

FORSYTH SCHOOL DISTRICT MISSION AND VISION

**The mission of the Forsyth R-III School District is
“To Inspire and Equip Every Student for Their Next
Stage in Life”.**

**Vision: Supporting Student Growth for Positive
Future Impact.**

Forsyth R-III Schools believes in:

Students, families and community working together for future growth.

Building a culture, not only within the school, but also within the community.

Access to high quality education for every student.

Providing a safe physical and emotional learning environment.

**Good infrastructure, equipment and facilities are critical in providing a welcoming, productive learning
and working environment.**

**Teachers and staff feeling empowered, supported and equipped to create the best opportunities for
students.**

MSIP 6

- **MSIP 6 Rule includes three types of standards.**
 - Performance - 70% of the accreditation score (70 points)
 - Continuous Improvement - 30% of the accreditation score (30 points)
 - "Best Practices"

- **Continuous Improvement Standards are measured through:**
 - CSIP - 15 points
 - Response to Standards - 4 points
 - Climate and Culture Survey - 2 points
 - Success-Ready Measures - 6 points
 - MSIP 6 Required Documentation - 3 points

MSIP 6 Standards and Indicators

- L - Leadership
- TL - Teaching and Learning
- CC - Collaborative Climate and Culture
- DB - Data-based Decision Making
- AS - Alignment of Standards, Curriculum and Assessment
- EA - Equity and Access

Stakeholder Committee

Board Members

Lacey Sanders
Jayson Fisher
Ben Roberts
Tony Mullen
Brenda Persinger
Nikki Henson

Community Members

Jeff Merrell
Jeff Shaffer
Brooke Kramer
Jamie Findley
Dennis Winzenried
Tiffany Yarnell

Staff Members

Montye Mickelson
Lisa King
Staci Phipps

Administrators

Dr. Jeff Mingus
Dr. Grant Boyer
Dr. Sandra Goss
Dr. Phil Guy
Mrs. Liz Turner

Forsyth School District Continuous School Improvement Plan

The Forsyth school board and superintendent directed a process that involved extensive stakeholder input. The school board engaged the Department of Elementary and Secondary Education to collect patron data.

- All employees of the district were granted an opportunity to respond to an interview and a survey.
- A series of community stakeholder meetings were held to address key questions in relation to the direction of the school district.
- In addition, an electronic survey was made available to external stakeholders of the district. The survey results have been maintained as documentation for the district.
- An electronic survey was sent to all 7-12 grade students in the school district. The students were asked questions regarding how the district could better serve the students that follow them.
- The Priorities were shared with the strategic planning committee of the district. Subsequently, members 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. 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 school board on September 21, 2023.

Data Reviewed for Development of this Plan

The Forsyth R-III School District Leadership Team reviewed Quantitative, Qualitative, Internal, and External data and synthesized the information to compile a CSIP plan that included goals and action steps.

Data Sources	Quantitative	Qualitative	Internal	External	Needs Assessment
Community Stakeholder and Staff Forums		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Student, Staff, and Stakeholder Surveys		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		
Evaluate Benchmark Data (K-8; ELA and math)	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>		
Dyslexia Screeners	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>		
District Unit Assessments for ELA and Math (K-8)	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>		
MAP Scores (3-8)	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>		
EOC Scores (HS required EOCs)	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>		
Culture and Climate Surveys (Staff, Parent/Community, and Student)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Title I Services Survey					<input checked="" type="checkbox"/>
DESE School Report Card 2022	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Student Learning

Effective teaching and learning are comprised of the following descriptors: success-ready students, high-quality early learning, high-quality career education, intra- and interpersonal skills, teacher/leader standards, effective instructional practices, multi-tiered system of support, professional learning, use of technology to improve instruction, comprehensive school counseling, library media services, and class size and assigned enrollments.

