Mountain Grove Schools
Tradition Excellence

COMPREHENSIVE SCHOOL IMPROVEMENT PLAN

TEACHING & LEARNING

The district will focus on increasing student attendance and percentage of students at or above grade level in reading, math, MAP, EOC, and IRC scores.

CULTURE & CLIMATE

The district will focus on hearing and respecting student, staff, and community voices, while decreasing discipline referrals.

SAFETY

The district will focus on ensuring students, staff, and community members are physically and emotionally safe at school.

LEADERSHIP

The district will focus on retaining quality staff, ensuring competitive wages, offering leadership opportunities to students, and communicating top priorities to the board, while being fiscally responsible.

Mountain Grove School District
Continuous School Improvement Plan (CSIP)

The Mountain Grove School District developed a team of internal and external stakeholders to provide meaningful collaboration in the development of a Continuous School Improvement Plan (CSIP). The CSIP is a continuous strategic plan which provides a framework through which the Mountain Grove School District will support the schools in ensuring the academic success and well-being of each student. Strategic planning is a requirement for evaluation as indicated by the Missouri School Improvement Process (MSIP). The District's CSIP is a vital part of the evaluation process and is the driving document which links the vision, mission and goals set forth by the district, with the school improvement plans developed by each individual building. The Mountain Grove CSIP is reviewed and evaluated during monthly board meetings using the Program Evaluation Plan. If new information, specifically student performance data, indicates mid-cycle revisions are necessary, revisions will be incorporated into the current plan. This strategic plan is founded in thoughtful input from stakeholders including parents, students, community members and dedicated education professionals who share a common mission – to assure a focused and challenging curriculum that will monitor progress and provide a comprehensive system of support to prepare all students for their next level of learning. The process was structured through a CSIP Development Team based on data-based needs assessments which included the Collaborative Work Implementation Survey (CWIS), Fired-up Consultant's Climate and Culture Survey, formal and informal assessment results, and demographic data. The team was charged with analyzing data, both quantitative and qualitative, with input from all stakeholder representatives which describe what the District should accomplish according to timeline goals and action steps. The CSIP Development Team identified four priority areas on which goals and measurable action steps were based:

- Teaching and Learning
- Climate and Culture
- Safety
- Leadership

The CSIP will guide the development and implementation of other plans and work across the district to provide fidelity such as the Building Continuous Improvement Plans (BCIP), Career Ladder Program, Professional Development Plan, Assessment Plan, Program Evaluation Plan, teacher evaluation focus areas, committee work, school administration needs, and the Board of Education in development of the operating budget and capital improvement needs. This document will be a living guide that will set a direction for changing and energizing the course of learning and student well-being in the Mountain Grove School District.

Mountain Grove Schools
Tradition Excellence

Mission and Vision Statements

Mission

Mountain Grove Schools will educate and support students as they develop into lifelong learners by providing an environment where academic and personal Excellence can be achieved.

Vision

Every student will realize their potential for Excellence.

CSIP DEVELOPMENT TEAM

Name	Position	Name	Position
Barbe, Cheryl	Parent	Mitchell, Denver	Director of Support Services, Parent
Caroll, Elleah	High School Student	Peterson, Erica	Early Childhood Teacher, Parent
Curtiss, Rhonda	Parent	Peterson, Katie	Parent
Dickey, Jim	Superintendent, Parent	Plummer, Shawna	School Board Member, Parent, Business owner
Gibson, Heather	Parent	Rodgers, Kerri	High School Principal, Parent
Glenn, Missy	Elementary Principal, Parent	Sartor, Sarah	Director of Curriculum
Golden, Lori	Middle School Principal, Parent	Thompson, Crystal	Custodian
Gruben, Shawna	Director of Special Programs, Parent	Warra, Margie	Secretary
Hawkins, Megan	Elementary Teacher, Parent	Watson, Lisa	OMTC Director, Parent
Loveland, Jay	School Board Member, Business owner	Zimlich, Karlynn	High School Teacher
MacLeod, Marie	Middle School Teacher, Parent		

