

ODESSA R-VII SCHOOL DISTRICT

HOME OF THE BULLDOGS



**CONTINUOUS
SCHOOL
IMPROVEMENT
PLAN**

SPRING 2026 – SPRING 2029

LEARNING FOR A LIFETIME

The Odessa R-VII School District believes in

- empowering students and staff to be successful lifelong learners.
- creating an environment where students and staff feel safe, encouraged, and supported.
- recruiting, developing, and retaining quality professionals.
- focusing on student success.
- sustaining positive partnerships with our community.
- striving for excellence.
- providing access to multiple opportunities.

Mission

The mission of the Odessa R-VII School District is to educate and empower all students in a safe, diverse, and innovative learning environment.

Vision

The Odessa R-VII School District will be the leader of educational excellence that prepares students to be successful in all aspects of life.

District Priorities

- Teaching, Learning, Student Success & Academic Achievement
- District Operations
- Staffing and School Culture
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CSIP Development Team

Name	Position
Jennifer Auxier	Elementary Instructional Coach
T'Quia Bandy	Teacher, Odessa High School / Parent
Kristi Bieri	Teacher, Odessa Upper Elementary
Crissa Cockrum	Teacher, McQuerry Elementary
Aimee Feagan	Teacher, McQuerry Elementary / Parent
Dr. Roger Feagan	Assistant Superintendent / Parent
Jill Fletcher	Process Coordinator, Odessa Upper Elementary / Parent
Kaitlyn Fugitt	Assistant Principal, Odessa High School
Tami Grubb	Teacher, Odessa Middle School
Jason Hawkins	Community Member
Valerie Kelly	Parent
Tammy Kleoppel	Community Relations Specialist
Cory LaBoube	Principal, Odessa Upper Elementary / Parent
Kelsey Legate	Board of Education
Johnna Lorenz	Director of Special Education / Parent
Brad MacLaughlin	Director of Finance
Thad Madsen	Parent / Community Member

Kendra Malizzi	Principal, Odessa Middle School
Gary McCulley	Teacher, Odessa Upper Elementary
Kim McMahon	Teacher, Odessa High School / Parent
Dr. Jon Oetinger	Superintendent / Parent
Cailey Pingel	Assistant Principal, McQuerry Elementary
Evan Pingel	Teacher, Odessa High School / Parent
Tori Purifoy	Payroll and Benefits / Parent
Katie Russell	Assistant Principal, Odessa Upper Elementary
Tia Saxon	Instructional Technology Coach / Parent
Logan Seals	Director Technology / Parent
Morgan Schaberg	Process Coordinator, Odessa Middle School
Hillary Shippy	Parent
Amanda Smith	Director of Teaching and Learning / Parent
Savanna Smith	Teacher, Odessa Middle School
Deanna Swisegood	Teacher, Odessa Upper Elementary
Kyra Walsh	Secondary Instructional Coach / Parent

Logan Wiggins	Teacher, Odessa Middle School
Mally Zarda	Teacher, Odessa Upper Elementary / Parent

CSIP Timeline

Date	Description	People Involved
October 29, 2025	<ul style="list-style-type: none">● Outline Calendar and Tasks● Review current CSIP and SMART Goals● Use Rating Rubric to score each and begin revisions	CSIP Team
January 27, 2026	<ul style="list-style-type: none">● Review rubrics and revisions of each priority area to whole group and present changes	CSIP Team
April 29, 2026	<ul style="list-style-type: none">● Presentation of Priority Areas and adjusted Action Steps for final review and revisions.	CSIP Team
May 12, 2026	Present revised CSIP to the School Board for Adoption	Central Office Admin
June 9, 2026	Present revised CSIP to the School Board for Adoption	Central Office Admin

1. Priority Area: Teaching, Learning, Student Success & Academic Achievement

SMART Goal #1

Through June 2029, state test scores will improve annually as measured by MAP & EOC test scores.

	Action Steps	Person Responsible	Start Date	Check-in Dates	Funding Source
A.	Review and monitor formative and summative data throughout the year to drive instruction through collaborative teams.	Admin, Teachers, Coaches	Fall 2026	Quarterly	Local, PDC, Federal
B.	Maintain-alignment to the Missouri Learning Standards.	Admin, Teachers, Coaches	Fall 2026	Annually	Local, State, Federal
C.	Utilize District Continuous Improvement (DCI) through DESE to implement effective educational practices.	Admin, Teachers, Coaches	Fall 2026	Quarterly	Local, State, Federal
D.	Continue to evaluate plans for courses that will allow students to earn certificates in industry recognized credentials (IRC).	Admin, Counselors, Teachers	Fall 2026	Annually	Local, State, Federal
E.	Continue to work with administrators and PDC to provide researched based professional Development that is requested by staff to include a staff survey.	Admin, PDC	Fall 2026	Quarterly	Local, PDC, State, Federal

1. Priority Area: Teaching, Learning, Student Success & Academic Achievement

SMART Goal #2

By June 2029, all students will read at or above grade level or making progress towards grade level.

	Action Steps	Person Responsible	Start Date	Check-in Dates	Funding Source
A.	Continue to align resources and programs that support Tier I, & Tier II instruction in literacy.	Curr. Director, Admin, Teachers, Coaches	Fall 2026	Each Semester	Local, PDC, Federal
B.	Continue Science of Reading (SOR), Dyslexia training, and Literacy training with all staff.	Curr. Director, Admin, Teachers, Coaches	Fall 2026	Annually	Local, PDC, Federal
C.	Monitor Reading Success Plans (RSP) through collaborative teams and provide teacher training as needed.	Curr. Director, Coaches, Admin	Fall 2026	Each Semester	Local, PDC, Federal

1. Priority Area: Teaching, Learning, Student Success & Academic Achievement (EF, DM, RL)

SMART Goal #3

By June 2029, the District will have created and implemented a district wide MTSS plan for academics and behavior.