Rationale		Evidence-based Strategies				
The district will ensure high quality effective teaching and learning is implemented to develop success-ready students in order to prepare all students PK-12 to experience success in their future.		<ol style="list-style-type: none"> 1. Improve academic performance on state and local assessments. 2. Develop students who are prepared for the next steps on their academic journey or life beyond high school. 				
Smart Goal 1: District will continue to improve academic performance on state and local assessments.						
Action Steps	Start Date	Person(s) Responsible	MSIP Indicators	Resources	Funding Source	Board of Education Review Date
1. District will develop and monitor state and local assessment data and ensure alignment to Missouri Learning Standards and priority standards.	08/2023	Superintendent and Building Principals	MSIP 6, TL 1D, DB2	NWEA, State Assessment Data, Curriculum	Fund 1 Title 1	Yearly in November
2. District will revise our Literacy Plan with focus on early intervention for emerging readers.	08/2023	Central Office Administration	MSIP 6, L.4.B-D	Budgets, Receipts, Purchase Orders, FER	Fund 1, Fund 2, Fund 4, and Federal Programs	Yearly in June
3. District will revise academic supports for students to provide resources and tutoring for students in grades PK-12.	08/2023	Superintendent	MSIP 6, L4.B and D	Budget and historical data.	Fund 1	Yearly in June

Smart Goal 2: District will develop Success Ready Students who are prepared for future endeavors.

Action Steps	Start Date	Person Responsible	MSIP Indicators	Resources	Funding Sources	Board of Education Review Date
1. KEA (Kindergarten Entry Assessment) will be administered to all incoming Kindergarten students.	08/2023	Elementary Principal	MSIP 6, TL1A	Student Records	Fund 1	Yearly in September/October
2. Student attendance will reach the proportionate rate of 90% in grades PK-12.	08/2023	Building Principals	MSIP 6, TL 1B	Student Records	Fund 1	Monthly
3. High School Readiness-100% of 8 th grade students will complete the ICAP (Individual Career and Academic Plan)	08/2023	Middle School Counselor and Principal	MSIP 6, TL 1D	Student Records	Fund 1	Yearly in April
4. Post-Secondary Readiness-75% of students will have a qualifying score on approved assessments (ACT, SAT, ASVAB, WorkKeys).	08/2023	High School Principal and counselors.	MSIP 6, TL1J	Student Records, DESE Data	Fund 1	Yearly in November
5. Post-Secondary Readiness-50% of students will have a qualifying score on approved options (AP, Dual Credit, Dual Enrollment, Stackable Credentials).	08/2023	High School Principal and Counselors	MSIP 6, TL1J	Student Records, DESE Data	Fund 1	Yearly in November

Smart Goal 3: District will implement evidence-based programs in Math and Literacy.

Action Steps	Start Date	Person Responsible	MSIP Indicators	Resources	Funding Sources	Board of Education Review Date
1. District will establish a PK-12 Literacy Plan that aligns with the state literacy model.	08/2023	Elementary Principal	MSIP 6, TL6A	Research Based Practices	PD Funds, Fund 1	Yearly in April
2. District will establish a PK-12 Math Model that aligns with state model/recommendations.	08/2023	Superintendent, Building Principals, Curriculum Committee	MSIP 6, AS1A	Research Based Practices	Fund 1	Yearly in November
3. Local common assessments will monitor student mastery on literacy and math skills.	08/2023	Building Principals	MSIP 6, AS2E	NWEA	Fund 1	Yearly in November
4. Administer a Board self-evaluation and review results. (Governing Objective Number 8)	04/2023	Superintendent	MSIP 6, L3D	MSBA School Board Self-evaluation	PD funds	Yearly in April

Smart Goal 4: District will ensure a viable curriculum for students through alignment to Missouri Learning Standards, assessments and instruction.

