

Continuous School Improvement Plan (CSIP)

2023 - 2026

Laclede County C-5 School District
Joel E. Barber School

16050 Hwy KK, Lebanon, MO 65536



Once a Buckskin, Always a Buckskin



Board Approved: December 2022



Laclede County C-5 School District

Joel E. Barber School

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 Joel E. Barber C-5

 @JEBbucksins

Mission

The mission of Joel E. Barber is to empower all Buckskins to be lifelong learners, be productive citizens, and to be the change.

Vision

The vision of Joel E. Barber is to create a community focused on creating meaningful relationships and personal growth through engaging learning experiences.



Buckskin Priorities

Buckskin Beliefs

Buckskins strive to build positive connections between home, school, and community by:

- providing a safe environment;
- empowering students to be successful, lifelong learners;
- and building positive relationships.



- Build positive and productive relationships within the walls of JEB and within the community.
- Maintain fiscal responsibility while providing updates to facilities and resources.
- Ensure every student at JEB is ready for the next phase in their educational career.
- Create leaders among staff, students, and the community.



Once a Buckskin. Always a Buckskin!

Future Minded...



Planning for the Laclede County C-5 School District began in the Spring of 2022 and was completed in December of 2022 due to the efforts of a dedicated team of community leaders, parents, Board of Education members, and staff. It is because of these efforts that our school district can remain focused on providing the highest educational opportunities available for each of our students while preparing them for the future. By working through the mission, vision, beliefs, priorities, and goals for our community of Buckskins, the CSIP planning team was able to produce a strategic plan that will empower all Buckskins for success.

CSIP Team

Dr. Rachelle Jennings, Superintendent
Amy Cogdill, Principal
Robert Hall, President, Board of Education
Levi Angst, Vice President, Board of Education
Robert Christiansen, Board of Education
Bruce Fulkerson, Board of Education
Melissa McCormick, Board of Education
Judy Slaughter, Board of Education
Melissa Wehner, Board of Education
Jean Domingue, Board Secretary
Jodi Shoemaker, Board Treasurer
Aleah Bench, Community Outreach
Korrie Brinton, Staff
Kelly Cook, Staff
Ashley Cooley, Staff
Stacey Corneau, Staff
Lisa Cunningham, Staff
Angela Dau, Staff
Daniel Dearborn, Staff

Kathia DeWitt, Staff
Jacala Hartman, Staff
Sue Hicks, Staff
Rodney Howe, Staff
Jessica Joiner, Staff
Reba Morris, Staff
Samantha Scott, Staff / Parent
Randy Sproat, Staff
Kyle Starnes, Staff
Madysen Tietze, Staff
Candice Tyre, Staff
Melissa Willoughby, Staff
Ashley Buchmeier, Parent / Community Partner
Paul Corneau, Parent
Cody Massey, Parent
Janessa Newell, Parent
Emily Revelle, Parent
Aaron Semsch, Parent
Amanda Semsch, Parent

JEB Priorities



Teaching, Learning, and
Shared Leadership

School and Community

Finances and Facilities

Priority #1: Finances and Facilities

P1 SMART Goal #1: Determine and outline fiscal responsibilities for updating and maintaining facilities and resources by 2023.

ACTION STEPS	Person Responsible	Funding Source	Completion Date
YEAR ONE			
Set budget guidelines to include: maintaining at or above 25% of the budget in Unrestricted Funds in 1 & 2; maintaining at or above \$500,000 in Fund 4 when not completing district projects; maintaining the utilization of 80-85% of the JEB school budget.	Board of Education Superintendent	Federal, State, and Local	2023 - 2024
Identify areas of priority for updating and maintaining facilities and grounds including, but not limited to, bathrooms, walls, roof, library expansion, and FEMA gymnasium bleachers.	Superintendent Principal Board of Education	Federal, State, and Local	2023 - 2024
Begin updates of facilities and grounds.	Superintendent Principal Board of Education	Federal, State, and Local	2023 - 2024
YEAR TWO			
Maintain budget guidelines set in year one.	Superintendent Board of Education	Federal, State, and Local	2024 - 2026
Continue updates and facilities and grounds.	Superintendent Principal Board of Education	Federal, State, and Local	2024 - 2026
YEAR THREE			
Maintain budget guidelines set in year one.	Board of Education Superintendent	Federal, State, and Local	2024 - 2026
Continue updates and facilities and grounds.	Superintendent Principal Board of Education	Federal, State, and Local	2024 - 2026

