

**3-5 Year Plan: Early Childhood  
2015 – 2016  
Co-chairs: Laura Eakins and Lori Lewis**

The Early Childhood committee is made up of both internal and external constituencies. The 2015-2016 Early Childhood Committee was made up of the following people.

Lori Lewis	Director of Early Childhood
Laura Eakins	Assistant Director of Early Childhood
Abby Harmon	Speech Pathologist & Parent
Patty Quessenberry	School Board Member & Grandparent
Teresa Wright	Parent Educator
Lori Hanks	Parent Educator
Jenni Pace	Parent Educator
Vicki Pestle	Christian County Health Dept./WIC
Kent Sappington	Elementary Principal
Diane Hawkins	OACAC Head Start
Michelle Manning	Parent
Lisa Burns	Early Childhood Secretary
Sarah Orr	School Board Member & parent
Leslie Baca	Parent Educator
Eric Gaisford	Businessman (InFocus Financial)/Parent
Carrissa Greenlee	Business Owner (Torn Boutique)/Parent

# Ozark R-VI School District Comprehensive School Improvement Plan



## GOAL 1: Student Performance

Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic and career goals.



## GOAL 2: Highly Qualified Staff

Recruit, attract, develop and retain highly qualified staff to carry out the Local Education Agency (LEA) mission, goals and objectives.



## GOAL 3: Facilities & Operations

Provide and maintain appropriate support services with functional and safe facilities.



## GOAL 4: Instructional Resources

Provide and maintain appropriate instructional resources.

## GOAL 5: Parent & Community Involvement

Promote, facilitate and enhance parent, student and community involvement in the LEA/District educational programs.



## GOAL 6: Governance

Govern the Ozark R-VI School District in an efficient and effective manner providing leadership and representation to benefit the students, staff and patrons of the district.

Student Dedicated Every Day,  
Student Driven In Every Way

**GOAL I: The Ozark R-VI School District will increase student performance and academic growth to be kindergarten ready.**

**Objective 1.1**

Increase the utilization of building wide assessments by collecting, analyzing, interpreting and revising instruction for all students to meet the Missouri Early Learning Standards (MELS).

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| Strategy 1.1.1 | Interpret and understand the alignment of MELS, Desired Results Developmental Profile (DRDP) and Emergent Language and Literacy Curriculum (ELLC).  |
| Strategy 1.1.2 | Integrate the Desired Results Developmental Profile (DRDP) into the Tiger Paw Early Childhood Center's curriculum as a formative assessment for measuring children's readiness for success in kindergarten. |

**\*Measurement:**

1. Units of Instruction are created, submitted and interpreted on a daily basis.
2. Pre (October) and Post (May) assessments are submitted to analyze, interpret and evaluate individual, group and building wide growth.

**Objective 1.2**

Professional Learning Communities (PLC) will be implemented in Tiger Paw Early Learning Center for all lead teachers to work together to increase student achievement.

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| Strategy 1.2.1 | Create a foundation for professional learning communities focused on learning, collaborating and accountability for student achievement. |
| Strategy 1.2.2 | Implement early childhood horizontal and vertical collaboration time to improve student achievement and instructional goals.             |

**\*Measurement:**

1. Tiger Paw will complete Southwest RPDC's Professional Learning Communities Regional Staff Development training.
2. Tiger Paw's lead teachers will attend weekly collaboration meetings with agendas and minutes submitted and reviewed.

3. Tiger Paw teachers will align with kindergarten expectations through classroom observations, assessments, instructional strategies and participating in their collaboration time.

**Objective 1.3**

School administrators and lead teachers will be trained to address diverse learners in all settings within the early childhood environment.

- Strategy 1.3.1 Attend workshops, conferences and other trainings focused on assessment and differentiated instruction.
- Strategy 1.3.2 Instruct and collaborate with colleagues by identifying strengths and weaknesses in the curriculum and determining changes needed for student success.

**\*Measurement:**

1. Administrators and lead teachers will submit verbal or written reflections to educate all staff at Tiger Paw about the trainings.
2. Professional Learning Communities (PLC) weekly agendas and minutes are provided to administrators and all lead teachers.
3. Administrators and lead teachers will review and analyze building wide data each semester to determine strengths and weaknesses using a multi-tiered approach to drive student achievement for diverse learners.

**GOAL 2: The Ozark R-VI School District will recruit, attract, develop and retain highly effective staff to carry out the district mission, vision and goals.**

**Objective 2.1**

Tiger Paw will increase the percentage of high-quality professional development experiences designed for all employees (lead teachers, teacher assistants, paraprofessionals).

