

Marshfield R-I School District

Comprehensive School Improvement Plan (CSIP)

The purpose of the Marshfield R-1 School District is to prepare each student for a successful future.

<i>Vision</i>	<i>Goals/Measures</i>	<i>Commitments/Action Steps</i>
<p>Student Success</p> <p>The district will promote the individualization of learning in order to maximize student success.</p>	<p>Each student in Marshfield R-1 will take age appropriate ownership of his/her education as measured through the increase in personal plans of study, individual achievement goals, and other measures as appropriate.</p> <p>Through their coursework, students will demonstrate growth in critical thinking, communication, collaboration, creativity, and emotional intelligence in order to be prepared for a successful future.</p> <p>The district will maintain full accreditation with the state's Department of Elementary and Secondary Education.</p>	<ul style="list-style-type: none"> • Offer students authentic learning experiences that include opportunities for critical thinking, collaboration, communication, and creativity. • Provide students with opportunities for goal setting, self-evaluation, and personal growth. • Continually develop, improve and implement a relevant and viable curriculum that leads to the growth of academic and social skills. • Promote a healthy, positive, inclusive learning environment. • Continue to increase opportunities for 21st Century Academic & job related skills • Increase student opportunities to engage in leadership/ownership of their learning • Continue to improve processes during students' transitions within the district • Continued district focus of student wellness-physical, mental, emotional • Develop and implement a district-wide framework for best-practices in instruction. • Develop and implement a K-12 virtual learning program taught by Marshfield teachers offering Marshfield curriculum.
<p>High Quality Staff</p> <p>The district will attract, employ, develop, and retain motivated faculty and staff who are committed to preparing each student for a successful future.</p>	<p>The district will recruit and retain high quality certified and non-certified staff.</p> <p>The district will provide high quality Professional Development that allows staff to continually grow in their job performance.</p>	<ul style="list-style-type: none"> • Strive to continually improve the salary schedule for certified and classified employees • Continue to develop, improve and implement a professional development plan that aligns with the needs of staff members and proven best practices. • Continue to develop, improve and implement a consistent process for the selection of high quality personnel. • Continue to utilize evaluation protocols and products that measure teacher growth on research-based standards for effective teaching, including self-evaluation. • Maintain the quality and quantity of time available for professional development. • Continue to provide a high-quality mentoring/advising program for new teachers and teachers new to the district. • Continue to find ways to assess and improve culture/moral. • Continue to increase district capacity for ongoing, job-embedded professional learning by training and developing district instructional coaches. • Provide improvements to the staff wellness program.

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<p>Facilities & Resources</p> <p>The district will provide safe, clean, and effective settings that promote learning.</p> <p>The district will provide quality instructional resources that promote learning.</p>	<p>The district will provide clean, safe, and secure learning environments for students.</p> <p>The district will provide quality resources, including up to date technology, which promotes high-quality student learning.</p>	<ul style="list-style-type: none"> • Conduct annual evaluations in order to identify facility, grounds, and safety/security needs. • Continually use and update the district's collaboratively formed Long Range Plan for maintaining and upgrading district facilities, grounds, and safety based on annual evaluations. • Provide up to date resources, including technology, that enhance teaching and learning. • Develop and implement a financial plan to support facilities and resources. • Implement K-12 learning management systems to enhance technology-driven instruction and delivery.
<p>Parent & Community Involvement</p> <p>The district will partner with families, businesses, and the community to prepare each student for a successful future.</p>	<p>The district will continually seek to improve the communication process with parents and the community.</p> <p>The district will seek partnerships with parents and the community to enhance and support the learning process for all students.</p>	<ul style="list-style-type: none"> • Develop and consistently utilize multiple methods of communication with parents and the community to both inform and gather feedback. • Develop and offer multiple avenues to engage parents in the education and preparation of their students. • Teachers will make regular contact with parents in order to provide academic feedback and engage parents in their child's education. • Increase community partnerships to enhance the educational process
<p>Leadership & Governance</p> <p>The school board will set student-focused policy and provide supportive leadership.</p> <p>The administration will facilitate a collaborative climate focused on individual student success.</p>	<p>The Marshfield Board of Education and administrative team will create a culture that promotes innovation and collaboration.</p> <p>The Marshfield Board of Education and administrative team will be "lead learners" by seeking and modeling best practices for all staff in an effort to foster student success.</p>	<ul style="list-style-type: none"> • District and building leadership will create school structures to facilitate collaboration and encourage staff to be active participants in the decision making process. • Develop and implement collaborative processes focused on increasing student achievement by capitalizing on the collective expertise of staff and intervening for student success. • Continue to develop administrator capacity for instructional leadership. • District and building-level leadership will participate in professional development opportunities designed to achieve district and building goals. • District and building leaders will continually work to improve/maintain a positive work and learning environment • All school board members will participate in district and state level training programs and become board member certified.