Priority #2: School and Community

P2 SMART Goal #1: Retain 90% of certified staff offered a contract annually and 75% of non-certified staff intended to rehire annually.

ACTION STEPS	Person Responsible	Funding Source	Completion Date
YEAR ONE			
Continue the implementation of the Teacher Baseline Salary Grant for minimum salary at \$38,000 for certified staff as long as available with DESE.	Superintendent	State and Local	2023 - 2026
Expand Culture and Climate survey to gather additional data from staff about future improvements.	Community Outreach Specialist	State and Local	2023 - 2026
Improve Culture and Climate by adding an Assistant Principal for building support.	Superintendent Principal	ADA Funding	2023 - 2024
Review salary schedules and benefit packages for all staff to offer competitive packages.	Superintendent Salary & Welfare Team	State and Local	2023 - 2026
Assess comprehensive district wellness program.	Administrators Wellness Team	State and Local	2023 - 2024
YEAR TWO			
Review Career Ladder plan and prioritize the implementation and sustainability.	Superintendent Board of Education	State and Local	2024 - 2026
Review and update district mentoring program for new teachers.	Principal PDC	State and Local	2024 - 2025
Develop and implement a comprehensive district wellness plan.	Wellness Team	State and Local	2024 - 2025
YEAR THREE			
Implement an updated mentoring program for new teachers.	Principal PDC	State and Local	2025 - 2026
Reassess and update comprehensive district wellness plan.	Administration Wellness Team	State and Local	2025 - 2026

P2 SMART Goal #2: Through the annual Culture and Climate survey, at least 75% of staff and community will feel well-informed about district news, events, and activities.

ACTION STEPS	Person Responsible	Funding Source	Completion Date
YEAR ONE			
Outsource publishing of quarterly community newsletters to streamline operations.	Community Outreach Specialist	State and Local	2023 - 2024
Continue a minimum of 10 weekly posts on social media.	Community Outreach Specialist	State and Local	2023 - 2026
Review and consider implementation of Apptegy software for district communications.	Community Outreach Specialist Superintendent	State and Local	2023 - 2024
YEAR TWO			
Begin on-going professional development for communications.	Community Outreach Specialist	State and Local	2024 - 2026
Implement Apptegy software for district communications.	Community Outreach Specialist	State and Local	2024 - 2026
YEAR THREE			
Review and update the district website.	Community Outreach Specialist	State and Local	2025 - 2026

P2 SMART Goal #3: Provide extra-curricular activities for students under grade 6 in addition to existing programs such as archery, friendship club, and intramurals.

ACTION STEPS	Person Responsible	Funding Source	Completion Date
YEAR ONE			
Survey parents and students to see the need and desire for increased extra-curricular activities for students under grade 6.	Athletic Director Principal	Local	2023 - 2024
YEAR TWO			
Create activities and timeline for implementation based on survey data.	Athletic Director Principal	Local	2024 - 2025
YEAR THREE			
Implement extra-curricular activities from past work.	Athletic Director Principal JEB Staff and Parent Volunteers	Local	2025 - 2026

P2 SMART Goal #4: Offer quarterly activities for a new district-wide parent education program in conjunction with Title 1 and Parents As Teachers.

