

2021 District Strategic Plan

Lawson R-XIV School District



November 18, 2020

MISSION To provide students with an educational environment that will motivate them to achieve their potential and to serve as a resource center for the community in promoting lifetime learning experiences.

Priorities

The Lawson R-XIV School District is committed to academic achievement that meets or exceeds standards of excellence.

The Lawson R-XIV School District is committed to recruiting, retaining and supporting staff through competitive compensation, benefits, and development programs.

The Lawson R-XIV School District promotes and maintains a positive culture and climate in all buildings that encourages student, parent, and community involvement.

The Lawson R-XIV School District maintains an environment that promotes physical, social, and emotional well-being and safety for all students and adults.

Introduction

The contents of this **Strategic Plan** represent the collective purpose of the Lawson R-XIV School District's priorities, goals, and measurements designed for student achievement and success. Over the past calendar year, the School Board has refined CSIP goals into District **Priorities**. These Priorities are intended to support the District's Mission Statements and guide all of the District's efforts in the classroom, in activities, in projects, and in outreach. **Goals** are developed for the focused purpose of achieving the Priorities. The intent is to provide students with ever improving opportunities to gain basic knowledge, experiences, and skills required for lifelong learning as well as become contributing and responsible members of society. Measurements have been emphasized and presented for objective analysis and awareness. These measurements will be reported to the Board on a regular basis at regular monthly Board meetings according to the schedule presented.

For some historical perspective, in December of 1994, the Lawson R-XIV Board of Education began the process of developing a strategic plan to provide direction to the school district over the coming years. Because the Board of Education wanted the strategic plan to reflect the ideas and attitudes of community, parents, students, and staff, a group of approximately 50 persons were invited to participate. The first step was to incorporate findings from the 1992 MSIP evaluation, and use this as a beginning place. The strategic planning (school improvement) process is designed to be on-going. Following the 1997 MSIP review, several new "MSIP-related" goals were established and accomplished and this process was followed when the MSIP review process occurred approximately every five years. Currently, MSIP status is published annually through the Annual Performance Report (APR) and the District continues to earn full Accredited status.

For many years the district administrators met with strategic planning committees to review progress made toward accomplishing goals and eliminating concerns. With the advent and capabilities of modern technology, the district will utilize a Google survey method to reach greater numbers of student, parent, and patron participants in hopes of greater overall input to inform and improve the Strategic Plan. The Board of Education and the administration will use the Strategic Plan as the primary driver in the decision making process.

The Lawson Board of Education reviews the Strategic Plan on a regular basis. The entire operation of the Lawson R-XIV School District is intended to be guided by the Plan. Sometimes referred to as the Comprehensive School Improvement Plan (or CSIP), the Strategic Plan is a living document designed to be reviewed and revised, if needed, on an annual basis.

Lawson R-XIV School District

Lawson, Missouri



2021

District Strategic Plan

& Comprehensive School Improvement Plan

Lawson R-XIV Board of Education

Eric Blair, President

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November 18, 2020



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Basic Beliefs

The first step in the strategic planning process involves the determination of basic beliefs. These are the foundation beliefs upon which the Lawson R-XIV School District operates. The original list of 34 beliefs have been summarized and re-organized into 13 “parent, community, and school beliefs”.

As a community and school district we believe:

All children have intrinsic value and can learn.

Each child’s gifts and learning style deserve to be recognized and respected.

Because learning begins at birth ...parents must be equipped and motivated to provide for the individual learning needs of their children.

The role of parents in modeling desirable behaviors is of paramount importance.

Involvement in the lifelong learning process is a shared responsibility of the family, school, and community. Excellence in education is a priority.

A quality education requires an attitude of mutual cooperation, which is reflected in open communication and a sense of teamwork.

Children learn best in a loving and secure environment.

Motivation through encouragement and praise is essential for learning.

Learning promotes both individual self-worth and respect for others.

The school has the responsibility to provide quality education that meets diverse individual needs.

While it is recognized that children often learn through play, it is equally true that learning requires diligence and effort.

Education should provide children with a capacity for positive decision making, and awareness that all decisions have consequences, and an understanding that rules are designed to provide parameters for productive social interaction.

Schools must carefully and deliberately make curricular and philosophical decisions that address the needs of students in an ever-changing society.

MISSION Statements Based on Belief Statements

Early Childhood

It is the mission of the Lawson Early Childhood Program to ensure that children come first by empowering home, school, and community to support and enable children to flourish throughout their learning experience in a safe, respectful, and creative environment.

Southwest Elementary (Grades K-4)

In partnership with home and community, our mission is to create and inspire meaningful learning experiences students need, want, and can achieve and to support and motivate their desire to become life-long learners.

