

Sherwood Cass R-VIII School District
Comprehensive School Improvement Plan



Fall of 2021 thru Spring 2026

Board Approved June 23, 2021

Introduction

The Sherwood Cass R-VIII School District Comprehensive School Improvement Plan was created in partnership with school faculty staff, students, parents, school administration, and community members. In November of 2019, a survey was shared with stakeholders seeking input and feedback about the future of the district. In February of 2020 approximately 40 stakeholders attended a CSIP meeting to receive information and participate in multiple focus group interviews. Feedback in each of the focus groups were centered around the topics of each group: communication, academics, school athletics and activities, facilities, school safety, the mission and vision of the district, and the general Sherwood experience. Feedback from these meetings allowed the steering committee to develop goals, action plans, and steps including when each step is to be completed and who is responsible for each step. The plan was delayed due to the COVID-19 pandemic. The process was continued in the Spring of 2021 with the steering committee. Once a draft was completed it was shared with all faculty and staff and all those who attended the CSIP meeting in February 2020, and any feedback was collected. The plan was finalized and presented to the Board of Education at the June 23, 2021 Board of Education meeting. This plan is intended to be reviewed annually to monitor the progress towards all goals. **Special**

Thanks

We would like to extend our thanks to those who participated in the survey process and the individual stakeholders who participated in our face to face opportunities to provide feedback and ideas for school improvement and/or participated on the steering committee:

Alvin Poisal	Cathleen Couch	Edie
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Ashley Kagarice	Cody Carlisle	Pat Woodward* Patricia Rinker Phil Rogers
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Brandi Tellin		Richie Frazier
Brenda Koch	*Designates Steering Committee Member	Sadie McCulloh
Bryan Himes	George Wade Jeff Mueller	Sandra Kagarice
Casey Howell*	Johnna Mueller* Joyce Cantrell* Katrina	Sandy Jones
	Arthurs Lindsey Mullen Lisa Desjardins Lisa	

Sarah Chaikin
Stan Taber
Stephanie Thomas*
Taryn Norris
Terri Taylor
Tia Whitham

Tori Sullins
Wade Arnold

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SHERWOOD CASS R-VIII SCHOOL DISTRICT

MISSION STATEMENT:

OUR MISSION IS TO PREPARE YOUNG MEN AND WOMEN TO BECOME PRODUCTIVE RESPONSIBLE CITIZENS IN A GLOBAL SOCIETY. IN A PARTNERSHIP WITH PARENTS AND THE COMMUNITY, THE SCHOOL SEEKS TO DEVELOP THE WHOLE CHILD, ACADEMICALLY, PHYSICALLY, EMOTIONALLY, SOCIALLY, AND SPIRITUALLY.

VISION STATEMENT:

MOTTO:

CHANGING THE FUTURE ONE CHILD AT A TIME

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Goal 1: All students will demonstrate yearly academic growth and be well prepared for the next grade level, the next course, or life after high school.	
Objective A: Increase the number of students who are performing at or above grade level	
Action Steps	Who Responsible
Implement a scheduled progress monitoring program in grades K-12 for reading and math.	Curriculum Coordinators, Principals and Teachers
Apply data driven principles to increase student performance using the monitoring program.	Teachers and Curriculum Coordinators
Objective B: Provide more opportunities for advanced learners to be challenged in the classroom environment.	
Action Steps Who Responsible Implement a district gifted program (dependent on funding). Superintendent & Board of Education	

<p>Train educators in extending lessons for advanced learners. Professional Development Committee</p> <p>Objective C: 90% or more of Sherwood graduates will enter into a two or four year college or university, enter the military, enter a technical school, or enter into a high paying workforce position upon graduation on an annual basis per the DESE Annual Report Card.</p> <p>Action Steps Who Responsible Provide opportunities for students to explore post-graduation options such as</p> <p style="text-align: right;">Counselors, Teachers and Principals</p> <p>job shadowing, career fairs, and exploration of non-traditional careers.</p>	
<p>Create a School District Comprehensive College and Career Readiness Plan</p>	<p>Counselors & Administration</p>

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<p>Goal 2: Recruit, attract, develop and retain highly effective staff to carry out the Sherwood School District's mission, goals and objectives</p>	
<p>Objective A: Have the teacher's average annual salary rank in the top five for school districts in WC Missouri that are the ten closest in size to Sherwood.</p>	
<p>Action Steps</p>	<p>Who Responsible</p>
<p>Report annually to the Board of Education and faculty on our ranking based on DESE report card data.</p>	<p>Superintendent</p>
<p>Prioritize employee compensation when new, long-term revenue becomes available to the district</p>	<p>Superintendent & Board of Education</p>
<p>Objective B: Strive to limit class sizes to within 2 students of desirable class size based on DESE recommendations</p>	

<p>Action Steps Who Responsible Maintain enough faculty to keep class sizes to this range Superintendent & Board of Education Assign students to classes appropriate to maintain this range. Principals & Counselors</p> <p>Objective C: Allow a balance of teacher autonomy and district oversight in the classroom setting and during professional development.</p> <p>Action Steps Who Responsible Annual survey for professional development needs. Professional Development Committee & Admin</p>	
<p>Present professional development options that are self-directed or self-selected by employees with a balance of district directed PD.</p>	<p>PDC, Administrators, Teachers & Staff</p>
<p>Provide a high quality mentoring and induction program for novice teachers</p>	<p>PDC, Administrators & Teachers</p>

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<p>Goal 3: Ensure efficient operations and accountability for fiscally responsible use of district resources.</p>	
<p>Objective A: Communicate to stakeholders how school funding and spending occurs.</p>	
<p>Action Steps</p>	<p>Who Responsible</p>
<p>Provide an annual town hall meeting to educate the public on school finance.</p>	<p>Superintendent</p>
<p>Within one month of the annual budget being approved by the Board of Education, a one page informational flyer or brochure that includes information about the annual budget is to be released to the public.</p>	<p>Superintendent</p>
<p>Prior to approval of the budget on an annual basis the superintendent will provide an opportunity for faculty and staff to gain an understanding of school finance and the budget to be proposed to the Board of Education.</p>	<p>Superintendent</p>

Objective B: Strive for a balanced budget.	
Action Steps Who Responsible Incorporate input from all administrators and departments on an annual basis. All Administrators and Dept. Leaders Maintain compliance with all local, state, and federal laws for school finance Superintendent & Board of Education	
The superintendent and/or the superintendent's designee will attend a minimum of 3 professional development and informational presentations on school finance per school year either in-person or virtually.	Superintendent
Collaborate with all stakeholders regarding the needs of the district including facilities, instructional needs, parental involvement, etc. at a minimum of every other year.	Superintendent & Board of Education

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Goal 4: Cultivate and connect school and community partnerships.	
Objective A: Build on communication efforts that are already in place with community members that do not have direct contact with the school.	
Action Steps	Who Responsible
Provide opportunities each semester that allows the public to take part in a Q & A session (such as Facebook Live, town hall meetings)	Superintendent
Continue to provide mailings of district newsletters and post information in centralized places in the district.	Central Office

Objective B: Enhance and Increase Parental Involvement

Action Steps Who Responsible

Each building will offer meetings and activities that include parental/patron involvement (financial aid, orientations, career opportunities, Q & A meetings).

Use a variety of methods (website, presentations, webinars, tutorials, written information, etc.) to increase access to academically related information to parents/guardians Administrators, Counselors, and Teachers

Superintendent, PR Intern, Director of Technology, Administration, Title Program Teacher, & All Faculty

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