Improvement Plan Timeline

August 2022	CSIP Committee was developed
August 2022	Fired Up Consulting was selected as the CSIP development facilitator. Meeting dates were also determined
September 2022	CSIP Workshop: Strengths, Weaknesses, Opportunities & Threats analysis was conducted, review current CSIP/data review, review district report card, develop beliefs
October 2022	Develop mission and vision statements, review MSIP 6 standards, identify 4-6 top priorities
October 2022	Created SMART goals (Specific, Measurable, Achievable, Relevant and Time-Bound) for each priority, identify action steps, create 3-year timeline, identify responsibilities and fiscal resources
October 2022	Student, staff, parent/patron/community climate and culture surveys complete
October 2022	Developed action steps for each SMART goal, determined measurements and metrics for each SMART goal
December 2022	District administrators meeting to review preliminary CSIP plan
January 2023	Presented renewed CSIP plan to the Board of Education
February 2023	Create a communication strategy so that all stakeholders are aware of the renewed CSIP
Spring 2023	Annual CSIP Stakeholder Review

FOCUS AREA 1: TEACHING AND LEARNING

GOAL 1.1 Student Attendance	Student attendance will be no lower than 90% on a yearly basis as measured by attendance data.	Goal Met ☐
Goal Monitoring	**Action Steps**	**Timeline**
	1.1.1 Building attendance incentives will be awarded quarterly and yearly. Person or Team Responsible: Principals, Counselors, Teachers	Spring, 2023
	1.1.2 Counselors check in with students who are at or below 90% every four weeks. Person or Team Responsible: Counselors	Spring, 2023
	1.1.3 Assistant Principals make contact with parents when students fall below 90% every two weeks. Person or Team Responsible: Assistant Principals	Spring, 2023
	1.1.4 Create and disseminate communication expressing the importance of the impact of attendance and correlation to student success in August, at the start of school, and with the first semester grade card. Person or Team Responsible: Central Office Admin, Principals, Counselors, Teachers,	Fall, 2023
Goal Monitoring: Progressing (P), Completed (C), Growth Area (GA), New Goal (NG), New Action Step (NAS)		
Data: The superintendent, central office administrators, and principals will provide data. **Funding Source:** Board approved budget (Funds 10, 20, and 40)		

FOCUS AREA 1: TEACHING AND LEARNING

GOAL 1.2 Reading Levels	By 2025, seventy percent of our students will be at or above grade level in reading and math as measured by district reading and math diagnostic tools.	Goal Met ☐

Goal Monitoring	Action Steps	Timeline
	1.2.1 Students will take a reading and math diagnostic 3 times a year to establish baseline and progress monitoring Person or Team Responsible: Principals, Counselors, Teachers,	Spring, 2023
	1.2.2 Establish programs necessary to support students not performing at grade level from Pre K-12 with a focus on showing growth. Person or Team Responsible: Central Office Admin, Principals, Teachers, ...	Spring, 2023
	1.2.3 Provide professional opportunities to support teachers with assisting students in increasing student growth. Person or Team Responsible: Central Office Admin, Principals, PDC Committee	Spring, 2023
	1.2.4 Evaluate individual reading plans for students who are considered below level readers and adjust intervention strategies Person or Team Responsible: Principals, Teachers	Spring, 2023

Goal Monitoring: Progressing (P), Completed (C), Growth Area (GA), New Goal (NG), New Action Step (NAS)

Data: The superintendent, central office administrators, and principals will provide data.
Funding Source: Board approved budget (Funds 10, 20, and 40)

FOCUS AREA 1: TEACHING AND LEARNING

GOAL 1.3 MAP/EOC Performance	The number of students scoring in the top two categories on state assessments (grade level MAP and EOC) will increase by 2 - 3% on an annual basis.	Goal Met ☐
Goal Monitoring	**Action Steps**	**Timeline**
	1.3.1 Administer MAP/EOC practice tests in all tested areas Person or Team Responsible: Central Office Admin, Principals, Counselors, Teachers	Spring, 2023
	1.3.2 Provide professional learning opportunities in data analysis to support teachers with assisting students in increasing student growth. Person or Team Responsible: Central Office Admin, Principals	Fall 2023
	1.3.3 Provide time for teachers to meet and discuss data in order to adjust instruction to improve student achievement. Person or Team Responsible: Principals	Fall, 2023
	1.3.4 Provide incentives for student effort/performance on MAP and EOC Person or Team Responsible: Superintendent, Principals, Counselors, Teachers	Spring, 2023
	1.3.5 The district will communicate MAP/EOC dates as well as the purpose and importance of MAP/EOC testing for students and the school district. Person or Team Responsible: Central Office Admin, Principals, Counselors, Teachers	Spring, 2023

