved extensive stakeholder input. The school board engaged the Education Governance and Leadership Association to conduct the stakeholder input.**
- **All employees of the district were granted an opportunity to be interviewed. The results were synthesized by members of the E.G.L. team. Questions were asked of employees regarding the direction of the district and items employees wanted to see addressed in the future of the district.**
- **In addition, an electronic survey was made available to external stakeholders of the district. The survey questions results have been maintained as documentation for the district.**
- **An electronic survey was sent to all eighth graders, sophomores, and juniors in the school district. The students were asked questions regarding how the district could better serve the students that follow them.**

Bismarck School District

Continuous School Improvement Plan

- **Members of the E.G.L. team took the results of the interviews and surveys and synthesized this information into priorities that were coupled with the information gathered from the Data Dive. The Data Dive was conducted by members of the E.G.L. team and consisted of all documents, plans and resources that are considered required and/or Best Practice.**
- **The Priorities were shared with the leadership team of the district. Subsequently, members of the E.G.L. team developed objectives and S.M.A.R.T. goals. The priorities, objectives and S.M.A.R.T. goals were shared with the leadership team of the district and subsequently with the school board.**
- **The financial impact of the Continuous School Improvement Plan adopted by the school board will only occur as plans that are created are implemented. The CSIP guides the district budget and is referenced in the budget message approved by the Board of Education. In other words, other than current expenditures of the district, this is not an immediate financial impact on the district.**
- **The S.M.A.R.T. Goals contained in this document consist of the Continuous School Improvement Plan adopted by the Board of Education on December 15, 2022.**

Bismarck School District

Observed Strengths

- Family like culture and climate- staff
- Focus on the well-being and academic success of students
- Community support
- Administrative and Board support for staff

MSIP (Goals) Priorities

- Leadership (5)
- Effective Teaching and Learning (5)
- Collaborative Culture and Climate (1)
- Data Based Decision Making
- Equity and Access
- Alignment of Standards, Curriculum and Assessment (1)

MSIP Standard: Leadership: Facilities Planning

CSIP Goal #1: *Provide proactive care and budgeting for facility needs.*

| SMART Goal | Specific | Measurable | Attainable | Relevant | Time-Bound |
|--|--|--|---|---|--|
| The Superintendent's designee will conduct an evaluation of all District equipment and facilities for routine and/or maintenance needs. | A written report will be prepared that outlines a plan to address ongoing preventive maintenance to help preserve the life expectancy of facilities and equipment. | A written report will be prepared and presented to the Superintendent. | This information should be readily available in the District. This process will require dedicated time of the current employees. Outside consultants may be utilized as appropriate. There is not a budgetary impact. | This plan will help the District preserve the life expectancy of equipment and plan for significant capital expenditures. This goal aligns with Stakeholder Input and addresses M.S.I.P. 6, L.4. B. | May 2023 A written report will be presented to the Superintendent. June 2023 The Superintendent will share this information to the school board. 2023-2027 The plan will be implemented as indicated. Updates to the school board will be provided annually. |

Funding Sources: For emergencies, we have built up our reserves a bit in the past couple of years. We plan to work with LJ Hart Company and create a plan for our top facility priorities and look to run a no tax rate increase bond in the near future to meet some of these needs.

Success Indicators: Once we get our plan into place with timelines, we will begin the work. Our success indicators will be if we are making the improvements we referenced and if we have successful ways to handle these financially.

Other Action Steps: With the facility needs, we plan to work with LJ Hart Co. for finance and work with the Board and stakeholders to create our plan.

MSIP Standard: Leadership: Highly Qualified Faculty and Staff

CSIP Goal #2: *Create and sustain a positive culture and practices to retain and reward highly qualified personnel.*

| SMART Goal | Specific | Measurable | Attainable | Relevant | Time-Bound |
|---|--|---|---|--|---|
| <p>The Superintendent's designee will create a plan to gather exit data for all departing employees in order to identify and mitigate factors that may improve employee retention.</p> | <p>The Superintendent's designee and a representative team, will research and design an exit process to systematically capture pertinent data in order to mitigate factors that may improve employee retention. The research will specifically address culture and other initiatives offered by districts that might impact teacher retention and recruitment.</p> | <p>Data will be collected and analyzed, and an exit process established and presented in a written format to the Superintendent. The Superintendent will subsequently share this information with the school board.</p> | <p>District personnel and team members can research exiting processes, which can be used to design a system for the school district. Unless a tool is purchased/created to gather this information, there will not be a budgetary impact.</p> | <p>A concern related to employee turnover was reported among stakeholders. Understanding the variables that contribute to employee departures will allow the District to address controllable factors to improve employee retention. This goal addresses M.S.I.P. L 9.</p> | <p>February 2023 The research and the creation of an exit process will be created and presented to the Superintendent.</p> <p>March 2023 The Superintendent will present the information to the school board.</p> <p>2023-2026 School Year Implement the process, present the data analysis and findings on a regular basis.</p> |

Funding Sources: Evaluating budget to make sure changes are sustainable. Looking at grants such as Career Ladder and Teacher Retention, and Beginning Teacher Salary Grant.

