Continuous School Improvement Plan (CSIP)

2026-2029



Laclede Co. C-5 School District
Joel E. Barber School
16050 Hwy KK
Lebanon, MO 65536

Board Approved: June 2026

Updated 10.29.2026

Mission, Vision, and Priorities

Mission

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

Vision

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

Priorities

- 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.

2026-2029 CSIP TEAM

Board and Administration

Dr. Rachelle Jennings, Superintendent
Kyle Starnes, Principal
Lindsi Jones, Assistant Principal
Melissa McCormick, Board President
Aaron Semsch, Board Vice President
Bruce Fulkerson, Board Member
Bob Hall, Board Member
Thomas “Landon” Hall, Board Member
Jake Lamkins, Board Member
Brad Reed, Board Member
Jean Domingue, Board Secretary
Jodi Shoemaker, Board Treasurer

Staff

McKenzie Begley, Staff
Aleah Bench, Staff
Stacey Corneau, Staff
Dan Dearborn, Staff
Janessa Deskins, Staff
Carrie Green, Staff
Jacala Hartman, Staff
Brittany Hedges, Staff
Tammy Heinrichs, Staff
Kim Heisz, Staff
Jenna Holldorf, Staff
Deanna Jennings, Staff
Rachael Johnson, Staff
Jess Joiner, Staff
Edith Pearcy, Staff
Michelle Reid, Staff
Randy Sproat, Staff
Ingrid Starnes, Staff
Karen Starnes, Staff
Eric Tietze, Staff
Haley Wasmer, Staff

Students

Beau Carnahan, Student
Brady Carnahan, Student
Jaelyn Carroll, Student
BB Ebner, Student
Ezariaha Hargett, Student
Haxton Honey, Student

Community and Parents

Ashley Buchmeier, Parent
Rebekah Bumgardner, Parent
Jake Lamkins, Parent
Branden Carnahan, Parent
Jessi Carnahan, Parent
Crystal Ebner, Parent
Michael Ebner, Parent
Lance Heisz, Parent
Krista Honey, Parent
Caleb Kennedy, Parent
Jamie Kennedy, Parent
Samantha Kennedy, Parent
Kenny Mizer, Community Member
Tammy Mizer, Community Member
Hanna Starnes, Community Member

Priority #1: Finances and Facilities

P1 SMART Goal #1: Determine and outline fiscal responsibilities for updating and maintaining facilities and resources by 2029.

ACTION STEPS	Person Responsible	Funding Source	Completion Date
YEAR ONE			
Adhere to 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.	Board of Education Superintendent	Federal, State, and Local	
Continue the work on identified priority areas for updating and maintaining facilities and grounds as listed below. ● Maintain Roofing (scan every other year) ● Flooring ● Maintain Current Asphalt	Superintendent Principal Board of Education	Federal, State, and Local	
Set rotation and guidelines for maintaining bus fleet average age.	Superintendent Principal Board of Education	Federal, State, and Local	2026
Begin research into the cost and feasibility of adding a sports facility for high school and/or storage. Report out and decide on next steps.	Superintendent Principal Board of Education	Federal, State, and Local	2026
Draft ballot language for a debt service general obligation bond for the April 2027 election.	Superintendent Principal Board of Education	Federal, State, and Local	
YEAR TWO			
Maintain budget guidelines set in year one.	Superintendent Board of Education	Federal, State, and Local	
Continue updates on facilities and grounds, specifically looking into the feasibility of the following tasks in year 2, in conjunction with the high school project. ● Sealing Remaining Cafeteria Walls ● Additional Freezer Space	Superintendent Principal Board of Education	Federal, State, and Local	
Monitor the rotation to maintain the bus fleet average age.	Superintendent Principal Board of Education	Federal, State, and Local	