ACTION STEPS	Person Responsible	Funding Source	Completion Date
YEAR ONE			
Give needs assessment to staff to come up with a list of ideas for parent education offerings.	Community Outreach Specialist Principal	State and Local	2023 - 2024
YEAR TWO			
Create a timeline and schedule of presenters for parent education offerings.	Community Outreach Specialist Principal	State and Local	2024 - 2026
YEAR THREE			
Implement a parent education program including new quarterly course offerings.	Community Outreach Specialist	State and Local	2025 - 2026

Priority #3: Teaching, Learning, and Shared Leadership

P3 SMART Goal #1: 100% of students will have programs offered that provide equity and access.

ACTION STEPS	Person Responsible	Funding Source	Completion Date
YEAR ONE			
Expand annual culture and climate survey to include equity and access assessment.	Community Outreach Specialist Superintendent Principal	State and Local	2023 - 2026
Develop and implement a gifted program by 2023.	Superintendent Board of Education Principal	State and Local	2023 - 2024
Develop Individualized Language Plans for English Language Learners.	Counselor Process Coordinator Principal	State and Local	2023 - 2024
Research school wide leadership and behavior options with the district leadership team.	Superintendent Principal Leadership Team	State and Local	2023 - 2026
Develop a rotation schedule of updating resources.	Principal / Superintendent	Federal, State, and Local	2023 - 2024
Develop a career explorations program using DESE Guidance Curriculum for all grades.	Counselor Principal	State and Local	2023 - 2024
Collect data for Buckskin Brags and begin building common language and goals for all staff and students.	Principal Staff	State and Local	2023 - 2024
YEAR TWO			
Implement a career explorations program using DESE Guidance Curriculum for all grades.	Counselor	Local	2024 - 2026
Provide training for schoolwide leadership and behavior initiatives.	Superintendent Principal PDC Team	State and Local	2023 - 2026

Hire 1 FTE for the split job of Curriculum Director/Instructional Coach.	Superintendent Principal	State and Local	2024 - 2025
Begin updating resources according to the rotation schedule developed in year one.	Principal	Federal, State, and Local	2024 - 2026
Implement Buckskin Brag Behavior Program and increase positive office referrals by 5% from previous year.	Principal Staff	State and Local	2024 - 2025
YEAR THREE			
Offer equity and access professional development training.	Principal PDC Team	State and Local	2025 - 2026
Implement school wide leadership and behavior initiative.	Leadership Team PDC Administrators	State and Local	2025 - 2026
Continue updating resources according to the rotation schedule developed in year one.	Principal	Federal, State, and Local	2025 - 2026
Continue Buckskin Brag Behavior Program and increase positive office referrals by an additional 5% from previous year.	Principal Staff	State and Local	2025 - 2026
Begin to review district numeracy data and resources for 2026 - 2029 planning.	Administration Teaching Staff	State and Local	2025 - 2026

P3 SMART Goal #2: By 2026, teaching staff will function as Professional Learning Communities as outlined in the staff book study by DuFour and Eaker.

ACTION STEPS	Person Responsible	Funding Source	Completion Date
YEAR ONE			
Administrators will create a building schedule that allows for weekly embedded PLC time.	Principal	State and Local	2023 - 2024
Provide training on operating as a PLC to certified staff.	Superintendent Principal PDC Team	State and Local	2023 - 2026
YEAR TWO			
Continue professional development training on PLCs to certified staff.	Superintendent Principal PDC Team	State and Local	2024 - 2026
YEAR THREE			
Continue professional development training on PLCs to certified staff to incorporate the writing of common assessments.	Superintendent Principal PDC Team	State and Local	2025 - 2026

P3 SMART Goal #3: 100% of students will show growth on district assessments in ELA and Math and/or state assessments in all areas.

ACTION STEPS	Person Responsible	Funding Source	Completion Date
YEAR ONE			
Review the effectiveness of current assessment tools.	Superintendent Principal	State and Local	2023 - 2024
Provide training and professional development on current benchmark assessments.	Superintendent Principal PDC Team	State and Local	2023 - 2026
YEAR TWO			
Implement changes in assessment practices based on year one review.	Superintendent Principal	State and Local	2024 - 2025
Provide training and professional development on teacher effectiveness.	Superintendent Principal PDC Team	State and Local	2024 - 2026
YEAR THREE			
Continue to implement changes to assessment practices.	Superintendent / Principal	State and Local	2025 - 2026

P3 SMART Goal #4: Reduce the number of students not reading on grade level by grade 3 to less than 15%.

