



**Spring Bluff R-XV**  
**Continuous School Improvement Plan**  
*2022-2025*

***Mission***

To promote education as a team effort linking school, home and community together to provide a caring environment, implementing instruction that will develop the whole child.

***Vision***

“Spring Bluff R-XV School District Where what’s best for kids comes first.”



*WHERE WHAT'S BEST FOR KIDS COMES FIRST!*

<b>P</b> OSITIVE	<b>P</b> ERSEVERANCE
<b>I</b> NNOVATIVE	<b>R</b> ESPONSIBILITY
<b>R</b> ESPECTFUL	<b>I</b> NTEGRITY
<b>A</b> CCOUNTABLE	<b>D</b> IVERSITY
<b>T</b> OLERANT	<b>E</b> XCELLENCE
<b>E</b> MPATHETIC	

## Introduction

As a component of the Missouri School Improvement Program (MSIP) review process, all school districts are required by the Missouri Department of Elementary and Secondary Education to develop a Comprehensive School Improvement Plan that will direct the overall improvement of its education programs and services. The Spring Bluff R-XV School District reviews the CSIP quarterly in addition to monthly updates provided through the monthly CSIP board report and the district established program review schedule. The purpose of the plan is to focus on future district

goals that will be developed and implemented over the next three years. The plan contains a strong focus on enhancing student achievement and performance levels. The CSIP will set the expectations for all practices across academics, culture, and school operations.

### **Planning Process**

In the spring of 2022, a committee of district stakeholders, including board of education members, administrators, teachers, parents, and community members participated in meaningful collaboration through the use of surveys and face to face collaboration meetings. The committee identified strengths, weaknesses of the district followed by priorities for improvement over the duration of this plan. Next, measurable objectives and specific action steps were developed to guide decisions and plans were created to guide the district moving forward.

The district will utilize fall and spring parent meeting feedback and annual surveys as opportunities to engage stakeholders in the ongoing development and progress monitoring of CSIP goals. Student reading proficiency will be monitored through the STAR assessment data quarter results. The CSIP Committee will convene biannually to review and evaluate the full plan.

### **CSIP Committee**

- Jeannie Jenkins-Superintendent
- Jill Wagner-Boar Member/Business Leader
- Lori Williams-Teacher
- Heidi Binsbacher-Teacher
- Trista Blanton-Teacher
- Kallie Dace-Teacher
- Prairie Schroeter-Teacher
- Pam Schlueter-Bookkeeper/PAT
- Tom Tod-Community Member
- Shannon Pohlman-Community Member
- Britney Block-Teacher
- David Schatz-Board Member
- Kurtis Reed-Board Member/Business Leader
- Cortney King-Community Member/Spring Bluff Educational Foundation
- Richard Green-Community Member/Maintenance
- Student Council Members

## **We Believe:**

- in developing the whole child: intellectual, social, emotional, and physical.
- teachers should be provided professional development and the tools and resources needed to be successful.
- in positive relationships with students, staff, and stakeholders through open and transparent communication.
- promoting a growth mindset in our school community will instill continued growth and lifelong learning.
- district leaders will work collaboratively to ensure academic excellence and fiscal responsibility.
- establishing instructional practices that engage students in rigorous curriculum while accommodating individual learning styles and diverse student needs is what's best for kids.

## **Data Analysis**

The plan will focus on improvement by assessing its present status and comparing that status to what it wants to become in the future. The committee analyzed internal, external, quantitative, and qualitative data to help identify areas for improvement. The board of education has an established process to review academic programs multiple times through the year through monthly CSIP board reports.

<b><u>Internal Analysis</u></b> -Sources of internal assessment data are both locally created/tracked, and state/national normed items including:	<b><u>External Analysis</u></b> -external factors outside of the District's direct control, but will be recognized in the District's planning including some or all of the following:
<ul style="list-style-type: none"><li>● Missouri Assessment Program (MAP)</li><li>● Annual Performance Report (APR)</li><li>● Discipline Data</li><li>● District Scorecard Data (Attendance, demographics, financial reports)</li><li>● Network of Effective Educators Data (NEE)</li><li>● Stakeholder survey results</li><li>● Program Evaluation Reports</li><li>● Staff Turnover</li></ul>	<ul style="list-style-type: none"><li>● Free and Reduced Lunch Rates</li><li>● Community/Building Demographics</li><li>● Advances in Technology</li><li>● MSIP 6 Standards and Indicators</li><li>● State and Federal Requirements</li><li>● Legislative changes</li><li>● Missouri Learning Standards (MLS)</li><li>● Staff Retention</li></ul>