Lawson Middle School (Grades 5-8)

The mission of Lawson Middle School is to provide the educational and social stepping stones for all students to proceed to high school with a broad academic basis, a positive attitude, self-esteem, and above all ... an eagerness to continue to learn.

Lawson High School (Grades 9-12)

The mission of the Lawson High School is to form a partnership with family, business and community in order to provide a quality education in a safe, drug free environment that prepares students to be confident in their abilities, enthusiastic about their possibilities, and eager to engage life as contributing members of society.

The Lawson R-XIV Mission Statement

To provide students with an educational environment that will motivate them to **achieve their potential** and to serve as a resource center for the community in promoting lifetime learning experiences.

PRIORITIES, *Goals*, & Measures

PRIORITY

The Lawson R-XIV School District is committed to academic achievement that meets or exceeds standards of excellence.

GOALS

- **The percentage of Lawson students in the upper two quartiles will exceed the state average on the state assessments.**

| Measure(s) | Reported to Board |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|
| Annual MAP Grade Level and End-of-Course Assessments. Percentage of students in Advanced and Proficient quartiles combined will exceed the state average in the four required areas. | Following release of results from DESE DESE APR |

- **The district, its buildings, personnel, and/or students will be recognized on a regular basis at the regional, state and/or national level.**

| Measure(s) | Reported to Board |
|--------------------------------------------------------|---------------------------------------------------------------|
| Awards, Honors, Accolades from contests, test results, | Department level Program Evaluations Board Recognition |

- **As high attendance is proven through research to be a key factor in student learning success, district students shall attend school at an outstanding rate.**

| Measure(s) | Reported to Board |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|
| As measured and surpassing the DESE standard of 90% of students attending at least 90% of the time, 92% of Lawson R-XIV students will attend school at least 90% of time. | Attendance Report, Quarterly DESE APR |
| Using a local measurement from our student information system, Lawson R-XIV students will achieve an overall attendance rate of at least 96% at both the building and district level. | Attendance Report, Quarterly |

- **The District will prepare every student for graduation and for success in his or her individualized academic and career goals.**

| Measure(s) | Reported to Board |
|------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|
| Provide a variety of opportunities for college and career planning | Career Day Report Career Center Completers |
| As measured by the ACT results, senior class cohorts will exceed the state average in subset and composite score | Annual ACT Results DESE APR |

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| results. | |
| As measured by post-secondary placement, the percentage of Career Center completers shall attain a job placement related to field of study, meeting or exceeding the MSIP standard. | Career Center Completers, APR Report ESACC Career Center Report |

- **The District will achieve 100% of points possible on DESE's Annual Performance Report.**

| Measure(s) | Reported to Board |
|--------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|
| MSIP Categories; Subcategories | DESE APR Report |
| To support ELA achievement, utilize reading assessments to measure grade level readiness for grades 3-6 to comply with state reading remediation laws. | Title I Program Evaluation ELA Program Evaluation |

PRIORITY

The Lawson R-XIV School District is committed to recruiting, retaining and supporting staff through competitive compensation, benefits, and development programs.

GOALS

- **The base salary for district faculty is \$40,000 by the year 2030.**

| Measure(s) | Reported to Board |
|-------------------------------------------|--------------------------------------|
| Lawson R-XIV Salary Schedule | March Board Meeting |
| Area Metro/KCI Salary Schedule Comparison | Prior to Adoption of Salary Schedule |

- **The District has ancillary programs that promote staff retention.**

| Measure(s) | Reported to Board |
|---------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| Participation in Mentoring, Career Ladder, Professional Development, Tuition Reimbursement, Wellness Committee, Cardinal's Nest | Program Evaluation Reports |

- **The District provides multiple employee benefits that promote staff retention.**

| Measure(s) | Reported to Board |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------|
| Participation in the following programs: Longevity Stipend, Health Insurance, Health Savings Account Seed Money, Dental Insurance, 403b Retirement, Sick Leave Buy-back, and Long-term disability | Program Evaluation Reports Annual Board Approved Budget |

- **The District promotes Professional Development of teachers.**

| Measure(s) | Reported to Board |
|------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|
| Professional Development committee report participation of teachers by number and percentage that take advantage of PD opportunities. | Program Evaluation Reports Annual Professional Development Plan |

- **At least 60% of both certified and non-certified employees have at least 15-years of experience and at least 50% have been employed by the District for at least 15 years plus.**

| Measure(s) | Reported to Board |
|---------------------------------------------------------------------------------------------------------------------|------------------------|
| Employment Longevity as measured by years of experience in the occupation and as a member of the Lawson R-XIV | Annual Report to Board |

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|----------------|--|
| faculty/staff. | |
|----------------|--|

PRIORITY

The Lawson R-XIV School District promotes and maintains a positive culture and climate in all buildings that encourages student, parent, and community involvement.