Based on April 2027 ballot outcomes, either begin high school construction or the work to re-present ballot language in April 2028.			
YEAR THREE			
Maintain budget guidelines set in year one.	Board of Education Superintendent	Federal, State, and Local	
Continue updates on facilities and grounds as identified in years one and two. Begin to identify new areas of priority for moving forward, look into the following items for feasibility on the current timeline. ● Playground ● Parking Lot (New) ● Additional Classroom Space and Storage ● Concession Stand and Restrooms for Baseball ● Office Addition to Streamline Operations and Add Security to the Building ● Updated Library Space Centrally Located ● Addition of 2-8 Classrooms for Continued Growth	Superintendent Principal Board of Education	Federal, State, and Local	
Reevaluate the rotation to maintain the bus fleet average age.	Superintendent Principal Board of Education	Federal, State, and Local	
Based on April 2027 and April 2028 ballot outcomes, begin retaining the Freshman class or adjusting finances as needed to continue funding tuition to area high schools.			
Research and begin discussions involving the feasibility of an Early Learning Center addition. Report out and decide on next steps.	Superintendent Principal Board of Education	Federal, State, and Local	

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			
Maintain a comprehensive district wellness program using feedback from stakeholders to continually improve offerings. Review wellness programs from neighboring districts to gain insight into possible future offerings for our district.	Wellness Team	Federal, State, and Local	
Begin partnership with the Dallas Co. R-1 school district for the Evangel University Teacher Master's Degree program for 2026-2028 - Cohort #1.	Superintendent Principals	Federal, State, and Local	2026
Review annual salary schedules and benefits packages. Brainstorm at least annually with the Salary/Welfare Team to gather new ideas for implementation.	Superintendent Principal Board of Education	Federal, State, and Local	
Evaluate SB 68 requirements and develop a plan to implement items as applicable to our district.	Safety Director Principals	Federal, State, and Local	2026
YEAR TWO			
Refine the district wellness program to include activities that are meaningful and have an impact by offering a feedback survey after each event/activity.	Wellness Team	Federal, State, and Local	
Teachers in the partnership with the Dallas Co. R-1 School District, Evangel University Teacher Master's degree program cohort #1 will graduate. Gather feedback from participants to guide Cohort #2.	Superintendent Principals	Federal, State, and Local	
Review annual salary schedules and benefits packages. Brainstorm at least annually with the Salary/Welfare Team to gather new ideas for implementation.	Superintendent Principals Board of Education	Federal, State, and Local	
Implement SB 68 requirements as applicable to our district, including but not limited to: ● District-Wide staff CPR Training ● Yearly district-wide Stop the Bleed Training ● Develop a CERP & coordinate with EMS as needed. ● Establish a Cardiac Response Team	Safety Director Principals	Federal, State, and Local	

YEAR THREE			
Complete district wellness triennial assessment and evaluate future offerings.	Wellness Team	Federal, State, and Local	
Begin Cohort #2 partnership with the Dallas Co. R-1, Evangel University Teacher Master's Degree program for 2028 - 2030.	Superintendent Principals	Federal, State, and Local	
Review annual salary schedules and benefits packages. Brainstorm at least annually with the Salary/Welfare Team to gather new ideas for implementation.	Superintendent Principals Board of Education	Federal, State, and Local	
Continue intentional implementation of SB68 guidelines and requirements as applicable to our district.	Safety Director Principals	Federal, State, and Local	