Action Steps	Start Date	Person Responsible	MSIP Indicators	Resources	Funding Sources	Board of Education Review Date
1. District will include leadership team and teachers to develop curriculum for each content, grade level, and course that includes alignment to Missouri Learning Standards, priority standards, pacing guides, instructional tools and resources.	08/2023	Building Admin and Superintendent and Curriculum Committee	MSIP 6, L8B	Curriculum Plan	Fund 1	Yearly in September
2. District will schedule intentional time each year for PK-12 vertical curriculum alignment meetings.	08/2023	Superintendent, Assistant Superintendent	MSIP 6, AS1B	PD Plan	Fund 1	Yearly in September
3. District will implement a curriculum review schedule that includes short- and long-term review checkpoints.	08/2023	Building Admin and Superintendent and Curriculum Committee	MSIP 6, AS1D	Curriculum Plan	Fund 1	Yearly in September
4. District will develop a curriculum writing team to include teaching staff who exhibit highest performance on state or local assessments.		Building Admin and Superintendent and Curriculum Committee	MSIP 6, AS1D	Curriculum Plan	Fund 1	Yearly in September

Leadership and Operations

Leadership and operations consist of the following descriptors: school board leadership, ethics, continuous school improvement, operations and resource management, school board policy, superintendent rules, responsibilities and evaluation, personnel and program evaluation, communication, personnel and school safety.

Rationale		Evidence-Based Strategies				
The district will ensure plans and timelines are in place to foster fiscal responsibilities and provide leadership which fosters a community and culture focused on the success of students.		<ol style="list-style-type: none"> 1. The district will develop actions to ensure plans and timelines are in place to foster fiscal responsibilities. 2. District will effectively communicate district initiatives in order to increase awareness and understanding. 3. Create a positive culture. 				
Smart Goal 1: The district will budget to support facilities upkeep and development and employee compensation.						
Action Steps	Start Date	Person Responsible	MSIP Indicators	Resources	Funding Sources	Board of Education Review Date
1. District will create a long-range plan for district facility needs.	08/2023	Assistant Superintendent, Superintendent, Maintenance Director, Board of Education	MSIP 6, L4B	Board Minutes	All Funds	Yearly in June/July
2. District will create a long-term fiscal plan to cover projected needs for employee compensation plans.	08/2023	Superintendent, Board of Education	MSIP 6, L4A	DESE/ASBR	All Funds	Yearly in June
3. District will implement a board of education CSIP goal review calendar.	08/2023	Superintendent, Board of Education	MSIP 6, L3D	DESE, Research Based Resources	Fund 1	Yearly in November

Smart Goal 2: Effective communication with stakeholders.

Action Steps	Start Date	Person Responsible	MSIP Indicators	Resources	Funding Sources	Board of Education Review Date
1. District will develop a communications plan and include multiple staff members to collect information and push out communication from the district.	08/2023	Superintendent and Assistant Superintendent	MSIP 6, L8A	Student Records	Fund 1	Yearly in August
2. Monthly communications will come out of each building and central office that will be shared with parents and community.	08/2023	Superintendent	MSIP 6, L8B	SMORE, Parent Newsletters, Board Updates	Fund 1	Monitored monthly
3. Social media outlets will be kept current and updated with district information.	08/2023	Social Media Director	MSIP 6, L8B	District Social Medial Outlets	Fund 1	Monitored monthly
4. District will use a climate/culture survey with staff annually to obtain staff input.	08/2023	Board of Education	MSIP 6 DB3A	Survey Monkey or Board Selected Tool	Fund 1	November-January
5. District will create a PK-12 plan designed to increase parent involvement opportunities.	08/2023	Building Principals Superintendent	MSIP 6 CC4A	SMORE, Parent Newsletters, Board Updates	Fund 1	Monitored monthly

Smart Goal 3: Attract and retain high quality staff.

