

Centralia R-VI School District

Strategic Plan 2022 - 2027



Leading with Panther Tradition

Centralia R-VI School District

Mission

Empowering students to excel in a safe and positive environment, inspired by staff, to become productive citizens.

Vision

Leading with Panther tradition.

We believe...

- Every person has the ability to grow
- Every person deserves the opportunity to learn
- In responsible investments in resources
- In principles of continuous improvement

Strategies

- We will examine district facilities to ensure an appropriate, efficient and safe environment.
- We will hire only the most exceptionally qualified employees for leadership, academic, and support positions while effectively evaluating and developing our current employees.
- We will systematically improve our academic programs to meet the learning needs of the 21st century.
- We will engage the community in partnerships for the shared responsibility of successful schools.



STRATEGY 1

We will examine district facilities to ensure an appropriate, efficient and safe environment.

Safety and Security

- Action Step A:** Upgrade the current security camera systems on each campus
- Action Step B:** Increase the number of security cameras inside and outside of school facilities
- Action Step C:** Increase entrance visibility for school front offices
- Action Step D:** Identify and repair hazards in hard surfaces on each campus (i.e.: sidewalks & parking lots)
- Action Step E:** Install a fence along Columbia Street to provide a barrier between the street and students playing at CIS
- Action Step F:** Identify areas where additional exterior lighting is needed
- Action Step G:** Increase interior and exterior physical security with key hardware upgrades
- Action Step H:** Upgrade the intercom system at CHS
- Action Step I:** Upgrade the bleachers in CHS gymnasium

Aesthetics, Efficiency and Functionality

- Action Step A:** Conduct energy audits at all campuses to identify areas for improvement
- Action Step B:** Replace windows to increase utility efficiency
- Action Step C:** Remodel bathrooms to improve sanitation and function
- Action Step D:** Identify areas where ADA accessibility is inadequate
- Action Step E:** Identify areas to improve lighting efficiency
- Action Step F:** Identify opportunities to improve the outward appearance of our schools
- Action Step G:** Replace the flooring in the CIS cafeteria/gymnasium for better utilization
- Action Step H:** Increase storage for Fine Arts
- Action Step I:** Add a storage facility to protect stadium equipment from weather
- Action Step J:** Develop a life cycle program from HVAC units
- Action Step K:** Upgrade equipment in school cafeteria kitchens
- Action Step L:** Address standing water and drainage issues across the district

Learning Environment

- Action Step A:** Establish adequate and appropriate space for students with special needs
- Action Step B:** Increase space for early childhood programs to expand
- Action Step C:** Upgrade classrooms with interactive technology boards for instruction
- Action Step D:** Upgrade technology with highspeed infrastructure to support 21st century learning
- Action Step E:** Upgrade science classrooms at CHS for safety and instruction
- Action Step F:** Upgrade playgrounds to improve ADA accessibility
- Action Step G:** Upgrade facilities within the Ag building to add modern curriculum

New Construction

- Action Step A:** Develop a plan and time-table to reduce our physical footprint from four campuses to three
 - Develop a master facility plan for the entire district
 - Continue the build-out of the CIS campus to house all elementary grade levels
 - Identify options to repair, relocate or abandon the current middle school
- Action Step B:** Add a competition gymnasium to the district
- Action Step C:** Add a performing arts center to the district
- Action Step D:** Add a wrestling facility to the district



STRATEGY 2

We will hire only the most exceptionally qualified employees for leadership, academic, and support positions while effectively evaluating and developing our current employees.

Recruit and Attract Highly Qualified Staff

Action Step A: Establish a competitive compensation and benefits package

- Develop of cycle for pay review
- Maintain substitute pay rate in line with area districts
- Develop salary schedules for all position and/or position groups
- Seek opportunities to increase benefits and/or district contributions

Action Step B: Establish a competitive supplemental and/or extra duty pay

- Provide stipend for job assignments changes or increases in responsibilities
- Revise the pay and for an accurate reflection of duties for extra duty assignments

Action Step C: Establish district-wide hiring practices

- Develop a screening and application review process that is uniform and specific
- Establish a screening tool for applicants
- Establish and maintain relationships with colleges to increase H.Q. applicant pool
- Create a recruitment team
- Develop job descriptions and/or duty expectations extra duty assignments
- Seek to develop a diversified workforce

Develop Highly Qualified Staff

Action Step A: Establish high quality professional development for all positions

- Maintain a financial commitment to high-quality professional development
- Redesign the district funding procedures for approved professional development
- Provide specific professional development for support staff and extra duty assignments