Strengths	Weaknesses
What do we do well? What sets us apart from others?	What are our limitations? What do we or others see as a weakness?
<ul style="list-style-type: none"> <li>● small class sizes</li> <li>● safety measures</li> <li>● community support</li> <li>● family connections</li> <li>● dedicated staff</li> <li>● limited turnover</li> <li>● well maintained facilities</li> <li>● 54% staff with higher degrees</li> <li>● finances</li> <li>● student/teacher ratio</li> <li>● 42% total staff are Spring Bluff graduates (47% certified staff)</li> <li>● technology to enhance classroom instruction</li> <li>● classroom management</li> <li>● beginning salary competitive with area districts</li> <li>● Spring Bluff Educational Foundation</li> <li>● membership with Franklin County Special Education Cooperative</li> <li>● summer school program</li> <li>● tutoring support</li> <li>● 3 sports/MSHSAA cooperative partnership with Sullivan</li> <li>● parent involvement</li> </ul>	<ul style="list-style-type: none"> <li>● exposure to diversity</li> <li>● student voice</li> <li>● limited male staff</li> <li>● substitutes for all positions</li> <li>● fine arts participation</li> <li>● elective offerings</li> <li>● small staff/many hats</li> <li>● lower salary schedule for teachers with 10+ years of service/advanced degrees</li> <li>● no on site preschool service</li> <li>● limited access to service special needs students with severe disabilities on site</li> <li>● balance between technology and paper pencil learning</li> <li>● outdated science and history textbooks</li> <li>● not a MSHSAA school</li> </ul>

## Spring Bluff R-XV Continuous School Improvement Plan

Pillars of Focus	SMART Goals
<b>1-Effective Teaching and Learning</b>	#1-Annually, each grade level cohort's percent of students scoring proficient or advanced on MAP and/or EOC will increase by 1-2% annually to maintain student performance above the state average and demonstrate continued growth.
	#2=Decrease the Number of students requiring Tier 2 or Tier 3 interventions by 3-5% annually.
	#3-Annually, 95% of our staff will obtain an overall average of at least 5.0 on district identified NEE Professional Development Professional learning activities supporting effective instructional practices.
	#4-100% of certified and non-certified staff will participate in learning opportunities aligned to district goals supporting improved student performance and quality instructional programs.
	#5-Reading Success Plans will be implemented for students reading 1 or more grade levels below.
	#6-From BOY to EOY, students will demonstrate reading and math grade level proficiency as measured through STAR assessments, K-8.
<b>2-Collaborate Culture</b>	#1-The district will increase the percentage of families attending school-wide events, including Parent Teacher Conferences and Title I involvement events by 3-5% annually.
	#2-Improve internal and external stakeholder communication, involvement, and partnership with the district.
<b>3-Leadership &amp; Governance</b>	#1-The Spring Bluff R-XV Board of Education and Administrator will engage in ongoing professional development and self-evaluation to conduct school business ethically and with fiscal integrity.
	#2-The district will complete long term planning documents which will be reviewed annually by the board of education.
	#3-The district will maintain a minimum 30-35% fund balance annually as reported on the Annual Secretary Of the Board Report.
	#4-The Board of Education will actively address school safety and security.
<b>4-Supports for Success</b>	#1-Support a comprehensive multi-tiered system that meets the needs of each child.
	#2- Establish a plan to recognize and serve the diverse community we serve.
	#3:Provide all students with school counseling services to support their career, academic, and social/emotional development.

## Spring Bluff R-XV CSIP

### PILLAR 1: Effective Teaching and Learning

**SMART Goal #1: Annually, each grade level cohort's percent of students scoring proficient or advanced on MAP and/or EOC will increase by 1-2% annually to maintain student performance above the state average.**

Action Steps	Responsible	Resources	Funding Source	Completion Date
<ul style="list-style-type: none"> <li>Provide training to all instructional staff on evidence based strategies to improve student learning and development</li> </ul>	Superintendent	Tier 2 and 3 data, intervention	State Local Federal	August-October 2023
<ul style="list-style-type: none"> <li>Increase student focus on goal setting, metacognition, and data based decision making</li> </ul>				Ongoing quarterly student/teacher conferences
<ul style="list-style-type: none"> <li>Embed district approved resources with fidelity across grade levels</li> </ul>				2022/2023-/Math (K-8) 2023/2024-Science/ELA (K-5) 2024/2025-Social Studies (K-8) 2025/2026-Science (6-8)
<ul style="list-style-type: none"> <li>Review and implement high quality resources to facilitate effective instruction.</li> </ul>	Superintendent Classroom Teachers Curriculum Committee	MAP/EOC scores, benchmark assessments;	Local State	October 2023