GOALS

- **The District will maintain multiple mediums to promote awareness and involvement.**

| Measure(s) | Reported to Board |
|-------------------------------------------------------------------------------------------------|------------------------|
| Membership in Lawson @lerts and followers on social media | Annual Report to Board |
| Sample of Social Media post activity | Annual Report to Board |
| Utilization of a website, newsletters, flyers, digital apps such as See Saw, Remind, Class Dojo | Annual Report to Board |
| Utilization of parent portal for TylerSIS | Annual Report to Board |

- **The District provides multiple co-curricular and extra-curricular that promotes that student involvement for all outside of the classroom.**

| Measure(s) | Reported to Board |
|------------|-------------------|
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| Participation in co-curricular, extra-curricular activities, and PTO sponsored events. | Seasonal Reports to Board |
|----------------------------------------------------------------------------------------|---------------------------|

- **The District engages with community partners to provide activities for students outside of the classroom.**

| Measure(s) | Reported to Board |
|---------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|
| Participation in community sponsored events and activities, examples include local organizations, sororities, and student initiated youth groups. | Annual Report to Board |

PRIORITY

The Lawson R-XIV School District maintains an environment that promotes physical, social, and emotional well-being and safety for all students and adults.

GOALS

- **The District provides programs, support, and outreach to resources designed to assist at-risk students in their endeavors to achieve academic success.**

| Measure(s) | Reported to Board |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|
| Participation in programs such as StEP-UP mentor program, Title I, A+ tutoring, Special Services, Wellness offerings, and Supply nights. | Program Evaluation Reports Annual Report to Board |
| Maintain a variety of resources and trainings to include SOS-Signs of Suicide, Text a Tip, Trauma Informed, Active Shooter Drill (Involving Community Agencies and Stakeholders), Monthly test of the county wide 911 School Radio system | Annual Report to Board |

- **The District maintains safe & secure buildings, utilizing technology to ensure an environment conducive to learning for all students, staff, and patrons.**

| Measure(s) | Reported to Board |
|-----------------------------------------------------------------------|----------------------------|
| District buildings maintain secure entries and cybersecurity efforts. | Annual Report to Board |
| Safety Programs such as Southwest Safety Patrol and CIA. | Program Evaluation Reports |
| Adherence to annual safety drills and crisis plan | Annual Report to Board |

- **The District strives to reduce youth risk behaviors, promoting positive choices for healthy physical, social, emotional, and mental outcomes .**

| Measure(s) | Reported to Board |
|---------------------------------------------------------------------------------------------------------|----------------------------|
| Measured by annual discipline data. | Annual Report to Board |
| Membership and activity by select student activity groups such as local CIA arm of Ray County Coalition | Program Evaluation Reports |

Facilities Goals & Planning

The following is a list of facility goals established by the Lawson R-XIV School Board of Education. This was originally a ten-year plan and is reviewed and revised on an annual basis at the summer planning session. The goals, not listed in order of priority, were initially established on July 20, 2001 and have currently been reviewed and revised on an annual basis, most recently in the 2020-21 school year.

| No. | Project Description | Date of Completion |
|-----|-------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|
| 1. | Add all-weather surface to present track and fence the entire track. | 2001 Resurfaced 2007 Replaced 2016 |
| 2. | Asphalt the remainder of the parking lots at the High School. Resurfacing of the drives at the HS/MS. | Resurfacing begun 2014 |
| 3. | Build new commons area, 6 th grade wing and office complex to the middle school. | 2004 |
| 4. | Improvements made to the exterior north wall of the middle school gym. | 2010 |
| 5. | Improve softball field to include lights, fencing, scoreboard, etc. | 2001 |
| 6. | Add new lights and standards to football/track stadium. | 2004 |

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|-----|------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------|
| 7. | Grass the infield at the high school baseball field. | 2007 |
| 8. | Add sprinkler system to baseball and softball fields. | 2007 |
| 9. | Add additional speakers to football stadium. | 2004 |
| 10. | Build new dugouts at the baseball and softball field. | 2007 |
| 11. | Put a computerized message board/sign at entrance to high school/middle school. | |
| 12. | Tube and cover the ditch that runs through the MS/HS property. | 2005 |
| 13. | Build permanent seating at the softball and baseball fields to include press box, concessions and restroom facilities. | Softball – 2015 (seating excluded) |
| 14. | Widen the entrance to the drive at the MS/HS property and provide a safe route for student bicycle riders and walkers. | 2014 |
| 15. | Build an ECSE / PAT Facility | |
| 16. | Purchase new property for future expansion | 2006 |
| 17. | Construct a broadcasting teaching facility at the high school. | 2015 |
| 18. | Develop district-wide wireless technology infrastructure. | 2014 |
| 19. | Renovate the High School / Community Library to meet current needs | 2015 |