	Action Steps	Person Responsible	Start Date	Check-in Dates	Funding Source
A.	Establish a district MTSS team.	Curr. Director,	Fall 2026	Annually	Local, State, Federal
B.	The District will audit current K-12 intervention processes for academics and behavior.	District MTSS Team	Fall 2026	Annually	Local, State, Federal

1. Priority Area: Teaching, Learning, Student Success & Academic Achievement

SMART Goal #4

Through June 2029, the district attendance rate will be no lower than 90% measured quarterly.

	Action Steps	Person Responsible	Start Date	Check-in Dates	Funding Source
A.	Maintain incentive programs for meeting attendance goals at 90%.	Admin	Fall 2026	Each Semester	Local
B.	Continue to track and monitor monthly student attendance.	Admin	Fall 2026	Quarterly	Local

1. Priority Area: Teaching, Learning, Student Success & Academic Achievement

SMART Goal #5

By June of 2029, the District will expand the early childhood program as measured by enrollment trend data.

	Action Steps	Person Responsible	Start Date	Check-in Dates	Funding Source
A.	Educate the community on Parents as Teachers (PAT) to increase enrollment.	PAT	Fall 2026	Each Semester	Local, State, Federal
B.	Continue to offer screenings for all preschool and Kindergarten aged students.	PAT	Fall 2026	Annually	Local, State, Federal
C.	Plan community activities while partnering with community organizations.	PAT	Fall 2026	Each Semester	Local, State, Federal
D.	Evaluate the need to expand the Early Childhood Development Center (ECDC) facility.	CO Administration	Fall 2026	Annually	Local, State, Federal

2. Priority Area: District Operations

SMART Goal #6

By June of 2026⁹ the District buildings will continue to provide and maintain appropriate, functional, accessible, and safe facilities.

	Action Steps	Person Responsible	Start Date	Check-in Dates	Funding Source
A.	Review safety processes and procedures for all staff.	Admin	Fall 2026	Quarterly	Local
B.	Evaluate the facility, internal and external, for needs that may arise.	District Admin	Fall 2026	Quarterly	Local
C.	Regular checks, to ensure that all exterior doors are locked 100% of the time. Track this using a Google form .	SRO Building Admin	Fall 2026	Quarterly	Local
D.	Monitor and maintain appropriate levels of custodial and maintenance throughout the facilities.	Director of Maintenance, District Admin, Building Admin	Fall 2026	Quarterly	Local
E.	Maintain current levels of SRO staffing at one per school building .	District Admin	Fall 2026	Quarterly	Local

2. Priority Area: District Operations

SMART Goal #7

By June of 2029, the District will continue to increase safety and efficiency of District transportation, as measured by route times, ridership lists, and discipline referrals, showing an annual decrease of 3%.

	Action Steps	Person Responsible	Start Date	Check-in Dates	Funding Source
A.	Evaluate and monitor route times and ridership lists to determine any need for additional routes.	District Admin Bus Contractor	Fall 2026	Annually	Local
B.	Provide professional development regarding behavior management and de-escalation strategies.	Admin, Bus Contractor	Fall 2026	Annually	Local
C.	Maintain a tiered system of support and guidelines for student behavior expectations and update as necessary to fit the needs of the District.	Admin	Fall 2026	Annually	Local

2. Priority Area: District Operations

SMART Goal #8

By June 2029, the District will continue to allocate resources to educate students and staff using 21st Century Technology skills as measured by an annual technology audit.

	Action Steps	Person Responsible	Start Date	Check-in Dates	Funding Source
A.	The Director of Technology will conduct an annual evaluation of all major technology equipment and software currently in place.	Technology Director	Fall 2026	Annually	Local
B.	Evaluate the need for additional building level technology support for future school years.	District Admin	Fall 2026	Annually	Local
C.	The district will maintain current instructional devices for teachers and students at a minimum of a 5% device surplus.	Admin, Director of Technology	Fall 2026	Annually	Local, Grants

3.Priority Area: Staffing and School Culture

SMART Goal #9

Annually, 85% of teachers are satisfied based on the climate and culture survey.

	Action Steps	Person Responsible	Start Date	Check-in Dates	Funding Source
A.	Continue to evaluate and improve salary and benefits offered to teachers and staff.	Superintendent, Director of Finance	Fall 2026	Annually	Local
B.	Maintain an exit survey and review data when staff leaves the district.	Admin	Fall 2026	Annually	Local
C.	Continue the Career Ladder program.	CO Admin	Fall 2026	Annually	Local & State
D.	Maintain a PR strategy to recruit and showcase district activities, and staff.	Admin	Fall 2026	Annually	Local
E.	The District will continue to enhance teacher retention through mentoring and positive building culture.	Admin	Fall 2026	Annually	Local

3. Priority Area: Staffing and School Culture

SMART Goal #10

By June 2029, the District will decrease student referrals to the principal/office annually.

	Action Steps	Person Responsible	Start Date	Check-in Dates	Funding Source
A.	All School buildings will expand positive student behavior incentives.	Admin	Fall 2026	Each Semester	Local
B.	The district will continue to utilize the Bulldog Behavior Plan and CPI programs for student behavior, and provide annual training to staff.	Admin, Teachers	Fall 2026	Annually	Local
C.	Teachers and administrators will continue to be visible during all passing periods, bus loading/unloading times, and mealtimes.	Admin, Teachers	Fall 2026	Quarterly	Local
D.	Work with the transportation provider to identify incentives to encourage positive student behavior for bus riding students.	Admin	Fall 2026	Each Semester	Local