<ul style="list-style-type: none"> <li>Analyze student performance data aligned to MLS after the 2nd year of new ELA and Science series being fully implemented.</li> </ul>	Superintendent Classroom Teachers Curriculum Committee	MAP/EOC scores, benchmark assessments	Local State	BOY-August 2024 MOY-Dec/Jan 2024 EOY-Apr/May 2024
<ul style="list-style-type: none"> <li>Train small groups in LETRS</li> </ul>	Superintendent Classroom Teachers	MAP/EOC scores, benchmark assessments STAR assessments	Local State	2022-2024 <ul style="list-style-type: none"> <li>K-3 teachers</li> </ul> 2023-2025 <ul style="list-style-type: none"> <li>4 &amp; 5 teachers</li> </ul>
<ul style="list-style-type: none"> <li>Assess effectiveness of technology resources such as STAR progress monitoring, Freckle, STAR Phonics, CBM.</li> </ul>	Superintendent Classroom Teachers Title I Special Education	PD Agendas and notes DATA Teams STAR DIBELS KEA MAP	State Local	2023-2025 <ul style="list-style-type: none"> <li>Vertical team collaboration during established PD days</li> <li>Quarterly Data Analysis</li> <li>Reading Success Plan Data</li> </ul>
<ul style="list-style-type: none"> <li>Routinely review and analyze local and state assessments to identify trends.</li> </ul>	Superintendent Title I Special Education Director Classroom Teachers Counselor	MAP/EOC STAR	State Local	2023-2025 <ul style="list-style-type: none"> <li>MAP/EOC data-August</li> <li>Local Assessments-quarterly</li> </ul>



<ul style="list-style-type: none"> <li>Prioritize time for collaboration to analyze data and determine instructional changes needed.</li> </ul>	Professional Development Committee Superintendent Classroom Teachers	MAP/EOC STAR	State Local	August 2023 <ul style="list-style-type: none"> <li>Review state assessment data with staff</li> <li>Ongoing               <ul style="list-style-type: none"> <li>Data team quarter review</li> <li>PD Schedule</li> </ul> </li> </ul>
<b>Smart Goal #2-Decrease the number of students requiring Tier 2 or 3 interventions by 3-5% annually.</b>				
Action Steps	Responsible	Resources	Funding Source	Completion Date
<ul style="list-style-type: none"> <li>Continue to develop, evaluate, and improve our MTSS behavioral processes</li> </ul>	Superintendent Classroom Teachers Special Education Director Title I Teacher Data Team Counselor	Meeting Agendas and notes RTI Data STAR DATA CBM DATA	State Federal Local	Ongoing <ul style="list-style-type: none"> <li>Quarterly Data team meetings</li> </ul> 2022 <ul style="list-style-type: none"> <li>Train 50% of staff in CPI</li> </ul> 2023 <ul style="list-style-type: none"> <li>Train 25% of staff in CPI</li> </ul> 2024 <ul style="list-style-type: none"> <li>Train remaining 25% of staff and any new</li> </ul>
<ul style="list-style-type: none"> <li>Increase Tier 2 &amp; 3 professional development and interventions</li> </ul>	Superintendent Special Education Director Counselor Title I	Needs assessment STAR LETRS	State Local	December 2023
<ul style="list-style-type: none"> <li>Assess the use and effectiveness of Title I funds.</li> </ul>	Data Teams Classroom Teachers Title I Counselor	Meeting Agendas Data Teams	Local Federal	Ongoing <ul style="list-style-type: none"> <li>quarter data team meetings</li> </ul> 2023-2025 <ul style="list-style-type: none"> <li>Annual review in May               <ul style="list-style-type: none"> <li>Staff and Parent Survey</li> </ul> </li> </ul>

<ul style="list-style-type: none"> <li>Ongoing professional development for all staff members to support staff and students' social emotional needs.</li> </ul>	Superintendent Professional Development Committee	PD Schedules Surveys	Local	<p>August 2023-2025</p> <ul style="list-style-type: none"> <li>Train new staff in Mental Health First Aid</li> </ul> <p>December 2023</p> <ul style="list-style-type: none"> <li>Trauma Informed training for all staff</li> </ul> <p>Annual MANDT/CPI training-ongoing collaboration during scheduled PD days for certified and support staff</p>
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**Smart Goal #3 -Annually, 95% of our staff will obtain an overall average of at least 5.0 on district identified NEE Professional Development-Professional learning activities supporting effective instructional practices.**