Action Steps	Start Date	Person Responsible	MSIP Indicators	Resources	Funding Sources	Board of Education Review Date
1. District will remain competitive in compensation packages with regional school districts.	08/2023	Superintendent, Board of Education	MSIP 6, L9B	Student Records	Fund 1	Yearly in August and monthly as needed
2. District will develop additional benefits for employees (childcare) to attract and retain high quality staff.	08/2023	Superintendent, Board of Education	MSIP 6, L9B	Student Records	Fund 1	Monitored monthly
3. District will develop entrance, exit and yearly research regarding employee experience and wants/needs.	08/2023	Superintendent, Building Principals, Directors	MSIP 6, L9B	Survey Monkey	Fund 1	Monthly
4. District will expand mentoring program to include all non-certified staff members.	08/2023	Superintendent, Principals, Directors	MSIP 6, L9A	District Mentoring Handbook	Fund 1	Yearly in August
5. District will offer professional growth opportunities for all staff.	08/2023	Superintendent, Building Principals, Directors	MSIP 6, L9A	PD Plan	Fund 2	Yearly in September

Collaborative Climate and Culture

Collaborative climate and culture consist of the following indicators: safe and caring environment, culture of high academic achievement and behavioral expectations, collaborative partnerships, and parent/guardian involvement.

Rationale		Evidence-based Strategies				
Create explicit systems regarding a healthy climate and culture for students and staff in order to provide consistent and equitable learning opportunities across the District that propel student achievement, participation, and post-secondary options.		1. Develop consistent evidence-based approaches to support students.				
Smart Goal 1: Safety and Security						
Action Steps	Start Date	Person Responsible	MSIP Indicators	Resources	Funding Sources	Board of Education Review Date
1. Emergency Operations Plan and Comprehensive School Safety Plan will be updated and tied to facility and budget planning process.	08/2023	Assistant Superintendent	MSIP 6, L10A	School Safety Plan	Fund 1	Yearly in July
2. An annual safety analysis will be completed using the Safe and Sound Schools framework and MSBA Center for Education Safety as a guideline.		Assistant Superintendent	MSIP 6, L10C	PD Plan	Fund 1	Yearly in July
3. All staff will receive annual training in school safety and security prevention and response skills.	08/2023	Assistant Superintendent	MSIP 6, L10G		Fund 1	Yearly in August
4. District will communicate with local law enforcement and implement the E.R.I.P. program to ensure that all law enforcement has the layout of all campus sites.	08/2023	Assistant Superintendent	MSIP 6, L10A	School Safety Plan, MSBA, School Safety Network	Fund 1	Yearly in July

Smart Goal 2: District will increase social and emotional support for students and staff.

Action Steps	Start Date	Person Responsible	MSIP Indicators	Resources	Funding Sources	Board of Education Review Date
1. District counselors will work with outside agencies to make help available to all students.	08/2023	Counselors	MSIP 6, TL10F	Guidance Plan	Fund 1	Yearly in August and monthly as needed
2. District will review current support systems in place and make recommended changes.	08/2023	Counselors	MSIP 6, TL10F	Guidance Plan	Fund 1	Yearly in June
3. District will educate students, staff, and families about resources available for students.	08/2023	Counselors	MSIP 6, TL10F	Guidance Plan	Fund 1	Yearly in August

Smart Goal 3: District will continue to develop behavioral supports

Action Steps	Start Date	Person Responsible	MSIP Indicators	Resources	Funding Sources	Board of Education Review Date
1. District will develop a pyramid of behavior interventions to provide tools for students at various levels.	08/2023	Building Principals, Counselors	MSIP 6, TL10f	Guidance Plan, Student Handbooks	Fund 1	Yearly in August and monthly as needed
2. District will provide professional development for all staff on trauma informed practices, working toward becoming a trauma responsive school.	08/2023	Counselors	MSIP 6, CC1	Guidance Plan	Fund 2	Monitored monthly
3. District will analyze processes and procedures when dealing with student discipline issues and generate action steps for support.	08/2023	Building Principals	MSIP 6 CC2C	Infinite Campus Data	Fund 2	Yearly in June