P2 SMART Goal #2: 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			
Implement ongoing professional development for communications. Stay informed on the newest trends in communication.	Communications Director	Federal, State, and Local	
Update the culture and climate survey before re-administering to parents, staff, and students.	Superintendent Principals Community Outreach	Federal, State, and Local	
Adapt communications strategies according to the needs of the district staff, students, and parents. Continue implementation of various communications avenues (podcast, newsletter, social media, etc.) based on feedback.	Community Outreach Superintendent Principals	Federal, State, and Local	2026
Train staff on the current A.I. trends and develop strategies to incorporate A.I. into daily usage for staff and students where appropriate.	Technology Director	Federal, State, and Local	
Implement “Breakfast with the Boss” during the summer months to allow staff to gain knowledge and offer feedback about district initiatives directly to the Superintendent.	Superintendent	Federal, State, and Local	2026
YEAR TWO			
Continue communications professional development to offer the most up-to-date and current communication strategies district-wide.	Communications Director	Federal, State, and Local	
Administer the Culture and Climate Survey to gather additional data from staff about future improvements. Publish results to stakeholders in various ways, including but not limited to: district website, board meetings, community newsletter, and email.	Communications Director Superintendent Principals	Federal, State, and Local	
Continue to assess communications strategies as needed for district needs.	Community Outreach Superintendent Principals	Federal, State, and Local	
Continue A.I. training for district staff and students as needed based on trends.	Technology Director	Federal, State, and Local	
Evaluate the effectiveness of “Breakfast with the Boss” and make a decision about year three implementation.	Superintendent	Federal, State, and Local	

YEAR THREE			
Continue communications professional development to offer the most up-to-date and current communication strategies district-wide.	Communications Director	Federal, State, and Local	
Update the culture and climate survey before re-administering to parents, staff, and students.	Communications Director Superintendent Principals	Federal, State, and Local	
Continue to assess communications strategies as needed for district needs.	Community Outreach Superintendent Principals	Federal, State, and Local	
Continue A.I. training for district staff and students as needed based on trends.	Technology Director	Federal, State, and Local	
Evaluate the effectiveness of "Breakfast with the Boss" and make a decision about continued implementation.	Superintendent	Federal, State, and Local	

P2 SMART Goal #3: Provide opportunities for involvement and engagement for all students in addition to current offerings.

ACTION STEPS	Person Responsible	Funding Source	Completion Date
YEAR ONE			
Explore partnerships with local community resources for after-school programs.	Principals Community Outreach	Federal, State, and Local	
Re-evaluate Title 1 activities and revamp to include activities that meet the needs of all grade levels.	Title 1 Team	Federal, State, and Local	2026
YEAR TWO			
Continue to explore and evaluate the effectiveness of partnerships with local community resources for after-school programs.	Principals Community Outreach	Federal, State, and Local	
Evaluate previous Title 1 activities to determine future offerings based on interest and their support of ELA and Math.	Title 1 Team	Federal, State, and Local	
YEAR THREE			
Continue to explore and evaluate the effectiveness of partnerships with local community resources for after-school programs.	Principals Community Outreach	Federal, State, and Local	
Evaluate previous Title 1 activities to determine future offerings based on interest and their support of ELA and Math.	Title 1 Team	Federal, State, and Local	

P2 SMART Goal #4: Provide opportunities for parent involvement, parent education, and volunteer opportunities that meet the needs of parents of all grade levels.

ACTION STEPS	Person Responsible	Funding Source	Completion Date
YEAR ONE			
Create a schedule of year one offerings to include a minimum of 1 in-person and 2 virtual offerings.	Community Outreach Teachers Technology	Federal, State, and Local	
Meet with PTO to decide the best course of action for sharing and involving parents.	Communications Director Principals PTO	Federal, State, and Local	2026
Create a volunteer program that engages volunteers, provides various involvement opportunities, and includes volunteer appreciation.	Community Outreach Safety Director Principals	Federal, State, and Local	
Update information shared about the volunteer program that includes robust communication with clear outlines of expectations.	Community Outreach Principals	Federal, State, and Local	
YEAR TWO			
Update year one offerings to expand on the knowledge base; should include a minimum of 1 in-person and 2 virtual offerings.	Community Outreach Teachers Technology	Federal, State, and Local	
Reassess PTO communication and update as needed.	Communications Director Principals PTO	Federal, State, and Local	
Reassess volunteer program and adjust as needed, including communication practices.	Community Outreach Safety Director Principals	Federal, State, and Local	
YEAR THREE			
Update year two offerings to expand on the knowledge base; should include a minimum of 1 in-person and 2 virtual offerings.	Community Outreach Teachers Technology	Federal, State, and Local	
Reassess PTO communication and update as needed.	Communications Director Principals PTO	Federal, State, and Local	
Reassess volunteer program and adjust as needed including communication practices.	Community Outreach Safety Director Principals	Federal, State, and Local	