Goal Monitoring: Progressing (P), Completed (C), Growth Area (GA), New Goal (NG), New Action Step (NAS)

Data: The superintendent, central office administrators, and principals will provide data.
Funding Source: Board approved budget (Funds 10, 20, and 40)

FOCUS AREA 1: TEACHING AND LEARNING

GOAL 1.4 TSA/IRC Performance	The number of Career Technical Education (CTE) program completers earning an Industry Recognized Credential (IRC) or Technical Skill Attainment (TSA) will increase by 2 - 3% annually.	Goal Met ☐
Goal Monitoring	**Action Steps**	**Timeline**
	1.4.1 Revise OMTC Program Pathways to determine concentrator status. Person or Team Responsible: OMTC Director, OMTC Counselor, Teachers	Fall, 2023
	1.4.2 Provide an IRC or TSA exam for all students identified as a concentrator. Person or Team Responsible: OMTC Counselor, OMTC CRE, District Testing Coordinator	Spring, 2023
	1.4.3 Administer IRC and TSA practice exams to students enrolled in CTE programs. Person or Team Responsible: OMTC Counselor, OMTC CRE, District Testing Coordinator	Spring, 2023
	1.4.4 Provide incentives for student effort/performance on IRC and TSA exams. Person or Team Responsible:	Spring, 2023
Goal Monitoring: Progressing (P), Completed (C), Growth Area (GA), New Goal (NG), New Action Step (NAS)		
Data: The superintendent, central office administrators, and principals will provide data. **Funding Source:** Board approved budget (Funds 10, 20, and 40)		

FOCUS AREA 2: CLIMATE AND CULTURE

GOAL 2.1 Student Voices	The district will increase the student survey results in the area of "voices are heard and respected" by 2-3% in the strongly agree, agree category annually.	Goal Met ☐
Goal Monitoring	**Action Steps**	**Timeline**
	2.1.1 Increase opportunities to promote student involvement Person or Team Responsible: Central Office Admin, Principals, Counselors, Teachers	Fall, 2023
	2.1.2 Identify and support students who struggle socially,emotionally or academically Person or Team Responsible: Central Office Admin, Principals, Counselors, Teachers	Spring, 2023
	2.1.3 Review tracking information to ensure all students are participating or have the opportunity to participate in additional activities at school Person or Team Responsible: Principals, Counselors, Teachers	Fall, 2023
	2.1.4 Create communication to students and families on the importance of being involved with extra and co-curricular activities as well as the activities and clubs available. Person or Team Responsible: Principals, Counselors	Fall, 2023
	2.1.5 Implement a confidential reporting system for student concerns. Person or Team Responsible: Central Office Admin, Principals, Counselors	Spring, 2023
Goal Monitoring: Progressing (P), Completed (C), Growth Area (GA), New Goal (NG), New Action Step (NAS)		
Data: The superintendent, central office administrators, and principals will provide data. **Funding Source:** Board approved budget (Funds 10, 20, and 40)		

FOCUS AREA 2: CLIMATE AND CULTURE		
GOAL 2.2 Teacher and Staff Voices	**The district will increase the teacher and staff survey results in the area of "voices are heard and respected" by 2-3% in the strongly agree, agree category annually.**	**Goal Met** ☐
Goal Monitoring	**Action Steps**	**Timeline**
	2.2.1 Conduct annual support staff survey to determine job satisfaction. Person or Team Responsible: Central Office Admin	Spring, 2023
	2.2.2 Conduct annual certified staff surveys to determine job satisfaction. Person or Team Responsible: Central Office Admin	Spring, 2023
	2.2.3 Analyze and report survey data to staff and board of education. Person or Team Responsible: Central Office Admin, Principals	Summer, 2023
	2.2.4 Create culture/climate leadership team in each building Person or Team Responsible: Principals	Fall, 2023
Goal Monitoring: Progressing (P), Completed (C), Growth Area (GA), New Goal (NG), New Action Step (NAS)		
Data: The superintendent, central office administrators, and principals will provide data. **Funding Source:** Board approved budget (Funds 10, 20, and 40)		