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| 20. | Update sound system in Sellers Performing Arts Center. | 2016 |
| 21. | Repair and/or replace aging roofs at Middle School (1977 addition) and High School. | 2015, 2017, 2020 |
| 22. | Expand Nurse's room space at Southwest to better accommodate both 'sick' and 'well' patients and their respective needs. | |
| 23. | Construct a Commons space and new Library Media Center at Southwest. | |
| 24. | Install Solar Lighting on Entrance Drives and Parking Lots | |
| 25. | Implement a systemic district-wide remodeling of existing facilities to include but not limited to replacement of floor tile, paint schemes, windows and modernization of restroom facilities. | |
| 26. | Explore feasibility of installing well-water supported irrigation system for athletic surfaces. | |
| 27. | Explore feasibility of installation of solar power supply units to support energy consumption and reduce operating costs. | |

District Building/Expansion Plans (overview)

Each year the Lawson R-XIV Board of Education approves, or in some cases re-approves, plans to improve and/or expand facilities. This page represents a history of the Lawson School District and facility development over the last 30+ years.

| Phase | Facility Project | Date of Completion |
|-------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| 1. | Build a new High School , close Central Middle School, move the middle school students into the old High School. Make all roof repairs. Air-condition all classrooms. | 1992 |
| 2. | Build a new Kindergarten wing onto Southwest. Move Kindergarten students in from the Nike Base. Close and sell the Nike Base. | 1994 |
| 3. | Move Early Childhood Program to Southwest. Expand space for Parents as Teachers Program. Plant trees at all buildings. | 1995 |
| 4. | Make improvements (new flooring, ceiling tiles, doors) to the new Middle School (old High School). Make improvements to outdoor athletic facilities, specifically, the baseball and softball fields. New computer labs at MS, SW & HS. | 1996 |
| 5. | Expand the High School by a minimum of eight classrooms . Add two additional mini-locker rooms to | 1996 |

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| | High School. Add new art room to Middle School and one additional special education classroom. Add additional parking at Southwest and new asphalt playgrounds. | |
| 6. | Expand Southwest by adding additional classrooms , new art room, music room, library, gym and consider adding space for a latch key program. New computer lab for Southwest. Networked computers and printers in all classrooms. Correct noted building safety and improvement needs. | 1999 |
| 7a. | Add Multi-Purpose facility at High School and continue efforts to improve appearances of all buildings. | 1999 |
| 7b. | Add Cross Country training course. | |
| 8. | Add K-12 Performing Arts Center. Space to be also used for community theater. Renovate High School football field/concession stands and restrooms, to include bleachers. Add an all-weather track. Renovate restrooms on baseball field complex. Improve/expand district parking. | 2001 |
| 9. | Add classroom space at Middle School , including Commons area. Additional parking on west side of HS complex. | 2004 |
| 10a. | Add additional playing and practice areas for MS/HS activities. Add tennis courts at HS/MS complex. | |
| 10b. | Resurface all parking areas. | 2014-current |
| 11. | Build a new high school to include transportation facility and athletic fields and facilities and reconfigure the current district to PreK-2 at Southwest, grades 3-5 at | |

the current middle school and grades 6-8 in the current high school.

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| 12 | Make improvements district-wide to maintain first-class facilities and provide need enhancements to meet changing technology. These include: | 2014 Bond Issue |
|-----------|-----------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|

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| 12a. | Adding Safe Storm Shelter/gymnasiums at HS/MS complex and at SW Elementary. | 2020 HS / MS 2022 SW |
|-------------|------------------------------------------------------------------------------------|---------------------------------|

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| 12b. | Creating a state-of-the-art Library Media Center for the HS/MS through expansion and renovation of the current facility to include a broadcasting center. | 2015 |
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| 12c. | Replacing aged-middle school roof. | 2015 |
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| 12d. | A new entrance for HS/MS complex to ease traffic congestion on D highway. | 2014 |
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| 12e | New concession, restroom, and seating facilities for softball (visitor football) | 2015 |
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| 12f. | New concession, restroom, and seating facilities for baseball. | 2020 |
|-------------|-----------------------------------------------------------------------|-------------|

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| 12g. | Establish district-wide wireless infrastructure. | 2014 |
|-------------|---------------------------------------------------------|-------------|

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| 12h. | Update Intercom system at all buildings. | 2020 |
|-------------|-------------------------------------------------|-------------|

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- 13. Conduct a feasibility study** for a potential **Agriculture Education** program at High School, to include the **construction** of a new **Agriculture Education facility**.
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- 14. Replacing** aged-high school roof over all classroom areas.
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2020



Supporting Plans

The District develops and employs a variety of purpose focused plans that, at their basis, are designed to support the mission, priorities, and goals of the Strategic Plan. These include:

- Technology Plan
- Communications Plan
- Professional Development Plan
- A+ Partnership Plan
- Career Ladder Plan
- Crisis Plan
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