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			
Pilot math resources.	Teachers	Federal, State, and Local	2026
Begin to explore options for updating science and social studies resources for grades 4 - 8. Develop a rotation schedule for updating science and social studies resources.	Principals Teachers	Federal, State, and Local	
Expand the Gifted Education program to include grades 3 - 8.	Principals Gifted Teacher	Federal, State, and Local	2026
The district will continue to evaluate technology/device use regarding age-appropriateness, fiscal responsibility, and current legislation.	Technology Director Superintendent Board of Education	Federal, State, and Local	
Explore the intentional teaching of handwriting to gather staff input.	Principals Teachers	Federal, State, and Local	
YEAR TWO			
Implement math resources.	Teachers	Federal, State, and Local	
Pilot social studies and science resources for grades 4 - 8.	Principals Teachers	Federal, State, and Local	
Expand the gifted education program to include grades 2-8, begin to plan for inclusion of grades 9 - 12. .	Principals Gifted Teacher	Federal, State, and Local	
Continue evaluation of technology/device usage regarding age-appropriateness, fiscal responsibility, and current legislation.	Technology Director Superintendent Board of Education	Federal, State, and Local	
Implement or abandon the intentional teaching of handwriting based on staff input, focusing on handwriting up to grade 4 and typing in grades 5 - 12.	Principals Teachers	Federal, State, and Local	

YEAR THREE			
Continue professional development for implementation of math resources.	Principals Teachers	Federal, State, and Local	
Implement science and social studies resources.	Principals Teachers	Federal, State, and Local	
Maintain gifted program in grades 2-8, and implement for grades 9-12.	Principals Gifted Teacher	Federal, State, and Local	
Continue evaluation of technology/device usage regarding age-appropriateness, fiscal responsibility, and current legislation.	Technology Director Superintendent Board of Education	Federal, State, and Local	
Implement or abandon the intentional teaching of handwriting based on staff input, focusing on handwriting up to grade 4 and typing in grades 5 - 12.		Federal, State, and Local	

P3 SMART Goal #2: Continue training new staff on the PLC model while principals partner with teachers at grade level/content area for current practices, such as, but not limited to, Common Formative Assessments, Common Summative Assessments, and unpacking MAP test standards.

ACTION STEPS	Person Responsible	Funding Source	Completion Date
YEAR ONE			
Weekly PLC time will be embedded into the building schedule.	PLC Teams Principals	Federal, State, and Local	2026
Begin the work of unpacking MAP test standards with staff.	Principals Teachers	Federal, State, and Local	2026
On PD days, vertical teaming as well as grade-level PLC work will be the focus. There will also be dedicated time to allow the specials rotation team to collaborate effectively.	Principals Teachers	Federal, State, and Local	2026
YEAR TWO			
Continue the work of reading standards-based grade cards starting in 1st grade.	Principals Teachers	Federal, State, and Local	
Continue MAP test data review over tested standards	Principals Teachers	Federal, State, and Local	
Continue embedded PLC meetings during planning times and on PD days	Principals Teachers	Federal, State, and Local	
YEAR THREE			
Continue the work of reading standards-based grade cards in grades 2-4.	Principals Teachers	Federal, State, and Local	
Continue MAP test data review over tested standards	Principals Teachers	Federal, State, and Local	
Continue embedded PLC meetings during planning times and on PD days	Principals Teachers	Federal, State, and Local	

P3 SMART Goal #3: Provide 100% of students with the resources to achieve growth in all areas on district and/or state assessments.