ACTION STEPS	Person Responsible	Funding Source	Completion Date
YEAR ONE			
Using reading level data, review current literacy instruction practices.	Administration Teaching Staff	State and Local	2023 - 2024
In grades PK - 4, implement literacy instruction that includes the five key reading components: phonemic awareness, phonics, fluency, vocabulary, and comprehension. In grades 5 - 8, implement literacy instruction that addresses setting meaningful purpose, building comprehension, and developing language and vocabulary skills.	Teaching Staff	State and Local	2023 - 2026
YEAR TWO			
Develop district specific literacy models for grades PK - 4 and grades 5 - 8.	Administration Teaching Staff	State and Local	2024 - 2025
YEAR THREE			
Implement a new district specific literacy model in grades PK - 4 and grades 5 - 8.	Teaching Staff	State and Local	2025 - 2026

Year - at - a - Glance Checklist
Years 1 - 3

YEAR ONE			
Priority	Action Step	Person Responsible	Completed
P1 G1	Set budget guidelines to include: maintaining at or above 25% of the budget in Unrestricted Funds in 1 & 2; maintaining at or above \$500,000 in Fund 4 when not completing district projects; maintaining the utilization of 80-85% of the JEB school budget.	Board of Education Superintendent	
P1 G1	Identify areas of priority for updating and maintaining facilities and grounds including, but not limited to, bathrooms, walls, roof, library expansion, and FEMA gymnasium bleachers.	Superintendent Principal Board of Education	
P1 G1	Begin updates of facilities and grounds.	Superintendent Principal Board of Education	
P2 G1	Continue the implementation of the Teacher Baseline Salary Grant for minimum salary at \$38,000 for certified staff as long as available with DESE.	Superintendent	
P2 G1	Expand Culture and Climate survey to gather additional data from staff about future improvements.	Community Outreach Specialist	
P2 G1	Improve Culture and Climate by adding an Assistant Principal for building support.	Superintendent Principal	
P2 G1	Review salary schedules and benefit packages for all staff to offer competitive packages.	Superintendent Salary & Welfare Team	
P2 G1	Assess comprehensive district wellness program.	Administrators Wellness Team	
P2 G2	Outsource publishing of quarterly community newsletters to streamline operations.	Community Outreach Specialist	
P2 G2	Continue a minimum of 10 weekly posts on social media.	Community Outreach Specialist	
P2 G2	Review and consider implementation of Apptegy software for district communications.	Community Outreach Specialist Superintendent	
P2 G3	Survey parents and students to see the need and desire for increased extra-curricular activities for students under grade 6.	Athletic Director Principal	
P2 G4	Give needs assessment to staff to come up with a list of ideas for parent education offerings.	Community Outreach Specialist Principal	

P3 G1	Expand annual culture and climate survey to include equity and access assessment.	Community Outreach Specialist Superintendent Principal	
P3 G1	Develop and implement a gifted program by 2023.	Superintendent Board of Education Principal	
P3 G1	Develop Individualized Language Plans for English Language Learners.	Counselor Process Coordinator Principal	
P3 G1	Research schoolwide leadership and behavior options with the district leadership team.	Superintendent Principal Leadership Team	
P3 G1	Develop a rotation schedule of updating resources.	Principal / Superintendent	
P3 G1	Develop a career explorations program using DESE Guidance Curriculum for all grades	Counselor Principal	
P3 G1	Collect data for Buckskin Brags and begin building common language and goals for all staff and students.	Principal Staff	
P3 G2	Administrators will create a building schedule that allows for weekly embedded PLC time.	Principal	
P3 G2	Provide training on operating as a PLC to certified staff.	Superintendent Principal PDC Team	
P3 G3	Review the effectiveness of current assessment tools.	Superintendent Principal	
P3 G3	Provide training and professional development on current benchmark assessments.	Superintendent Principal PDC Team	
P3 G4	Using reading level data, review current literacy instruction practices.	Administration Teaching Staff	
P3 G4	In grades PK - 4, implement literacy instruction that includes the five key reading components: phonemic awareness, phonics, fluency, vocabulary, and comprehension. In grades 5 - 8, implement literacy instruction that addresses setting meaningful purpose, building comprehension, and developing language and vocabulary skills.	Teaching Staff	

