



**VISION:** To be the best school district in our state

**MISSION:** To provide an excellent education for all our students

**VALUES:** Trust; integrity; collaboration; transparency; empathy; grace

**STAKEHOLDERS:** Students, teachers/staff, parents, taxpayers, and community

**“WE ARE ONE” MEANS . . .**

- We all practice the district’s values
- Students and adults build relationships
- We pursue a culture of deep learning
- We all look at issues through an AEO lens
- Excellence through equity

**GOAL 1:**  
All students  
graduate college-,  
career- and life-  
ready

**Columbia Public Schools will be a valuable asset for our community by preparing our children so that they will be competitive in an ever-changing, unpredictable world**

**GOAL 1 ACTION:**  
Continue this five-year  
student-centered plan  
to demonstrate  
readiness in literacy,  
numeracy, and  
behavioral skills

**SUCCESS INDICATORS:**

**1.1 Get them to school**

- 1.1.1 Ninety percent of students will attend school at least ninety percent of the time

**1.2 Keep them in class**

- 1.2.1 Out-of-school suspension numbers will decrease for all student groups
- 1.2.2 Referral numbers will decrease for all student groups
- 1.2.3 Ninety percent of 8<sup>th</sup> grade students will enter high school with a 2.5 GPA and zero out-of-school suspensions

**1.3 Catch them up and advance them further**

- 1.3.1 Student readiness in literacy and math, particularly in 3<sup>rd</sup> grade
- 1.3.2 Students taking algebra in 8<sup>th</sup> grade
- 1.3.3 Students earning qualifying scores for Advanced Placement, Dual Credit, Technical Skills Assessment, or ACT WorkKeys
- 1.3.4 All students will achieve academic progress

**STRATEGIES, EVALUATION METHODS AND TOOLS:**

- Standards Referenced Grading
- Multi-tiered system of support (RtI)
- Academic, behavior (disproportionality rates), attendance, and student survey
- Missouri Assessment Program (MAP), End of Course assessment (EOC), American College Testing (ACT), Scholastic Assessment Test (SAT), STAR Reading, STAR Math, aimswebPlus, iReady, 8<sup>th</sup> grade graduation trajectory data
- AASA “Redefining Ready!” Guide
- AVID College Readiness System schoolwide, Comprehensive School Counseling Program
- Implementation of Foundations PK-2
- Implementation of Everyday Math K-5
- MAC Scholars
- Reading Recovery



## GOAL 2: Every teacher becomes the best

**GOAL 2 ACTION:**  
Continue this five-year  
plan that establishes  
a culture of dignity  
and empowers  
stakeholders to take  
ownership of learning,  
monitor growth, and  
seek continuous  
feedback

**Columbia Public Schools will involve stakeholders to become a student-focused team**

### SUCCESS INDICATORS:

- 2.1 Columbia Public Schools' staff will foster student-centered relationships through supportive classroom practices**
  - 2.1.1 Student satisfaction/perception of relationships and leadership in their school
  - 2.1.2 Positive stakeholder feedback regarding teaching and support staff
  - 2.1.3 Student needs are met, especially through personalized learning where students have voice and choice
- 2.2 Columbia Public Schools will recruit, develop, and retain quality staff**
  - 2.2.1 Staff showing ownership of learning, growth, and seeking feedback
  - 2.2.2 District and site level staff satisfaction
  - 2.2.3 Classrooms meeting classroom model expectations
  - 2.2.4 Administrator, teacher, and staff retention
- 2.3 Columbia Public Schools will support students with technology tools and instructional resources**
  - 2.3.1 Equity of resources K-12 through quality and quantity
  - 2.3.2 Student knowledge and use of technology to impact learning
  - 2.3.3 Students will master communication, collaboration, critical thinking, and creativity in and out of the classroom
  - 2.3.4 Students will master digital literacies, which includes digital citizenship and reading and writing in digital formats

### STRATEGIES, EVALUATION METHODS AND TOOLS:

- NEE teacher professional growth tool and administrator evaluation model
- System reviews, self-assessments, stakeholder feedback through focus groups, World Café forums, and surveys
- Participation in Equity Training, Restorative Practices, and Executive Functioning/Poverty training
- Participation in AVID Path trainings

## GOAL 3: Our operations make our mission possible

**GOAL 3 ACTION:**  
Continue the strategies  
focused on supporting  
learning

**Columbia Public Schools will be a stakeholder-focused culture that demonstrates responsible management to add value to the system for the benefit of students, staff, and patrons of the district**

### SUCCESS INDICATORS:

- 3.1 Columbia Public Schools will prioritize learning time**
  - 3.1.1 Prioritize effective use of learning time
- 3.2 Columbia Public Schools will ensure a safe and nurturing environment (Safety and Security)**
  - 3.2.1 Provide supports that meet the physical needs of all students
  - 3.2.2 Provide supports that meet the emotional needs of all students
  - 3.2.3 Provide supports that meet the behavioral needs of all students
- 3.3 Columbia Public Schools will inform and engage stakeholders to increase transparency and support for the classroom**
  - 3.3.1 Communicate district data and information to support learning
  - 3.3.2 Communicate district financial and budget data and information
  - 3.3.3 Engage stakeholders in long-range facility and financial planning
- 3.4 Columbia Public Schools will demonstrate fiscal responsibility**
  - 3.4.1 Maintain a minimum of 18% - 20% reserves.
  - 3.4.2 Ensure a systematic, systemic, and balanced deployment of resources
  - 3.4.3 Identify and implement efficiencies district-wide while meeting the needs of students

### STRATEGIES, EVALUATION METHODS AND TOOLS:

- Goal setting, budgets aligned to district goals, stakeholder feedback, analytic data, safety audit, and Board of Education committees
- Schools responsible for data integrity and security of their students' information
- Ten-year Long Range Facility Plan