Success Indicators: Climate surveys, and exit surveys for those who leave. Salary comparison surveys.

Other Action Steps: Continue to look for ways to show staff appreciation. Use salary comparisons of other districts, both conference and surveys like MSTA. Administration to continue to work on climate, team building trips, subs for a day to allow teachers to work on paperwork instead of running classroom.

MSIP Standard: Leadership: Utilization of Fiscal Resources

CSIP Goal #3: *The school board will develop a long-range fiscal plan to address employee compensation.*

| SMART Goal | Specific | Measurable | Attainable | Relevant | Time-Bound |
|--|--|--|---|---|--|
| The Superintendent will develop a process to create a long-range fiscal plan for the school district. | The Superintendent will develop a process to bring recommendations to the school board regarding the long-range fiscal needs of the school district. These recommendations will include the facility needs of the district and the employee compensation needs of the school district. | A written recommendation will be presented to the school board for adoption. | The Superintendent can make this determination based upon revenue projections, knowledge of the district's financial status., an evaluation of the employee compensation of peer districts, and an ongoing evaluation of the facility needs of the school district. | This plan will significantly aid the District in budgeting and the goal also aligns with MSIP 6, L.4. D and is a Best Practice. | May 2023 The Superintendent will provide a written recommendation to the school board. |

Funding Sources: Evaluating budget to make sure changes are sustainable. Looking at grants such as Career Ladder and Teacher Retention, and Beginning Teacher Salary Grant.

Success Indicators: Salary comparison surveys. Climate surveys.

Other Action Steps: Use salary comparisons of other districts, both conference and surveys like MSTA. Administration to continue to work on climate, team building trips, subs for a day to allow teachers to work on paperwork instead of running classroom. Work with LJ Hart Co. to create plan for facility needs, which will help with employee compensation.

MSIP Standard: Leadership: Facilities Planning

CSIP Goal #4: *Create a comprehensive long-range facility plan.*

| SMART Goal | Specific | Measurable | Attainable | Relevant | Time-Bound |
|---|--|---|--|---|--|
| <p>The Superintendent, or designee, and board approved architectural firm will engage stakeholders and develop a process in order to prepare a long-range facilities plan.</p> | <p>With assistance of the approved districts architecture firm, the district will create a written plan that will address the needs of the district from 2023- 2033.</p> | <p>A written report will be finalized by the Superintendent and subsequently presented to the school board.</p> | <p>This report can be completed by accessing information that is available internally and externally, and by consulting with existing personnel. External consultants may be utilized.</p> | <p>This information will help the school district with fiscal and facilities planning. This plan will enable the Superintendent and the school board to create a long-range facilities plan. Stakeholder Input indicated a strong desire to understand the future facility plans of the school district. In addition, this goal addresses M.S.I.P. 6, L3E L.4. B.</p> | <p>June 2023 The Superintendent will present a Draft long-range facilities plan to the school board.</p> <p>December 2023 The school board will adopt a long-range facilities plan.</p> <p>2023-2033 Implementation of the 10-year plan</p> |

Funding Sources: For emergencies, we have built up our reserves a bit in the past couple of years. We plan to work with LJ Hart Company and create a plan for our top facility priorities and look to run a no tax rate increase bond in the near future to meet some of these needs.

Success Indicators: Once we get our plan into place with timelines, we will begin the work. Our success indicators will be if we are making the improvements we referenced and if we have successful ways to handle these financially.

Other Action Steps: With the facility needs, we plan to work with LJ Hart Co. for finance and work with the Board and stakeholders to create our plan. We plan to have MUSIC insurance do a walk-through with the superintendent. Survey the stakeholders as well as we put our plan together.