ACTION STEPS	Person Responsible	Funding Source	Completion Date
YEAR ONE			
Continue to offer grade-level rewards and incentives for standardized testing achievement and growth.	Principals Teachers	Federal, State, and Local	2026
80% of students will show growth on standardized testing.	Principals Teachers	Federal, State, and Local	
Principals collaborate with teachers to set ELA and Math goals (building-wide) for the year.	Principals Teachers	Federal, State, and Local	2026
Use data from the previous three years to establish a baseline to increase the number of students reading on grade level.	Principals Teachers	Federal, State, and Local	2026
YEAR TWO			
Continue to offer grade-level rewards and incentives for standardized testing achievement and growth.	Principals Teachers	Federal, State, and Local	
90% of students will show growth on standardized testing.	Principals Teachers	Federal, State, and Local	
Principals collaborate with teachers to set new building-wide ELA and Math goals and create grade-level ELA and Math goals for the year.	Principals Teachers	Federal, State, and Local	
Review data and baseline from year one to identify gap areas in the number of students reading on grade level.	Principals Teachers	Federal, State, and Local	
YEAR THREE			
Continue to offer grade-level rewards and incentives for standardized testing achievement and growth.	Principals Teachers	Federal, State, and Local	
95% of students will show growth on standardized testing.	Principals Teachers	Federal, State, and Local	
Principals collaborate with teachers to set new building-wide and grade-level goals for ELA and Math, and classroom ELA and Math goals for the year.	Principals Teachers	Federal, State, and Local	
Review data and baseline from years one and two to identify gap areas in the number of students reading on grade level.	Principals Teachers	Federal, State, and Local	

JEB CSIP Year-at-a-Glance

YEAR ONE

Action Step	Priority & Goal	Completed
Adhere to 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.	P1:G1	
Continue the work on identified priority areas for updating and maintaining facilities and grounds as listed below. ● Maintain Roofing (scan every other year) ● Flooring ● Maintain Current Asphalt	P1:G1	
Set rotation and guidelines for maintaining bus fleet average age.	P1:G1	2026
Begin research into the cost and feasibility of adding a sports facility for high school and/or storage. Report out and decide on next steps.	P1:G1	2026
Draft ballot language for a debt service general obligation bond for the April 2027 election.	P1:G1	
Maintain a comprehensive district wellness program using feedback from stakeholders to continually improve offerings. Review wellness programs from neighboring districts to gain insight into possible future offerings for our district.	P2:G1	2026
Begin partnership with the Dallas Co. R-1 school district for the Evangel University Teacher Master's Degree program for 2026-2028 - Cohort #1.	P2:G1	2026
Review annual salary schedules and benefits packages. Brainstorm at least annually with the Salary/Welfare Team to gather new ideas for implementation.	P2:G1	
Evaluate SB 68 requirements and develop a plan to implement items as applicable to our district.	P2:G1	2026
Implement ongoing professional development for communications. Stay informed on the newest trends in communication.	P2:G2	
Update the culture and climate survey before re-administering to parents, staff, and students.	P2:G2	
Adapt communications strategies according to the needs of the district staff, students, and parents. Continue implementation of various communications avenues (podcast, newsletter, social media, etc.) based on feedback.	P2:G2	2026
Train staff on the current A.I. trends and develop strategies to incorporate A.I. into daily usage for staff and students where appropriate.	P2:G2	