YEAR TWO			
Priority	Action Step	Person Responsible	Completed
P1 G1	Maintain budget guidelines set in year one.	Superintendent Board of Education	
P1 G1	Continue updates and facilities and grounds.	Superintendent Principal Board of Education	
P2 G1	Review Career Ladder plan and prioritize the implementation and sustainability.	Superintendent Board of Education	
P2 G1	Review and update district mentoring program for new teachers.	Principal PDC	
P2 G1	Develop and implement a comprehensive district wellness plan.	Wellness Team	
P2 G2	Begin on-going professional development for communications.	Community Outreach Specialist	
P2 G2	Implement Apptegy software for district communications.	Community Outreach Specialist	
P2 G3	Create activities and timeline for implementation based on survey data.	Athletic Director Principal	
P2 G4	Create a timeline and schedule of presenters for parent education offerings.	Community Outreach Specialist Principal	
P3 G1	Implement a career directions program for junior high students.	Counselor	
P3 G1	Provide training for schoolwide leadership and behavior initiatives.	Superintendent Principal PDC Team	
P3 G1	Hire 1 FTE for the split job of Curriculum Director/Instructional Coach.	Superintendent Principal	
P3 G1	Begin updating resources according to the rotation schedule developed in year one.	Principal	
P3 G1	Implement Buckskin Brag Behavior Program and increase positive office referrals by 5% from previous year.	Principal Staff	
P3 G2	Continue professional development training on PLCs to certified staff.	Superintendent Principal PDC Team	

Priority 3: Teaching, Learning, and Shared Leadership
Laclede Co. C-5 School District

2023 - 2026 CSIP

P3 G3	Implement changes in assessment practices based on year one review.	Superintendent Principal	
P3 G3	Provide training and professional development on teacher effectiveness.	Superintendent Principal PDC Team	
P3 G4	Develop district specific literacy models for grades PK - 4 and grades 5 - 8.	Administration Teaching Staff	

YEAR THREE			
Priority	Action Step	Person Responsible	Completed
P1 G1	Maintain budget guidelines set in year one.	Board of Education Superintendent	
P1 G1	Continue updates and facilities and grounds.	Superintendent Principal Board of Education	
P2 G1	Implement an updated mentoring program for new teachers.	Principal PDC	
P2 G1	Reassess and update comprehensive district wellness plan.	Administration Wellness Team	
P2 G2	Review and update the district website.	Community Outreach Specialist	
P2 G3	Implement extra-curricular activities from past work.	Athletic Director Principal JEB Staff and Parent Volunteers	
P2 G4	Implement a parent education program including new quarterly course offerings.	Community Outreach Specialist	
P3 G1	Offer equity and access professional development training.	Principal PDC Team	
P3 G1	Implement schoolwide leadership and behavior initiative.	Leadership Team PDC Administrators	
P3 G1	Continue updating resources according to the rotation schedule developed in year one.	Principal	
P3 G1	Continue Buckskin Brag Behavior Program and increase positive office referrals by an additional 5% from previous year.	Principal Staff	
P3 G1	Begin to review district numeracy data and resources for 2026 - 2029 planning.	Administration Teaching Staff	
P3 G2	Continue professional development training on PLCs to certified staff to incorporate the writing of common assessments.	Superintendent Principal PDC Team	
P3 G3	Continue to implement changes to assessment practices.	Superintendent / Principal	
P3 G4	Implement a new district specific literacy model in grades PK - 4 and grades 5 - 8.	Teaching Staff	