MSIP Standard: Leadership: Safety and Security

CSIP Goal #5: *Provide comprehensive analysis and recommendations for best practices of safety and security.*

| SMART Goal | Specific | Measurable | Attainable | Relevant | Time-Bound |
|--|--|--|---|---|---|
| The Superintendent, or designee, will direct an analysis of the Safety and Security systems of the District and research best practices. The goal is to expand on the work already initiated in the District. | The Superintendent, or designee, with the assistance of outside consultants, will analyze current practices and develop comprehensive recommendations. | A written report will be prepared for the Superintendent and subsequently the school board. As allowed by law, some of this information may be confidential information. | Current personnel, with outside consultants, can conduct the analysis and make the recommendations in a written format. | The plan that is produced is vital in helping protect the safety and security of all individuals on the campuses of the school district and comports with Board Policy 5270 and best practice. M.S.I.P. L10, A and B, CC 1-2. | August 2023 The written report will be presented to the school board. |

Funding Sources: We plan to work any purchases into the budget. We plan to look for grants that might help with safety and security purchases. We are working with LJ Hart Co. with our finances, and if we decide to seek a no tax increase bond in the future, safety and security will be one of the items of topic.

Success Indicators: Once we get the report in place (and while we are working on it), we will assess if we are making the changes necessary to make our school more secure. Also assess staff and students during emergency drills.

Other Action Steps: A step in the direction of better security has already been made. We hired a part-time SRO in November 2022. This is in addition to our full-time SRO we already have on staff. We will continue to update and improve our safety and security plans, and work with outside local agencies on this such as the Sheriff’s Department. We are continuing to do safety assessments of the district and facilities and updating or repairing items that need updated. We also want to continue to try to strengthen our relationships with law enforcement agencies, fire departments, etc. Continue training of the staff.

MSIP Standard: Effective Teaching and Learning

CSIP Goal #6: *Student performance on state and local assessments will continue to improve.*

| SMART Goal | Specific | Measurable | Attainable | Relevant | Time-Bound |
|---|--|--|--|---|---|
| The Superintendent will establish a Task Force to examine student achievement data in the school district. | The Superintendent will select a group of educators to form a Task Force to examine student achievement at the grade, department, building and district level. The Task Force will make specific recommendations regarding comprehensive strategies to improve student achievement. The Task Force will examine MAP and EOC results, current interventions and Professional Development offerings. District created assessments should also be utilized. The district will develop a Literacy Plan in accordance with state statute. | A specific written plan that addresses student achievement at all levels in the district will be created. Student achievement will increase 3% each year over the next three years. The District will increase the number of students who are reading at grade level. The percentage of students scoring proficient in ELA and Math will meet or exceed State requirements for adequate yearly progress. | Under the direction of the Superintendent the creation of this plan is attainable. | Student achievement remains an area of focus for the school district. This goal reflects Stakeholder Input and is contained in M.S.I.P. 6 TL 1. Literacy Planning is a DESE initiative and central to increasing student achievement. | December 2022 Create a District-wide Task Force. Jan-March 2023 The Task Force will create the written plan and share it with the Superintendent. April 2023 The plan will be shared with the school board. |

Funding Sources: We have used ESSER funds and grants in the past to help pay for resources. We will continue to do so and look for ways to supplement costs. We also have certain text book, technologies, and resources included in our budget.

Success Indicators: We will continue to assess students locally throughout the year to see progress and guide our instruction. We will use state testing results as our measurable performance.

Other Action Steps: Updating our curriculum over the next few years. Using ESSER funds to purchase resources to test students and guide instruction. Training opportunities for teachers. Using DCI district-wide to focus training and goals; LETRS training for elementary teachers. Purchasing resources for classrooms after LETRS training.

MSIP Standard: Effective Teaching and Learning

CSIP Goal #7: *Explore the possibility of expanding Early Childhood Education opportunities.*

| SMART Goal | Specific | Measurable | Attainable | Relevant | Time-Bound |
|--|---|--|---|--|---|
| The Superintendent's designee will establish a school-community collaborative committee (SCCC) to evaluate the Early Childhood Education landscape within the boundaries of the school district. | The SCCC on Early Education will analyze data such as Kindergarten Readiness, waiting list for early education services, the current offerings in the community and determine the need for potential expansion of services and inter-agency collaboration opportunities | A written report will be prepared for the school board and presented by the committee. | The information needed is available in the district and community. District staff may want to utilize D.E.S.E. information and outside consultants. | The idea of expansion of early childhood education services was a consistent suggestion from Stakeholder Input and addresses M.S.I.P. 6, TL1 A and TL 2 A-D. | April 2023 The SCCC on Early Education will present the report to the Superintendent and school board. May 2023 The school board will receive an update on the plan. |

Funding Sources: Budget items.

