

Laclede County R-I School District
Conway
Continuous School Improvement Plan 2023-2028



Leadership

Teaching and Learning

Climate and Culture

Board Approved 6/10/2024

CSIP Planning Committee

Planning for the future of the Conway School District began in February 2023 with a dedicated group of community leaders, parents, board members, and staff coming together for the students that we serve. The school district is focused on providing the highest level of educational opportunities for the students and preparing the Conway School District for 2028 and beyond. Working through the beliefs, mission, and vision for the students of the Conway School District, the CSIP planning team produced a strategic plan that will equip our students, teachers, and community for future-readiness.

Board of Education Members

Kevin Dampier
 Scott Anderson
 Norman Webster
 Courtney Gunter
 Reba Green
 Crystal Peterson
 Robbie Letterman

School Administrators

Mr. Matt Searson
 Mrs. Kathryn Taylor
 Mrs. Shelly Dill
 Ms. Cristen Hartman
 Mr. Rob Wolff
 Dr. Luke Boyer
 Mr. Tyler Vestal

Community Members

Nikki Wilson
 Amanda Buttram
 Casey Massey
 Adam Barker
 Lisa Cantrell
 Susan Bailey
 Beth Robinson
 Scott Pulley
 Ashlee Letterman
 Angela Anderson
 Kim Shelton

Elementary and Secondary Teachers

Haley Huckaby
 Christina Mackey
 April Pulley
 Christen Wilson
 Sonya Barker
 Rachel Sheets
 Rebekah Simmerman

Students

Anna Sheets
 MaKenna Shiflet
 Garrett Yelvington
 Breanna Thompson

Conway Beliefs, Mission and Vision



BELIEFS

- We believe in providing a safe and equitable learning environment that meets all students' needs.
- We believe well-trained educators will be retained and recognized as professionals who will work for the success of all students.
- We believe student, school, and community success are interdependent.
- We believe in partnering with parents, community members, local businesses, and other stakeholders in guiding and motivating students.
- We believe leadership and decision-making should be collaborative and data-driven, while in the students' best interest.
- We believe student achievement comes through both independence and collaboration.
- We believe in a culture that fosters learning while preparing students for life in a diverse world.

MISSION

The mission of the Conway School District is to provide students with the education and skills for life-long success, while promoting respect and community.

VISION

The Conway School District's vision is to become a rich and rigorous learning environment that inspires students to have a positive impact on the community in which they work and live.

Leadership (L)

The Conway Leadership Team will utilize evidence-based and ethical governance to support its mission.

Leadership Strategy #1: The Conway School District will engage in effective two-way communication with our families and community.

Goal 1A: Parent and Community Survey Results related to district communication will reflect positive growth from the previous survey. (Survey Questions 2,4-6)				
	MSIP Standards & Indicators: L1-A, L4-C, L8-A-B,L9-B, DB3-A-D, TL2-A, TL7-E, CC3-A, B CC4-A-D	Funding Source: Local, State	Person(s) Responsible	Implementation Status
Action 1A.1	The district's mission and goals (CSIP) will be consistently communicated to stakeholders using various means (Website, Social Media, Video, Email, In Person)		Superintendent, Board of Education, Building Administrators, Directors	2024-2025
Action 1A.2	Building principals and directors will communicate to stakeholders goals and priorities for their divisions.		Principals, Directors	2024-2025
Action 1A.3	The district will utilize events/services like Conway Community Days, Veterans Day,		Superintendent, Administrators, Teachers, Sponsors, Students	2023-2024

	Conway Senior Center, Student Service Projects, PTO to engage school and non-school community members.			
Action 1A.4	The district will utilize reliable platforms to send time sensitive communication to families.		Superintendent, Administrators	2023-2024
Action 1A.5	The district's calendar will effectively communicate school events.		Superintendent, Administrators, Directors	2023-2024

Leadership (L)

Conway's Leadership will utilize evidence-based and ethical governance to support its mission.

Leadership Strategy #2: The Conway School District will provide staff and students with a safe and caring learning environment.

Goal 2A: Stakeholder survey results related to physical and emotional safety will reflect positive growth from the previous survey. Survey questions 10,11.				
	MSIP Standards & Indicators: L10A-G, CC1-A-B, CC2-A-G, DB2-A-C, DB3-A, C, EA4-A-D	Funding Source: Federal, Local, State	Person(s) Responsible	Implementation Status
Action 2A.1	A district safety committee will be established to update the current Safety Plan and Emergency Operations Plan.		Superintendent, SRO, Principals, Board, local law enforcement, community	2024-2025
Action 2A.2	Hiring of third counselor to serve grades 5-8		Board of Education	2024-2025
Action 2A.3	Utilize professional resources to develop and implement annual safety training and quarterly drills.		Superintendent, SRO, Principals, Local law enforcement, faculty and staff	2023-2024

Leadership (L)

Conway's Leadership will utilize evidence-based and ethical governance to support its mission.