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| Strategy 2.1.1 | Provide professional development to support research-based initiatives to optimize student performance and promote success for students and staff.    |
| Strategy 2.1.2 | Provide professional development targeting technology that is focused on incorporating strategies that support individualized instructional methods.  |
| Strategy 2.1.3 | Maintain and ensure all newly hired Tiger Paw employees obtain a highly qualified status according to program requirements.                           |
| Strategy 2.1.4 | Partner with universities to offer professional development to staff to obtain college credit in fulfilling licensing requirements and accreditation. |

**\*Measurement:**

1. All Tiger Paw lead teachers and assistants will utilize “My Learning Plan” to maintain professional development logs.
2. All Tiger Paw lead teachers and assistants will utilize technology across the curriculum to enrich the instruction and promote independence within the classroom.
3. All Tiger Paw lead teachers and assistants will work towards their individual professional development plan goals. This will be reviewed in the fall and spring semester for each teacher.
4. All Tiger Paw lead teachers and assistants will develop, submit and progress towards their individualized Professional Development Plan.

**Objective 2.3**

The Ozark R-VI School District will utilize the data tool system to accurately and efficiently monitor the performance of teachers, teacher assistants, paraprofessionals, support staff and administrators in the district.

- Strategy 2.3.1 Observations and individual reflective supervision will be conducted and reviewed with each staff member relating to their roles, ethics, formative assessments, instruction, job requirements and collaboration.
- Strategy 2.3.2 Maintain and ensure that all staff are provided with professional development opportunities related to district wide initiatives and educator effectiveness indicators.

**\*Measurement:**

1. All Tiger Paw staff will be provided a review of the evaluation along with reflective discussion comments regarding their performance.
2. All Tiger Paw lead teachers and assistants will develop, submit and progress towards their individualized Professional Development Plan.

**GOAL 3: The Ozark R-VI School District will increase the services for at-risk students, families and community.**

**Objective 3.1** Tiger Paw will increase services and implement programs for families and children in our school community that target diverse demographic populations.

- Strategy 3.1.1 Increase screenings and program opportunities for all children ages birth- five.
- Strategy 3.1.2 Tiger Paw will partner with community childcare centers to provide resources, assessments, and kindergarten readiness instructional strategies.
- Strategy 3.1.3 Tiger Paw will increase awareness and services for social/emotional deficits within the community of early childhood.

**\*Measurement:**

1. Parents As Teachers will utilize a data tracking system to document all screenings and services for each year.
2. School data systems will be utilized to measure long term effectiveness of programs and quality of services.
3. Tiger Paw will conduct yearly needs assessments with area community leaders to identify specific early childhood strengths and weaknesses for the Ozark community.
4. Tiger Paw will investigate the opportunity to employ a certified Social Worker to assist in evaluation procedures, connect families with vital resources in the community and provide on-site trainings for parent support.

**Objective 3.2**

Tiger Paw will connect and arrange with other local groups, agencies and organizations to provide educational, recreational, cultural, enrichment and other services for the local community.

Strategy 3.2.1

Tiger Paw will provide opportunities for parents and community members to observe and participate in effective learning strategies through events such as open-house, curriculum nights, Parents As Teachers group connections and presentations.

Strategy 3.2.2

Tiger Paw will maintain a collaborative effort with area Community Action Team (CAT) and the PAT Advisory Committee to identify family and student needs.

**\*Measurement:**

1. All Tiger Paw staff will maintain a calendar of events, agendas, and attendance records for each activity.
2. Tiger Paw administrators and staff will attend and participate in the decision making efforts of each collaborative committee regarding family and student needs.

**\*In some instances baseline data is not available at this time. When baseline data becomes available, more specific measurable outcomes will be developed.**

**GOAL 4: The Ozark R-VI School District will create a safe and caring learning environment that includes a positive school culture, positive collaboration and communication throughout the school and community.**

**Objective 4.1**

All Tiger Paw students and staff will demonstrate respectful, responsible and safe actions that will ensure all students will develop early skills that lead to responsible citizenship.

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| Strategy 4.1.1 | Tiger Paw will further develop and implement an all tier action plans for early childhood positive behavior intervention support systems. |
| Strategy 4.1.2 | Tiger Paw will further develop and implement an all tiered approach to instructing students on social thinking skills.                    |

**\*Measurement:**

1. Tiger Paw will obtain gold status through the Missouri Positive Behavior Support organization.
2. Tiger Paw will collect pre and post assessment data to support the needs and value of implementing a social thinking skills curriculum.

**Objective 4.2**

Tiger Paw will develop a plan to build a stronger, meaningful partnership by collaborating with Parents As Teachers, Tiger Paw teachers, elementary teachers and administrators to transition students from early childhood to kindergarten.

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| Strategy 4.2.1 | Plan group connection events and alternative enrichment activities outside the early childhood center and in the elementary schools for building family support and rapport prior to entering kindergarten. |
| Strategy 4.2.2 | Tiger Paw teachers will conduct observations in all elementary buildings to gather knowledge of kindergarten readiness skills and expectations.   |

**\*Measurement:**

1. Tiger Paw will maintain a calendar of events, agendas, and attendance records for each activity.

2. Tiger Paw lead teacher will complete 2 observations per year, reflect and report to the PLC team to identify strengths and weakness across all areas of the curriculum for kindergarten readiness.