Action Step B: Establish a structured mentoring program for success

- Expand the mentoring program to include noncertified positions and newly hired certified teachers to the district
- Establish an onboarding process for all new staff members

Retain a Highly Qualified Staff

- Action Step A:** Establish a competitive compensation and benefits package
- Action Step B:** Maximize staff satisfaction and engagement through a systematic approach to staff satisfaction
- Action Step C:** Establish an incentive program to provide staff recognition of accomplishments and successes
- Action Step D:** Establish supportive staff wellness programs
- Establish an environment that supports social and emotional health, including training that results in a positive culture
 - Provide mechanisms so that staff have access to preventive services and healthy living resources on an ongoing basis
- Action Step E:** Conduct classroom audits to ensure all teachers have adequate equipment, materials and resources
- Action Step F:** Establish the instructional coach model at all schools to provide direct teacher support

Evaluation to Ensure Highly Qualified Staff

- Action Step A:** Develop or adopt a new certified staff evaluation tool to reflect 21st Century teaching and learning standards
- Standardize improvement documentation and correction action plans/procedures
- Action Step B:** Develop non-certified staff evaluation tool to reflect 21st Century expectations
- Revise and implement a framework for evaluation of all non-certified employees
 - Establish specific expectations for positions
 - Establish timelines for evaluation

Leadership Development

- Action Step A:** Identify and develop emerging leaders
- Develop a leadership profile and self-assessment
 - Establish professional development opportunities to emerging leaders
 - Establish opportunities to practice leadership within the district



STRATEGY 3

We will systematically improve our academic programs to meet the learning needs of the 21st century.

Instruction

- Action Step A:** Establish a PK-12 reading/mathematics program that aligns with Missouri Learning Standards and maximizes students' abilities to learn in all subject areas
- Action Step B:** Establish a forward-thinking instructional program that emphasizes skills students need to be successful post-high school
- Increase opportunities to provide Science, Technology, Engineering & Mathematics (STEM) courses and curricula
 - Prioritize authentic "real-world" and project-based learning opportunities
 - Establish a comprehensive internship program which guides students in their post-high school decision making
- Action Step C:** Explore opportunities to provide college-level programs in high school
- Establish opportunities for students to obtain an associate's degree at the completion of high school
 - Explore opportunities to partner with colleges and universities to accelerate workforce development

Culture

- Action Step A:** Ensure a positive, nurturing environment and culture for learning that meets the needs of all students
- Increase opportunities for play-based learning and activities
 - Increase opportunities for students to plan and participate in community-based activities
 - Increase opportunities to develop and strength soft skills, life skills and communication at all grade levels
 - Prioritize problem solving, critical thinking, collaboration and creativity
 - Increase opportunities to increase student choice and ownership of learning
 - Increase intentional practices to reduce the impact of students transitioning from one school to the next

Technology

- Action Step A:** Increase the accessibility and effective use of technology to enhance both teaching and learning
- Increase student use of technology
 - Increase instructional use of technology
 - Ensure students are digitally literate and can both choose and utilize appropriate technology to communicate, plan, research, solve problems and collaborate
 - Provide an infrastructure that sufficiently supports an increase in technological resources



STRATEGY 4

We will engage the community in partnerships for the shared responsibility of successful schools.

Community Communication

- Action Step A:** Establish a public relations position and job duties
- Action Step B:** Intentionally provide consistent, proactive and transparent information
- Improve the district website
 - Standardize social media
 - Establish regular presence in the Centralia Fireside Guard
 - Establish a system for communicating changes to events (i.e.: start times, cancellations, location changes)
 - Develop a communications plan
- Action Step C:** Install an exterior electronic message board visible to more patrons and visitors
- Action Step D:** Support the recruitment of new staff through increased communication
- Establish informational workshop
 - Establish standardized recruiting material

Community Partnerships

- Action Step A:** Partner with City Hall to focus on community development
- Establish a shared community development vision
 - Establish a documented plan for housing growth
 - Establish a documented plan for business development
- Action Step B:** Partner with local anchor businesses to focus on workforce development
- Establish opportunities for job-shadowing and internships
 - Establish a dynamic list of desired traits and skills for local workforce
 - Establish a program for providing students with local job opportunities
- Action Step C:** Partner with local anchor business to provide school-based and/or community-based resources

Early Learners

- Action Step A:** Secure a permanent location to expand early childhood opportunities
- Action Step B:** Increase the capacity of the district's preschool to prepare all students to enter kindergarten
- Action Step C:** Establish a system for before and after school care

Programs to Increase Achievement

- Action Step A:** Establish informational programs designed for parents/guardians
- Action Step B:** Expand opportunities for student groups to generate district content