Leadership Strategy #3: The Conway School District will manage its resources to best support CSIP priorities and the mission of the district.

Goal 3A: Stakeholder survey results related to fiscal responsibility will reflect positive growth from the previous survey. Survey questions 9.				
	MSIP Standards & Indicators: L4-A-E, DB1-A-E, DB2-A,B	Funding Source: Local, State, Federal	Person(s) Responsible	Implementation Status
Action 3A.1	The budget will be developed through a collaborative and transparent process.		Superintendent, Principals, Board, Directors	2023-2024
Action 3A.2	Fiscal and human resources will support the CSIP and mission of the district.		Superintendent, Board, Administrators	2023-2024
Action 3A.3	District leadership will engage in long-range financial, facility and infrastructure planning.		Superintendent, Board, Sapp Design, Administrators, Faculty/Staff, Community	Master planning will begin summer of 2024 and go into the 2024-2025 school year.

Action 3A.4	District leadership will communicate the need for additional revenue to fully support the mission of the district		Superintendent, Board of Education	2024-2025

Teaching and Learning (TL)

Conway will provide its students with learning experiences that will prepare and equip them for life after high school.

Teaching and Learning Strategy #1: The Conway School District will integrate clear and intentional reading instruction aimed at fostering reading proficiency while enhancing fluency, comprehension, and endurance.

Goal 1A: Teachers will utilize student reading assessment data and evidence-based methods to track, assess, and tailor instruction to support student reading proficiency. Students scoring at or above grade level on NWEA will increase by 3% each year.				
	MSIP Standards & Indicators: TL1-C, TL2-A, C, C, TL5, A-D, TL6-A-D TL8-A-B, TL7-A-C TL9-A-D, TL11 A-C, DB2-A-D, DB4-A-I, EA1-A, AS2-E, CC2-A, B	Funding Source: Local, State, Federal	Person(s) Responsible	Implementation Status

Action 1A.1	LETRS training for grades K-6.		Elementary Principal, Teachers	2023-2024
Action 1A.2	Reading Success Plans will be implemented for students identified reading below grade level.		Elementary Principal, Teachers	2023-2024
Action 1A.3	7-8 Implementation of secondary students reading challenges, SSR (9-12).		Jr. High and HS Principal, Teachers	2024-2025
1A.4	NWEA Goal setting related to reading fluency and comprehension. Monitoring year-long progress.		Elementary Principal, Teachers	2023-2024
1A.5	Quarterly non-fiction reading focus across all content areas.		Jr. High and HS Principal, Teachers	2024-2025

Teaching and Learning (TL)

Conway will provide its students with learning experiences that will prepare and equip them for life after high school.

Teaching and Learning Strategy #2: Students will demonstrate academic growth when compared to previous years' assessments.

Goal 2A:				
	MSIP Standards & Indicators:	Funding Source: Local, State, Federal	Person(s) Responsible	Implementation Status
Action 2A.1	Students will share responsibility for their learning by participating in individual goal setting.		Students, Teachers, Administrators	2023-2024 Elem/Jr High 2024-2025 All grades
Action 2A.2	Ensure that systems of academic support utilize evidence of students' strengths and weaknesses identified through multiple measures (NWEA, MAP, Common Assessments).		Administrators, Teachers	2023-2024
Action 2A.3	Counselors will support students in post secondary preparedness. (ICAP)		School Counselors	2023-2024

2A.4	RTI implementation for identified students during Bear Time.		Jr. High/HS Principals	2024-2025
2A.5	Ensure vertical alignment of standards and curriculum expectations.		Teachers, Principals	2024-2025

Teaching and Learning (TL)

Conway will provide its students with learning experiences that will prepare and equip them for life after high school.

Teaching and Learning Strategy #3: Retention of high-quality faculty and staff.

Goal 3A: The district will pursue and implement strategies to retain high-quality faculty and staff. The district will strive for 90% faculty retention (of those offered a contract).				
	MSIP Standards & Indicators: L9A-B, L7-B-C,F,TL5-A	Funding Source: Local, State, Federal	Person(s) Responsible	Implementation Status
Action 3A.1	Culture and climate surveys will be utilized to measure employee satisfaction.		Superintendent, Administrators	2023-2024
Action 3A.2	Competitive pay when compared to conference schools or schools with similar demographics.		Superintendent, Board, Administrators	2024-2025
Action 3A.3	Ensure the use of an effective evaluation system for certified and classified faculty and staff.		Superintendent, Administrators	2024-2025 Master planning
3A.4	Implementation of effective induction and onboarding process.		Jr. High Principal, Superintendent	2023-2024