Action Steps	Responsible	Resources	Funding Source	Completion Date
<ul style="list-style-type: none"> <li>Provide certified staff professional development focused on effective instructional practices that align to personal goals for the individual teacher.</li> </ul>	PD Committee Superintendent Classroom Teachers	PD Schedule PD Agendas Teacher observational data (NEE) Professional Growth Plans	State Local	<p>Ongoing</p> <ul style="list-style-type: none"> <li>Post observation meetings for all staff</li> <li>Use Feedback template</li> </ul> <p>May 2023-2025</p> <ul style="list-style-type: none"> <li>Annually review evaluation data</li> <li>Annually review student assessment data</li> </ul>
<ul style="list-style-type: none"> <li>Annually develop and plan classified staff's professional development to support and enhance performance outcomes.</li> </ul>	PD Committee Superintendent Classroom Teachers Special Education	PD Schedule Data Teams	Local	<p>Ongoing</p> <ul style="list-style-type: none"> <li>As established by the district PD calendar</li> </ul>

**Smart Goal #4- 100% of certified and non-certified staff will participate in learning opportunities aligned to district goals supporting improved student performance and quality instructional programs.**

Action Steps	Responsible	Resources	Funding Source	Completion Date
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<ul style="list-style-type: none"><li>Review and revise PD and Mentor handbooks</li></ul>	Superintendent PD Committee	PD Handbook Curriculum Handbook SCMAA Curriculum Guides <ul style="list-style-type: none"><li>Pacing guides</li><li>scope and sequence</li><li>UOI</li></ul>	Local State	July 2023
<ul style="list-style-type: none"><li>Develop and establish a systematic plan for developing and revising curriculum.</li></ul>	Superintendent Curriculum Committee Classroom Teachers			July 2023
<ul style="list-style-type: none"><li>Review and revise the District Curriculum Resources</li></ul>	Superintendent Curriculum Committee Classroom Teachers			August 2023 <ul style="list-style-type: none"><li>Math &amp; ELA</li></ul> August 2024 <ul style="list-style-type: none"><li>Science</li></ul> August 2025 <ul style="list-style-type: none"><li>Social Studies and Special Areas</li></ul>
Smart Goal #5-Reading Success Plans will be implemented for students reading 1 or more grade levels below.				
<ul style="list-style-type: none"><li>Follow SB68 guidelines to write and implement Reading Success Plans for students reading 1 or more grade levels below.</li></ul>	Superintendent Classroom Teachers Title 1	BOY STAR /CBM	Local State Federal	September 2023 Ongoing
<ul style="list-style-type: none"><li>Demonstrate measurable student improvement in grade levels performing below state standards through multiple measures: attendance, STAR, MAP, EOC, subgroup performance, to meet or exceed district, state, and national standards.</li></ul>	Superintendent Classroom Teachers Secretary of Student Records Counselor	Assessment Data Attendance Data Reading Success Plans	Local State	May 2024
Smart Goal #6-From BOY to EOY, students will demonstrate reading and math grade level proficiency as measured through STAR assessments, K-8.				
Action Steps	Responsible	Resources	Funding Source	Completion Date

<ul style="list-style-type: none"> <li>Provide interventions through small groups/individualized instruction</li> </ul>	Classroom teachers Title I Special Education Department	Renaissance progress monitoring Phonics Programs: Star Heggerty Saxon	Local State	On going
<ul style="list-style-type: none"> <li>Follow district assessment plan</li> </ul>	Classroom Teachers District Testing Coordinator	District Assessment Plan		May 2024
<ul style="list-style-type: none"> <li>Provide high quality Tier 1 instruction</li> </ul>	Superintendent Classroom Teachers	District PD Plan		Ongoing <ul style="list-style-type: none"> <li>Quarterly review of student performance using STAR, CBM assessments &amp; progress monitoring</li> </ul>
<ul style="list-style-type: none"> <li>Ensure an attendance plan is implemented and followed K-8 to maintain 90% of students with 90% attendance or better.</li> </ul>	Superintendent Secretary of Student Records	SIS	Local State	Ongoing <ul style="list-style-type: none"> <li>Monthly attendance reports</li> </ul>
<ul style="list-style-type: none"> <li>Establish a quarterly reward for students maintaining attendance goal</li> </ul>	Superintendent Classroom Teachers	SIS	Local	Ongoing <ul style="list-style-type: none"> <li>Quarterly recognition</li> </ul>
<b>PILLAR 2: Collaborative Climate and Culture</b>				
<b>Smart Goal #1: The district will increase the percentage of families attending school-wide events, including Parent Teacher Conferences, and Title I Involvement Events by 2-3% annually.</b>				
<b>Action Steps</b>	<b>Responsible</b>	<b>Resources</b>	<b>Funding Source</b>	<b>Completion Date</b>