Success Indicators: Assess program to see if any changes are necessary to better serve students. Kindergarten Readiness numbers will be one indicator. Also if all children whose parents want them to have serves are able to receive them (analyze potential limitations).

Other Action Steps: Examine our Parents As Teachers program and how it is servicing our students. Survey stakeholders involved currently in the early childhood programs. Make professional development and training in these areas available for staff.

MSIP Standard: Effective Teaching and Learning

CSIP Goal #8: *Establish a plan to update curriculum, assessment, instructional practices, and resources to engage students and increase achievement.*

| SMART Goal | Specific | Measurable | Attainable | Relevant | Time-Bound |
|---|---|---|--|--|---|
| The Superintendent will conduct a curriculum audit of all areas to determine alignment with the Missouri Learning Standards (MLS) with immediate emphasis on core content. | The Superintendent and educators will conduct a crosswalk with all current curriculum documents to the MLS, beginning with core content and report the outcomes of this work to the school board. | Written documents will be prepared by grade level/course/content to be presented to the school board. | The designated, existing personnel can use DESE and district documents, DESE Show-Me Curriculum Administrators Association (SMCAA), as well as other sources and tools to facilitate this process. | A crosswalk will provide a baseline of what curriculum areas need to be aligned so a curriculum review, rewrite, and subsequent curriculum adoption cycle can be established. This goal addresses M.S.I.P. 6, AS 1 and 2 | 2023 – 2024 S.Ys The crosswalk should be accomplished during the 2023-2024 school year, particularly for core content, with timelines set for all curricular areas. Timelines for other curricular areas may extend to subsequent school years. April 2024 Recommendations for adjustments to the curriculum will be made to the school board. |

Funding Sources: Budget. Examine Title I funds to see if they should be used.

Success Indicators: Checking to make sure all courses in district have an updated curriculum, and assuring that all curriculum is aligned with the most up to date State Standards.

Other Action Steps: Train teachers in curriculum development, perhaps through PDC. Create a plan and give them time to create a crosswalk. Have teachers align lesson plans and mapping with updated curriculum. Reach out to other schools and sources to aid teachers in this process of updating curriculum.

MSIP Standard: Effective Teaching and Learning: High Quality Career Education
CSIP Goal #9: *Establish a plan to update curriculum offerings in order to engage students in career exploration.*

| SMART Goal | Specific | Measurable | Attainable | Relevant | Time-Bound |
|--|--|---|--|---|---|
| The Superintendent, or designee, will devise a process to explore and implement curriculum offerings and experiences that align with High Quality Career Education Standards. | The Superintendent, or designee, will establish a collaborative process to explore and implement a plan that provides access to career centered experiences that include solving authentic problems, working in professional environments and engaging in curriculum developed by industry professionals. The district will implement broad-based elementary and middle level career awareness and exploration programs. | A written plan will be developed, communicated, and implemented district-wide. This plan will include visits to the Career and Technical Center, and Career Days. | The Superintendent, or designee, has knowledge of and access to a range of resources to study and implement framework. Consultants may be needed for training or technical assistance. | This was an area of focus in Stakeholder Input and addresses M.S.I.P. 6, TL3 B and C. | February 2023 The Root Ed Counselor will update the school board. 2023-2026 The implementation and evaluation of the results of this goal will continue. |

Funding Sources: Grant through Root Ed. College and Career Readiness grant.

Success Indicators: Monthly and Annual reports produced through the Root Ed program. Follow-ups with

Other Action Steps: Post-Secondary plans, one to one meetings with seniors, and then work our way down with other high school students, follow-ups with Seniors through high school counselor, and also our JAG Program after graduation. Bismarck is a part of with the Industry and Education partnership, so continuing that partnership. Also attending job fairs during the school year.

MSIP Standard: Effective Teaching and Learning

CSIP Goal #10: *The school district will evaluate the successful staffing and processes of the special education department.*

| SMART Goal | Specific | Measurable | Attainable | Relevant | Time-Bound |
|---|---|--|---|---|---|
| The Superintendent will create a process to evaluate the special education program of the school district. | The Superintendent will work with existing personnel to examine staffing ratios, the special education referral process, and the alignment of the district program with state and federal requirements. | A written report will be created that provides documentation of the findings of the goal and specific recommendations, as necessary. | Under the direction of the Superintendent, the creation of this plan is attainable. However, assistance will be required from DESE and potentially outside consultants. | This goal was a consistent theme from Stakeholders. In addition, there are numerous specific requirements for the special education program of the school district. This goal is addressed in M.S.I.P. 6 TL7. | January 2023 The Superintendent will start the process of evaluating this goal. May 2023 The Superintendent will create a written report and share it with the school board. |

Funding Sources: Budget items, ARP IDEA, Spec Ed Part B Entitlement, possibly Spec Ed High Need Fund.

