

# 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*

*Board Reapproved: June 2024*





# Laclede County C-5 School District

## Joel E. Barber School

16050 Hwy KK Lebanon, MO 65536 417.532.4837 (p) 417.588.2100 (f)

 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

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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
<b>YEAR ONE</b>			
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
<b>YEAR TWO</b>			
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
<b>YEAR THREE</b>			
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
<b>YEAR ONE</b>			
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
<b>YEAR TWO</b>			
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
<b>YEAR THREE</b>			
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
<b>YEAR ONE</b>			
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
<b>YEAR TWO</b>			
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
<b>YEAR THREE</b>			
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
<b>YEAR ONE</b>			
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
<b>YEAR TWO</b>			
Create activities and timeline for implementation based on survey data.	Athletic Director Principal	Local	2024 - 2025
<b>YEAR THREE</b>			
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
<b>YEAR ONE</b>			
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
<b>YEAR TWO</b>			
Create a timeline and schedule of presenters for parent education offerings.	Community Outreach Specialist Principal	State and Local	2024 - 2026
<b>YEAR THREE</b>			
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
<b>YEAR ONE</b>			
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
<b>YEAR TWO</b>			
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
<b>YEAR THREE</b>			
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
<b>YEAR ONE</b>			
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
<b>YEAR TWO</b>			
Continue professional development training on PLCs to certified staff.	Superintendent Principal PDC Team	State and Local	2024 - 2026
<b>YEAR THREE</b>			
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
<b>YEAR ONE</b>			
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
<b>YEAR TWO</b>			
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
<b>YEAR THREE</b>			
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
<b>YEAR ONE</b>			
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
<b>YEAR TWO</b>			
Develop district-specific literacy models for grades PK - 4 and grades 5 - 8.	Administration Teaching Staff	State and Local	2024 - 2025
<b>YEAR THREE</b>			
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	<b>Working with Board on reviewing these guidelines</b>
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	<b>Currently working - have updated roof, two bathrooms, moving library, got FEMA bleachers</b>
P1 G1	Begin updates of facilities and grounds.	Superintendent Principal Board of Education	<b>X</b>
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	<b>X</b>
P2 G1	Expand Culture and Climate survey to gather additional data from staff about future improvements.	Community Outreach Specialist	<b>X</b>
P2 G1	Improve Culture and Climate by adding an Assistant Principal for building support.	Superintendent Principal	<b>X</b>
P2 G1	Review salary schedules and benefit packages for all staff to offer competitive packages.	Superintendent Salary & Welfare Team	<b>Working with board and S/W team</b>
P2 G1	Assess comprehensive district wellness program.	Administrators Wellness Team	<b>Currently building</b>
P2 G2	Outsource publishing of quarterly community newsletters to streamline operations.	Community Outreach Specialist	<b>X</b>
P2 G2	Continue a minimum of 10 weekly posts on social media.	Community Outreach Specialist	<b>X</b>
P2 G2	Review and consider implementation of Apptegy software for district communications.	Community Outreach Specialist Superintendent	<b>Reviewed, not using - too costly using other methods</b>
P2 G3	Survey parents and students to see the need and desire for increased extra-curricular activities for	Athletic Director Principal	<b>Completed, will survey again</b>

	students under grade 6.		
P2 G4	Give needs assessment to staff to come up with a list of ideas for parent education offerings.	Community Outreach Specialist Principal	<b>Will complete in August</b>
P3 G1	Expand annual culture and climate survey to include equity and access assessment.	Community Outreach Specialist Superintendent Principal	<b>X - Will continue to assess yearly</b>
P3 G1	Develop and implement a gifted program by 2023.	Superintendent Board of Education Principal	<b>In the works</b>
P3 G1	Develop Individualized Language Plans for English Language Learners.	Counselor Process Coordinator Principal	<b>X</b>
P3 G1	Research schoolwide leadership and behavior options with the district leadership team.	Superintendent Principal Leadership Team	<b>Currently still reviewing</b>
P3 G1	Develop a rotation schedule of updating resources.	Principal / Superintendent	<b>Working on this</b>
P3 G1	Develop a career explorations program using DESE Guidance Curriculum for all grades	Counselor Principal	<b>X</b>
P3 G1	Collect data for Buckskin Brags and begin building common language and goals for all staff and students.	Principal Staff	<b>X</b>
P3 G2	Administrators will create a building schedule that allows for weekly embedded PLC time.	Principal	<b>X</b>
P3 G2	Provide training on operating as a PLC to certified staff.	Superintendent Principal PDC Team	<b>X</b>
P3 G3	Review the effectiveness of current assessment tools.	Superintendent Principal	<b>Currently reviewing</b>
P3 G3	Provide training and professional development on current benchmark assessments.	Superintendent Principal PDC Team	<b>Currently providing</b>
P3 G4	<b>Using reading level data, review current literacy instruction practices.</b>	<b>Administration Teaching Staff</b>	<b>X</b>

<b>P3 G4</b>	<b>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.</b>	<b>Teaching Staff</b>	<b>Working on this</b>
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**YEAR TWO**

<b>Priority</b>	<b>Action Step</b>	<b>Person Responsible</b>	<b>Completed</b>
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	

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	
<b>P3 G4</b>	<b>Develop district specific literacy models for grades PK - 4 and grades 5 - 8.</b>	<b>Administration Teaching Staff</b>	

**YEAR THREE**

<b>Priority</b>	<b>Action Step</b>	<b>Person Responsible</b>	<b>Completed</b>
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	
<b>P3 G4</b>	<b>Implement a new district-specific literacy model in grades PK - 4 and grades 5 - 8.</b>	<b>Teaching Staff</b>	