<ul style="list-style-type: none"> <li>Host Title I and PAT information meetings</li> </ul>	Superintendent Title I PAT	Title 1 slidedeck from DESE PAT newsletter	Local State Federal	October/November 2024
<ul style="list-style-type: none"> <li>Host a curriculum night for parents</li> </ul>	Superintendent Classroom Teachers School Counselor	Classroom/District Newsletters Surveys Event Attendance	Local State	
<ul style="list-style-type: none"> <li>Increase family/community events to involve more students and families from the district               <ul style="list-style-type: none"> <li>Trunk or Treat</li> <li>SBEF Dinner Auction</li> <li>Academic Fair</li> <li>Career/Trade Day</li> <li>Cocoa with Santa</li> <li>Parent Curriculum Night</li> </ul> </li> </ul>	Superintendent Spring Bluff Educational Foundation Classroom Teachers	Survey Responses Event Attendance	Local State	June 2024

**Smart Goal #2: Improve internal and external stakeholder communications, involvement, and partnership with the district.**

Action Steps	Responsible	Resources	Funding Source	Completion Date
<ul style="list-style-type: none"> <li>Increase family participation in our Parents As Teachers (PAT) program, birth to age 3 by 2% annually</li> </ul>	Parent Educators Superintendent	Family participation rates Visit Tracker	Local State	2025
<ul style="list-style-type: none"> <li>90% of staff and families will indicate school communication is favorable as measured by the annual climate/culture survey.</li> </ul>	All staff BOE	DESE Climate and Culture Survey	Local State	January 2023
<ul style="list-style-type: none"> <li>See stakeholder input in facility needs and improvements for potential bond project</li> </ul>	Superintendent BOE Counselor	District surveys	Local	November 2023

### PILLAR 3: Leadership & Governance

**Smart Goal #1: The Spring Bluff R-XV Board of Education and Administrators will engage in ongoing professional development and self-evaluations to conduct school business ethically and with fiscal integrity.**

Action Steps	Responsible	Resources	Funding Source	Completion Date
<ul style="list-style-type: none"> <li>Establish and implement a monthly PD plan for all Board of Education members and the Superintendent.</li> </ul>	Superintendent Board of Education Board Secretary	Professional Development Schedules for the following: MSBA MASA EdPlus MOASBO	Local State	August 2024 Ongoing <ul style="list-style-type: none"> <li>MSBA monthly reports</li> <li>Monthly Worksessions identified in PD plan</li> </ul>
<ul style="list-style-type: none"> <li>Evaluate the Superintendent according to the evaluation schedule.</li> </ul>	Superintendent Board of Education	Superintendent Goals Evaluation Tool	Local	Ongoing <ul style="list-style-type: none"> <li>January 2023-2025</li> </ul>
<ul style="list-style-type: none"> <li>Ensure data submissions to all reporting systems are done accurately and in a timely manner-state auditor, DESE, MOSIS, Civil Rights, etc.</li> </ul>	Superintendent Office Personnel Counselor Special Education Director Title I Teacher	DESE Reporting Schedule DESE Monthly Finance Memo	Local State Federal	Ongoing <ul style="list-style-type: none"> <li>Follow DESE reporting schedules</li> </ul>

**Smart Goal #2-The district will complete long term planning documents which will be reviewed annually by the board of education.**

Action Steps	Responsible	Resources	Funding Source	Completion Date
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<ul style="list-style-type: none"> <li>Review and revise our long-term facility plan including stakeholder input.</li> </ul>	Superintendent Board of Education Safety Committee Safety Coordinator	Missouri Association of Plant Managers Guide Facility Plan	Local State	October 2023 Ongoing
<ul style="list-style-type: none"> <li>Review and revise the technology plan.</li> </ul>	Superintendent STR Technologies LMS	Device inventory Usage reports Infrastructure maintenance/enhancement reports (STR)	Local State	Quarterly meetings with STR June 2023-2025 annual review
<ul style="list-style-type: none"> <li>Establish and monitor a Program Evaluation Schedule for an annual review of each program including costs, effectiveness, and recommendations of each.</li> </ul>	Superintendent Committee Chairs Classroom Teachers Board Secretary	General Ledger Program participation rates Committee agendas/minutes	Local State	July 2023-2025 with annual revisions