FOCUS AREA 2: CLIMATE AND CULTURE

GOAL 2.3 Patron Voices	The district will increase the patron survey results in the area of voices that are heard and respected by 2-3% in the strongly agree, agree category annually.	Goal Met ☐
Goal Monitoring	**Action Steps**	**Timeline**
	2.3.1 Improve overall appearance and usability of district website Person or Team Responsible: Central Office Admin, Principals	Spring, 2023
	2.3.2 Revise and implement existing communication plan Person or Team Responsible: Superintendent, Central Office Admin	Fall, 2023
	2.2.3 Increase parent involvement events Person or Team Responsible: Principals, Parent Involvement Coordinators, Teachers	Fall, 2023
	2.3.4 Use a variety of ways to communicate Person or Team Responsible:	Spring, 2023
	2.3.5 Encourage community involvement with district committees, leadership teams, and various instructional activities. Person or Team Responsible: Superintendent, Central Office Admin, Principals, Counselors, Teachers	Spring, 2023

Goal Monitoring: Progressing (P), Completed (C), Growth Area (GA), New Goal (NG), New Action Step (NAS)

Data: The superintendent, central office administrators, and principals will provide data.
Funding Source: Board approved budget (Funds 10, 20, and 40)

FOCUS AREA 2: CLIMATE AND CULTURE

GOAL 2.4 Discipline Referrals	The district will decrease student discipline referrals by 2% annually as measured by our student information system.	Goal Met ☐
Goal Monitoring	**Action Steps**	**Timeline**
	2.4.1 Increase positive behavior supports and incentives. Person or Team Responsible: Principals, Counselors, Teachers	Spring, 2023
	2.4.2 Provide staff training in restorative discipline classroom techniques and procedures Person or Team Responsible: Central Office Admin, Principals	Fall, 2023
	2.4.3 Identify and implement systems to support students considered "at-risk". Person or Team Responsible: Principals, At-risk teams, Teachers	Fall, 2023
	2.4.4 Develop reconnection conference protocol for students returning to school from consecutive absences of 3 or more days. Person or Team Responsible: Admin Team, Counselors	Fall, 2023
	2.4.5 Develop and implement consistent In School Suspension curriculum Person or Team Responsible: Curriculum Director, Principals	Fall, 2023
Goal Monitoring: Progressing (P), Completed (C), Growth Area (GA), New Goal (NG), New Action Step (NAS)		
Data: The superintendent, central office administrators, and principals will provide data. **Funding Source:** Board approved budget (Funds 10, 20, and 40)		

FOCUS AREA 3: SAFETY

GOAL 3.1 Student Emotional Safety	By 2025, the percentage of students that agree or strongly agree that they are emotionally safe at school will increase from 69.8% to 76% as measured by the student survey results.	Goal Met ☐

Goal Monitoring	Action Steps	Timeline
	3.1.1 Students will participate in mental health first aid training annually. Person or Team Responsible: Principals, Counselors	Fall, 2023
	3.1.2 Provide instruction on the Courage 2 Report online reporting tool to students. Person or Team Responsible: Principals, Counselors	Fall, 2023
	3.1.3 Provide anti-bullying and/or self-esteem building guest speakers for students. Person or Team Responsible: Central Office Admin, Principals	Fall, 2023
	3.1.4 Provide instruction on Reporting Student Concerns form. Person or Team Responsible: Principals, Counselors	Fall, 2023

Goal Monitoring: Progressing (P), Completed (C), Growth Area (GA), New Goal (NG), New Action Step (NAS)

Data: The superintendent, central office administrators, and principals will provide data. **Funding Source:** Board approved budget (Funds 10, 20, and 40)

FOCUS AREA 3: SAFETY

GOAL 3.2 Student Physical Safety	By 2025, the percentage of students that agree or strongly agree that they are physically safe at school will increase from 79.6% to 85% as measured by the student survey results.	Goal Met ☐
Goal Monitoring	**Action Steps**	**Timeline**
	3.2.1 Increase visibility of the School Resource Office (SRO) to students. Person or Team Responsible: Central Office Admin, SRO	
	3.2.2 Provide training for students in restorative practices. Person or Team Responsible: Counselors, Teachers	
	3.2.3 Develop reconnection conference protocol for returning students Person or Team Responsible: Central Office Admin, Principals	
	3.2.4 Create and administer a student safety survey to obtain more specific information on student safety needs. Person or Team Responsible: Central Office Admin, Principals	
Goal Monitoring: Progressing (P), Completed (C), Growth Area (GA), New Goal (NG), New Action Step (NAS)		
Data: The superintendent, central office administrators, and principals will provide data. **Funding Source:** Board approved budget (Funds 10, 20, and 40)		