Success Indicators: Assess program to see if any changes are necessary to better serve students. Interview Special Education Director, as well as teachers and aides in assessing. Special Education Students' success in school each year, IEP Goals achievement, assessments of students.

Other Action Steps: Examine our Special Education program and how it is servicing our students. Survey stakeholders involved currently in the early childhood programs. Make professional development and training in these areas available for staff.

MSIP Standard: Collaborative Climate and Culture

CSIP Goal #11: *Establish a plan to update the management of student behavior.*

| SMART Goal | Specific | Measurable | Attainable | Relevant | Time-Bound |
|---|---|--|---|---|---|
| A consistent framework to proactively teach and responsively manage behavior will be identified and supported with training for sustained, District-wide implementation. | The Superintendent and/or designee will establish a process that reviews the behavior systems that have been implemented and research various systems in order to determine a methodical, evidenced-based approach to supporting the behavior of students for beginning with Kindergarten through Middle School. This goal will also include the investigation for an alternative school program. | Superintendent, or designee, will present a proactive, comprehensive behavior management framework for district-wide implementation and monitoring. This plan will be presented to the school board. | School administrators are skilled to examine referral and discipline data, consider historic practices, and review current research to make informed recommendations regarding the needs of students and training for faculty and staff in order to implement an evidenced-based, comprehensive approach to support behavior. There may be a budgetary impact to Funds 1 and 2. | Consistent implementation of a school-wide system reduces suspensions and overall behavior problems. An evidenced based system implemented with fidelity improves the academic performance, attendance, and ability of students to regulate their emotions and behave in socially appropriate ways. It also enhances students' perception of safety and reduces teacher burnout. M.S.I.P 6 CC1 and 2 address this goal. | 2022-2023 The study and selection of a District-wide framework/system for teaching and managing behavior will be accomplished and communicated. Training and implementation plans will be determined. Aug 2023 Present to Board. 2023-2025 SYs Initial training, implementation and resources will be deployed with plans made for retraining to ensure sustained implementation with fidelity. |

Funding Sources: Professional Development Budget. Possible Grants for programs. Possible Title funds for alternative school program.

Success Indicators: Discipline rates. Positive behaviors and outcomes with students.

Other Action Steps: Training for teachers, such as de-escalating training. Look into mental health needs of students; assess if there are any needs not being met in that area and bring in help. Financially sustain an alternative school program; update Alt building.

MSIP Standard: Alignment of Standards, Curriculum and Assessment
 CSIP Goal #12: *The school district will evaluate the integration of technology into the classroom.*

| SMART Goal | Specific | Measurable | Attainable | Relevant | Time-Bound |
|---|--|--|---|---|---|
| The Superintendent or designee, will create a process to evaluate the integration of technology into the curriculum and instruction practices utilized by educators. | The Superintendent or designee will work with existing personnel to evaluate the effective and consistent integration of technology to enhance student learning and staff productivity. In addition, a review of technology support provided to teachers will be examined, including the timeliness of responses to request for assistance. This review the evaluation of the duties of the technology director. | A report will be created that provides documentation of the findings of the goal and specific recommendations, as necessary. | Under the direction of the Superintendent or designee, the creation of this plan is attainable. | Student achievement and the utilization of technology and technology support remain as areas of focus for the school district. This goal in addressed in M.S.I.P. 6 AS 1 and 2. | <p>January 2023 The Superintendent or designee, will start the process of evaluating this goal.</p> <p>June 2023 The Superintendent or designee, will create a written report.</p> <p>Sept 2023 The report will be shared with the school board.</p> |

Funding Sources: Budget items, SRSA money, grants for technology, eRate funds.

Success Indicators: Assess current technology to see if any changes are necessary to better serve students and staff. Survey stakeholders, check with teachers to see where they are currently.

Other Action Steps: Examine our technology and how it is servicing our students. Survey stakeholders involved currently. Make professional development and training in these areas available for staff. Provide training for new Student Information System starting 23-24 SY.