Implement “Breakfast with the Boss” during the summer months to allow staff to gain knowledge and offer feedback about district initiatives directly to the Superintendent.	P2:G2	2026
Explore partnerships with local community resources for after-school programs.	P2:G3	
Re-evaluate Title 1 activities and revamp to include activities that meet the needs of all grade levels.	P2:G3	2026
Create a schedule of year one offerings to include a minimum of 1 in-person and 2 virtual offerings.	P2:G4	
Meet with PTO to decide the best course of action for sharing and involving parents.	P2:G4	2026
Create a volunteer program that engages volunteers, provides various involvement opportunities, and includes volunteer appreciation.	P2:G4	
Update information shared about the volunteer program that includes robust communication with clear outlines of expectations.	P2:G4	
Pilot math resources.	P3:G1	2026
Begin to explore options for updating science and social studies resources for grades 4 - 8. Develop a rotation schedule for updating science and social studies resources.	P3:G1	
Expand the Gifted Education program to include grades 3 - 8.	P3:G1	2026
The district will continue to evaluate technology/device use regarding age-appropriateness, fiscal responsibility, and current legislation.	P3:G1	
Explore the intentional teaching of handwriting to gather staff input.	P3:G1	
Weekly PLC time will be embedded into the building schedule.	P3:G2	2026
Begin the work of unpacking MAP test standards with staff.	P3:G2	2026
On PD days, vertical teaming as well as grade-level PLC work will be the focus. There will also be dedicated time to allow the specials rotation team to collaborate effectively.	P3:G2	2026
Continue to offer grade-level rewards and incentives for standardized testing achievement and growth.	P3:G3	2026
80% of students will show growth on standardized testing.	P3:G3	
Principals collaborate with teachers to set ELA and Math goals (building-wide) for the year.	P3:G3	2026
Use data from the previous three years to establish a baseline to increase the number of students reading on grade level.	P3:G3	2026

JEB CSIP Year-at-a-Glance

YEAR TWO

Action Step	Priority & Goal	Completed
Maintain budget guidelines set in year one.	P1:G1	
Continue updates on facilities and grounds, specifically looking into the feasibility of the following tasks in year 2, in conjunction with the high school project. ● Sealing Remaining Cafeteria Walls ● Additional Freezer Space	P1:G1	
Monitor the rotation to maintain the bus fleet average age.	P1:G1	
Based on April 2027 ballot outcomes, either begin high school construction or the work to re-present ballot language in April 2028.	P1:G1	
Maintain budget guidelines set in year one.	P1:G1	
Refine the district wellness program to include activities that are meaningful and have an impact by offering a feedback survey after each event/activity.	P2:G1	
Teachers in the partnership with the Dallas Co. R-1 School District, Evangel University Teacher Master's degree program cohort #1 will graduate. Gather feedback from participants to guide Cohort #2.	P2:G1	
Review annual salary schedules and benefits packages. Brainstorm at least annually with the Salary/Welfare Team to gather new ideas for implementation.	P2:G1	
Implement SB 68 requirements as applicable to our district, including but not limited to: ● District-Wide staff CPR Training ● Yearly district-wide Stop the Bleed Training ● Develop a CERP & coordinate with EMS as needed. ● Establish a Cardiac Response Team	P2:G1	
Continue communications professional development to offer the most up-to-date and current communication strategies district-wide.	P2:G2	
Administer the Culture and Climate Survey to gather additional data from staff about future improvements. Publish results to stakeholders in various ways, including but not limited to: district website, board meetings, community newsletter, and email.	P2:G2	
Continue to assess communications strategies as needed for district needs.	P2:G2	

Continue A.I. training for district staff and students as needed based on trends.	P2:G2	
Evaluate the effectiveness of "Breakfast with the Boss" and make a decision about year three implementation.	P2:G2	
Continue to explore and evaluate the effectiveness of partnerships with local community resources for after-school programs.	P2:G3	
Evaluate previous Title 1 activities to determine future offerings based on interest and their support of ELA and Math.	P2:G3	
Update year one offerings to expand on the knowledge base; should include a minimum of 1 in-person and 2 virtual offerings.	P2:G4	
Reassess PTO communication and update as needed.	P2:G4	
Reassess volunteer program and adjust as needed, including communication practices.	P2:G4	
Implement math resources	P3:G1	
Pilot social studies and science resources for grades 4 - 8	P3:G1	
Expand the gifted education program to include grades 2-8, begin to plan for inclusion of grades 9 - 12.	P3:G1	
Continue evaluation of technology/device usage regarding age-appropriateness, fiscal responsibility, and current legislation.	P3:G1	
Implement or abandon the intentional teaching of handwriting based on staff input, focusing on handwriting up to grade 4 and typing in grades 5 - 12.	P3:G1	
Continue the work of reading standards-based grade cards starting in 1st grade.	P3:G2	
Continue MAP test data review over tested standards	P3:G2	
Continue embedded PLC meetings during planning times and on PD days	P3:G2	
Continue to offer grade-level rewards and incentives for standardized testing achievement and growth.	P3:G3	
90% of students will show growth on standardized testing.	P3:G3	
Principals collaborate with teachers to set new building-wide ELA and Math goals and create grade-level ELA and Math goals for the year.	P3:G3	
Review data and baseline from year one to identify gap areas in the number of students reading on grade level.	P3:G3	