**Smart Goal #3-The district will maintain a minimum 25-30% fund balance annually as reported on the Annual Secretary of the Board Report.**

Action Steps	Responsible	Resources	Funding Source	Completion Date
<ul style="list-style-type: none"> <li>Review budget monthly and make amendments as needed</li> </ul>	Superintendent Bookkeeper Board of Education	General Ledger Budget Tool	Local State	Ongoing <ul style="list-style-type: none"> <li>Monthly BOE budget updates</li> </ul>
<ul style="list-style-type: none"> <li>Work with auditors to ensure proper budget processes and procedures.</li> </ul>	Superintendent Bookkeeper	General Ledger Food Service Tracker	Local State	October annually
<ul style="list-style-type: none"> <li>Explore bond issue to support facility renovations and additions</li> </ul>	Superintendent Bookkeeper	General Ledger Budget Tool ASBR	Local State	January 2024

<ul style="list-style-type: none"> <li>Work collaboratively with the staff welfare committee to ensure all staff salaries, wages, and benefits are reviewed and adjusted to meet or exceed local districts.</li> </ul>	Superintendent Bookkeeper Board of Education	General Ledger Budget Tool ASBR	Local State	Ongoing <ul style="list-style-type: none"> <li>bi annual meetings-March &amp; June</li> <li>formal BOE presentation in June annually</li> </ul>
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**Smart Goal #4-The Board of Education will actively address school safety and security.**

Action Steps	Responsible	Resources	Funding Source	Completion Date
<ul style="list-style-type: none"> <li>Complete comprehensive safety audit.</li> </ul>	Superintendent Board of Education	Local State	Local State	March 2024

**Pillar 4: Supports for Success**

**Smart Goal #1: Support a comprehensive multi-tiered system that addresses the whole child.**

Action Steps	Responsible	Resources	Funding Source	Completion Date
<ul style="list-style-type: none"> <li>Establish a comprehensive multi-tiered system of support that addresses the academic, emotional, behavioral, social, and physical needs of each student.</li> </ul>	Superintendent Counselor Classroom Teachers Title I Special Education Staff	Formative Assessments Midterm/Quarter Grades Surveys Attendance Records Discipline Records	Local State Federal	October 2023
<ul style="list-style-type: none"> <li>Provide school counseling services to support the career, academic, and social.emotional development of all students.</li> </ul>	Superintendent Counselor	Surveys Missouri Career Pathways Move This Work Program ICAP	Local State	Ongoing



## Smart Goal #2: Establish a plan to recognize and serve the diverse community we serve.

Action Steps	Responsible	Resources	Funding Source	Completion Date
<ul style="list-style-type: none"> <li>Focus on equitable access to teachers, learning experiences, supports, curriculum, multiple perspectives, and barrier reduction between student groups.</li> </ul>	Superintendent Title I Special Education Director Classroom Teachers Counselor	MAP data Surveys Midterm/quarter reports Attendance records Discipline records Extracurricular Participation	Local State Federal	May 2024
<ul style="list-style-type: none"> <li>Monitor equity gaps between student groups: gifted/enrichment, at-risk, special education.</li> </ul>	Superintendent Title I Special Education Director Classroom Teachers Counselor	MAP data Surveys Midterm/quarter reports Attendance records Discipline records Extracurricular Participation	Local State Federal	May 2024
<ul style="list-style-type: none"> <li>Establish a district gifted program</li> </ul>	Superintendent Gifted Teacher	District Gifted Plan DESE Gifted Guidelines	Local State	May 2024

## Smart Goal #3: Provide all students with school counseling services to support their career, academic, and social/emotional development.

Action Steps	Responsible	Resources	Funding Source	Completion Date
<ul style="list-style-type: none"> <li>Provide students and families with counseling resources needed to better serve each child's individual needs.</li> </ul>	Superintendent Title I Special Education Director Classroom Teachers Counselor	MAP data Surveys Midterm/quarter reports Attendance records Discipline records Extracurricular Participation Icap	Local State Federal	August 2024