Goal 3B: Conway will provide opportunities for certified staff to engage in on-going professional learning that supports effective instructional and professional practices. Staff Survey will indicate 90% or higher satisfaction rate (agree and strongly agree) with professional learning opportunities.				
	MSIP Standards & Indicators: TL8 A-B, DB2 A-C DB\$ A-1 AS2-E, CC1-D, L7-D-E	Funding Source: Local, State, Federal	Person(s) Responsible	Implementation Status
Action 3B.1	Professional learning needs assessment		Professional Development Chair	2024-2025
Action 3B.2	Effective planning of monthly PD days.		Administration, Teachers	2024-2025
Action 3B.3	Participation in GOCS D Innovation Summit		Administration, Teachers	2023-2024

Climate and Culture (CC)

Conway will provide a safe and caring learning environment that supports a culture of high expectation for students, faculty and staff.

Climate and Culture Strategy #1: Framework for Behavioral Support

Goal 1A: Each building will ensure proactive measures are in place to promote students' sense of well-being and to foster respectful, responsible behaviors. Indicators will include a decrease in discipline referrals from the previous year and an annual attendance rate of 90%				
	MSIP Standards & Indicators: CC1-A, C, E, DB3-A, C	Funding Source: Local, State, Federal	Person(s) Responsible	Implementation Status
Action 1A.1	Development of a school wide behavior support system.		Superintendent, Administrators	2024-2025
Action 1A.2	Proactive communication to parents regarding mission focus and student expectations.		Superintendent, Administrators, Teachers	2024-2025
Action 1A.3	Utilization of Rise and Shine and Bear Time for program implementation		Principals	2023-2024

Climate and Culture (CC)

Conway will provide a safe and caring learning environment that supports a culture of high expectation for students, faculty and staff.

Climate and Culture Strategy #2: Increase Attendance of Students and Staff

Goal 2A: 90% of students and 90% of staff will attend school 90% of the time.				
	MSIP Standards & Indicators: EA3-B, CC2-A-B, CC3-B, TL1-B	Funding Source: Local, State, Federal	Person(s) Responsible	Implementation Status
Action 2A.1	Development and implementation of an Attendance Leadership Team that will study causes of absenteeism and recommend strategies for improvement.		Superintendent, Administrative Team, Teachers	2024-2025
Action 2A.2	District and Building leadership focus on maintaining a positive climate and culture.		Superintendent, Administrative Team, Teachers	2023-2024
Action 2A.3	Ensure quality programming and activities exist to engage students and encourage attendance.		Superintendent, Board of Education, Administrative Team, Coaches, Sponsors	2023-2024

Climate and Culture (CC)

Conway will provide a safe and caring learning environment that supports a culture of high expectation for students, faculty and staff.

Climate and Culture Strategy #3: Promote Student Emotional Safety/Sense of Belonging

Goal 3A: Focus on addressing the social/emotional needs of students and promoting respect and community. Parent and Student Surveys will show improvement in targeted items (emotional safety). Counselors will report a decrease in responsive services.				
	MSIP Standards & Indicators: TL10-D, TL4-A, TL7-A-F, CC1-A, C, CC2-C, DB3-A-C, EA4-D	Funding Source: Local, State, Federal	Person(s) Responsible	Implementation Status
Action 3A.1	Addition of third counselor for grades 5-8		Board of Education	2024-2025
Action 3A.2	Promotion and use of district counselors and school based clinicians to meet ongoing mental health needs of students.		School Counselors, Site Based Clinician, Administrative Team	2023-2024
Action 3A.3	Lesson curriculum that addresses targeted areas: resilience, diversity, conflict, violence prevention, harassment, bullying.		School Counselors, Principals	2024-2025
3A.4	Student leadership training and opportunities to serve.		Superintendent, Students, Principals	2024-2025

Climate and Culture (CC)

Conway will provide a safe and caring learning environment that supports a culture of high expectation for students, faculty and staff.

Climate and Culture Strategy #4: Foster and Develop a High-Quality Faculty and Staff

Goal 4A: Conway will adopt targeted strategies to support and enhance the health and well-being of faculty and staff. Faculty and staff surveys will show improvement with an ultimate goal of 90% satisfaction.				
	MSIP Standards & Indicators: DB3-A, C&D, TL1-F	Funding Source: Local, State, Federal	Person(s) Responsible	Implementation Status
Action 4A.1	The district and buildings will celebrate its faculty and staff.		Superintendent, Board of Education, Administrative Team, Teachers, Staff	2023-2024
Action 4A.2	Assigning mentors and buddies to new faculty and staff.		Jr. High Principal, Teachers, Administrative Team	2023-2024
Action 4A.3	Survey data will be analyzed to identify areas of improvement.		Superintendent, Administrative Team	2023-2024
4A.4	Opportunities to serve on building and district leadership teams and committees.		Superintendent, Administrative Team, Faculty and Staff	2023-2024