JEB CSIP Year-at-a-Glance

YEAR THREE

Action Step	Priority & Goal	Completed
Maintain budget guidelines set in year one.	P1:G1	
Continue updates on facilities and grounds as identified in years one and two. Begin to identify new areas of priority for moving forward, look into the following items for feasibility on the current timeline. ● Playground ● Parking Lot (New) ● Additional Classroom Space and Storage ● Concession Stand and Restrooms for Baseball ● Office Addition to Streamline Operations and Add Security to the Building ● Updated Library Space Centrally Located ● Addition of 2-8 Classrooms for Continued Growth	P1:G1	
Reevaluate the rotation to maintain the bus fleet average age.	P1:G1	
Based on April 2027 and April 2028 ballot outcomes, begin retaining the Freshman class or adjusting finances as needed to continue funding tuition to area high schools.	P1:G1	
Research and begin discussions involving the feasibility of an Early Learning Center addition. Report out and decide on next steps.	P1:G1	
Complete district wellness triennial assessment and evaluate future offerings.	P2:G1	
Begin Cohort #2 partnership with the Dallas Co. R-1, Evangel University Teacher Master's Degree program for 2028 - 2030.	P2:G1	
Review annual salary schedules and benefits packages. Brainstorm at least annually with the Salary/Welfare Team to gather new ideas for implementation.	P2:G1	
Continue intentional implementation of SB68 guidelines and requirements as applicable to our district.	P2:G1	
Continue communications professional development to offer the most up-to-date and current communication strategies district-wide.	P2:G2	
Update the culture and climate survey before re-administering to parents, staff, and students.	P2:G2	
Continue to assess communications strategies as needed for district needs.	P2:G2	
Continue A.I. training for district staff and students as needed based on trends.	P2:G2	

Evaluate the effectiveness of "Breakfast with the Boss" and make a decision about continued implementation.	P2:G2	
Continue to explore and evaluate the effectiveness of partnerships with local community resources for after-school programs.	P2:G3	
Evaluate previous Title 1 activities to determine future offerings based on interest and their support of ELA and Math.	P2:G3	
Update year two offerings to expand on the knowledge base; should include a minimum of 1 in-person and 2 virtual offerings.	P2:G4	
Reassess PTO communication and update as needed.	P2:G4	
Reassess volunteer program and adjust as needed, including communication practices.	P2:G4	
Continue professional development for implementation of math resources.	P3:G1	
Implement science and social studies resources.	P3:G1	
Maintain gifted program in grades 2-8, and implement for grades 9-12.	P3:G1	
Continue evaluation of technology/device usage regarding age-appropriateness, fiscal responsibility, and current legislation.	P3:G1	
Implement or abandon the intentional teaching of handwriting based on staff input, focusing on handwriting up to grade 4 and typing in grades 5 - 12.	P3:G1	
Continue the work of reading standards-based grade cards in grades 2-4.	P3:G2	
Continue MAP test data review over tested standards	P3:G2	
Continue embedded PLC meetings during planning times and on PD days	P3:G2	
Continue to offer grade-level rewards and incentives for standardized testing achievement and growth.	P3:G3	
95% of students will show growth on standardized testing.	P3:G3	
Principals collaborate with teachers to set new building-wide and grade-level goals for ELA and Math, and classroom ELA and Math goals for the year.	P3:G3	
Review data and baseline from years one and two to identify gap areas in the number of students reading on grade level.	P3:G3	