FOCUS AREA 3: SAFETY

GOAL 3.3 Parent Perception - Emotional Safety	By 2025, the percentage of parents that agree or strongly agree that their child is emotionally safe at school will increase from 66.7% to 75% as measured by the parent survey results.	Goal Met ☐
Goal Monitoring	**Action Steps**	**Timeline**
	3.3.1 Provide communication to parents about mental health first aid training for staff and students Person or Team Responsible: Principals, Counselors	
	3.3.2 Provide opportunities for parents to receive information and/or training in mental health issues. Person or Team Responsible: Central Office Admin, Principals, Parent Inv. Coordinators	
	3.3.3 Provide communication to parents concerning reconnection conference protocol for students. Person or Team Responsible: Principals, Counselors	

Goal Monitoring: Progressing (P), Completed (C), Growth Area (GA), New Goal (NG), New Action Step (NAS)

Data: The superintendent, central office administrators, and principals will provide data.
Funding Source: Board approved budget (Funds 10, 20, and 40)

FOCUS AREA 3: SAFETY		
GOAL 3.4 Parent Perception - Physical Safety	**By 2025, the percentage of parents that agree or strongly agree that their child is physically safe at school will increase from 84.8% to 88% as measured by the parent survey results.**	**Goal Met** ☐
Goal Monitoring	**Action Steps**	**Timeline**
	3.4.1 Communicate transportation safety information to patrons through multiple avenues Person or Team Responsible: Director of Support Services	
	3.4.2 Communicate building safety information to patrons through multiple avenues Person or Team Responsible: Director of Support Services	
	3.4.3 Communicate SRO responsibilities to patrons Person or Team Responsible: Director of Support Services	
	3.4.4 Increase SRO visibility to patrons Person or Team Responsible:	
Goal Monitoring: Progressing (P), Completed (C), Growth Area (GA), New Goal (NG), New Action Step (NAS)		
Data: The superintendent, central office administrators, and principals will provide data. **Funding Source:** Board approved budget (Funds 10, 20, and 40)		

FOCUS AREA 3: SAFETY

GOAL 3.5 Staff Safety	By 2025, the percentage of staff that agree or strongly agree that they are physically safe at school will be 85% as measured by the staff survey results.	Goal Met ☐
Goal Monitoring	**Action Steps**	**Timeline**
	3.5.1 Develop a District Safety Committee Person or Team Responsible: Director of Support Services	
	3.5.2 The District Safety Committee will revise the District Emergency Plan Person or Team Responsible: Director of Support Services	
	3.5.3 The district will provide annual emergency operation training for all staff Person or Team Responsible: Director of Support Services, District Safety Committee	

Goal Monitoring: Progressing (P), Completed (C), Growth Area (GA), New Goal (NG), New Action Step (NAS)

Data: The superintendent, central office administrators, and principals will provide data.
Funding Source: Board approved budget (Funds 10, 20, and 40)

FOCUS AREA 4: LEADERSHIP

GOAL 4.1 Staff Retention	The district will retain 98% of staff that it intends to issue a contract to annually as measured by the retention spreadsheet.	Goal Met ☐
Goal Monitoring	**Action Steps**	**Timeline**
	4.1.1 Conduct annual survey to determine job satisfaction Person or Team Responsible: Superintendent, HR Admin Assistant	Spring, 2023
	4.1.2 Provide 2 years of mentoring for new staff Person or Team Responsible: Central Office Admin, Principals, PD Committee	Fall, 2023
	4.1.3 Collect and analyze data from exit interview process including exit survey Person or Team Responsible: Superintendent, HR Admin Assistant	Summer, 2023
	4.1.4 Provide high quality professional development Person or Team Responsible: Central Office Admin, Principals, PD Committee	Spring, 2023
	4.1.5 Create all inclusive salary/benefit explanation document for all employees Person or Team Responsible: Superintendent, HR Admin Assistant	Spring, 2023
Goal Monitoring: Progressing (P), Completed (C), Growth Area (GA), New Goal (NG), New Action Step (NAS)		
Data: The superintendent, central office administrators, and principals will provide data. **Funding Source:** Board approved budget (Funds 10, 20, and 40)		

FOCUS AREA 4: LEADERSHIP

GOAL 4.2 Salaries, Wages, Benefits	By 2025, all staff salaries, wages and benefits will rank #1 among area districts as measured by the area schools salary/wages/benefits survey.	Goal Met ☐
Goal Monitoring	**Action Steps**	**Timeline**
	4.2.1 Annually review salary, wages, benefits packages Person or Team Responsible: Superintendent, HR Admin Assistant, Board of Ed.	Spring, 2023
	4.2.2 Increase salary schedule base as needed to stay competitive Person or Team Responsible: Superintendent, Board of Education	Spring, 2023
	4.2.3 Increase district health insurance contribution as needed to stay competitive Person or Team Responsible: Superintendent, Board of Education	Spring, 2024
Goal Monitoring: Progressing (P), Completed (C), Growth Area (GA), New Goal (NG), New Action Step (NAS)		
Data: The superintendent, central office administrators, and principals will provide data. **Funding Source:** Board approved budget (Funds 10, 20, and 40)		

FOCUS AREA 4: LEADERSHIP

GOAL 4.3 Communication of District Goals	By 2025, the district will increase the percentage of parents and community members agreeing that school leaders, district leaders, and Board of Education members consistently communicate the district's top priorities and most important goals from 64% to 75% as measured on the annual parent and community member survey.	Goal Met ☐
Goal Monitoring	**Action Steps**	**Timeline**
	4.3.1 Develop a one page summary of the district's top priorities and strategic plan Person or Team Responsible: Superintendent, Board of Education	Spring, 2023
	4.3.2 Provide monthly financial updates on the district website Person or Team Responsible: Superintendent	Spring, 2023
	4.3.3 Develop and distribute a quarterly district newsletter to be sent to all mailing addresses in the Mountain Grove School District Person or Team Responsible: Superintendent	Summer, 2023
	4.3.4 Share information via multiple formats through social media, email, messaging system, newspaper articles, and newsletters. Person or Team Responsible: Superintendent, Principals, Counselors, Teachers	Summer, 2023
Goal Monitoring: Progressing (P), Completed (C), Growth Area (GA), New Goal (NG), New Action Step (NAS)		
Data: The superintendent, central office administrators, and principals will provide data. **Funding Source:** Board approved budget (Funds 10, 20, and 40)		

FOCUS AREA 4: LEADERSHIP		
GOAL 4.4 Reserve Balance	**The district will maintain a 30% reserve balance annually as reported on the Annual Secretary of the Board Report (ASBR).**	**Goal Met** ☐
Goal Monitoring	**Action Steps**	**Timeline**
	4.4.1 Prepare and implement annual budget that provides sufficient resources to provide a quality education for all students Person or Team Responsible: Superintendent, Board of Education	Spring, 2023
	4.4.2 Annually review a three year budget projection Person or Team Responsible: Superintendent, Board of Education	Spring, 2023
	4.4.3 Review the financial statement monthly Person or Team Responsible: Superintendent, Board of Education	Spring, 2023
	4.4.4 The district will perform an annual audit of all finances Person or Team Responsible: Superintendent, Board of Education	Summer, 2023
	4.4.5 Review long range plan and prepare budget for needed actions Person or Team Responsible:	Spring, 2023
Goal Monitoring: Progressing (P), Completed (C), Growth Area (GA), New Goal (NG), New Action Step (NAS)		
Data: The superintendent, central office administrators, and principals will provide data. **Funding Source:** Board approved budget (Funds 10, 20, and 40)		

FOCUS AREA 4: LEADERSHIP		
GOAL 4.5 Student Leaders	**By 2025, the district will ensure that 100% of students are annually involved in leadership activities as measured by the "Panther Leaders" spreadsheet.**	**Goal Met** ☐
Goal Monitoring	**Action Steps**	**Timeline**
	4.5.1 Provide instructional and extra curricular program activities that develop and enhance leadership skills in students Person or Team Responsible: Superintendent, Principals, Counselors, Teachers	Spring, 2023
	4.5.2 Create "Panther Leaders" spreadsheet and develop tracking process for documenting student participation in leadership activities Person or Team Responsible:	Summer, 2023
	4.5.3 Develop communication to students/parents/community in regards to the importance of student leadership. Person or Team Responsible:	Fall, 2023
	4.5.4 Provide professional development in fostering leadership roles through instructional practices Person or Team Responsible:	Fall, 2023
Goal Monitoring: Progressing (P), Completed (C), Growth Area (GA), New Goal (NG), New Action Step (NAS)		
Data: The superintendent, central office administrators, and principals will provide data. **Funding Source:** Board approved budget (Funds 10, 20, and 40)		