



# ***Oriole Strong***

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*Where Roots Grow Deep,  
Relationships Grow Strong*

Start with Why



"Excellence is never an accident. It is always the result of high intention, sincere effort, and intelligent execution; it represents the wise choice of many alternatives - choice, not chance, determines your destiny." - Aristotle

Expect Excellence



## MSIP6 Cycle 2 Requirements

- Implementation Fidelity
- Commitment to Continuous Improvement Processes
  - Data Driven Decision Making
  - Collaboration
  - Effective Evaluation Practices
- Community Engagement
- Board, Staff, and Student Involvement

# CSIP Timeline



## Concordia R-2 Mission

### *Mission Statement*

The mission of the Concordia R-II School District is for students to strive for academic and personal excellence.

### *Pillars of Concordia R-II School District*

<b>Academic</b>	<b>Community Engagement</b>	<b>Governance &amp; Leadership</b>	<b>Infrastructure</b>	<b>Relationships</b>
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### *Vision Statements of Concordia R-II School District*

All students can learn

<p><b>Learn critical thinking skills to make positive civic and personal choices</b></p> <p><b>Improve teaching practices for teachers to improve learning</b></p> <p><b>Support lifelong learning in a collaborative environment</b></p> <p><b>Provide opportunities for all students to learn, grow, and succeed.</b></p>	<p><b>Communicate effectively</b></p> <p><b>Work collaboratively to challenge students</b></p> <p><b>Maximize students' abilities &amp; creativity</b></p>	<p><b>Take responsibility for his or her own actions</b></p> <p><b>Develop policies and procedures that support student, staff, and community striving for excellence</b></p>	<p><b>Create an environment that is a safe and supportive place to learn</b></p> <p><b>Adapt technology to improve instruction</b></p>	<p><b>Prioritize student learning</b></p> <p><b>Create an environment of mutual respect between students, adults, and the community</b></p>
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# KEY ELEMENTS



Strategic Planning

Teamwork &  
Collaboration

Evaluation &  
Improvement

Goal Setting

Adaptability

Preparation & Practice

Execution &  
Performance

# Board Adopted Plan is just the beginning....



Presented by:

Theresa Christian, Superintendent  
Stefany Lovercamp, Business Manager

2024-2025  
Community  
Forum

School  
Finance



## FRIDAY NIGHT TAILGATE 9/1/23

CONCORDIA R2 WILL BE HOSTING A TAILGATE ON FRIDAY NIGHT TO INTRODUCE OUR JH/HS FALL TEAMS AND THE LOCAL YOUTH FOOTBALL AND CHEER SQUADS

LOCATION: FB PRACTICE FIELD

TIME: 5:30 PM

REFRESHMENTS: POPSICLES AND FLAVORED WATER

ADMISSION TO GAME FOLLOWING THE TAILGATE: GATORADE OR FREE WILL DONATION FOR THE BACK SNACK PROGRAM



Stay Tuned

## CHILDHOOD 2.0 SAFETY EVENT

March, 2023

Community Event hosted by Concordia, St. Paul's Lutheran, Santa Fe, Trinity Lutheran, & Wellington-Napolean



## Process

- ▣ Continuous Improvement
- ▣ Organizational Structure
- ▣ Supporting Plans

## Implementation

- ▣ Year Long Calendar
- ▣ Collaborative Process
  - ▣ PLC
  - ▣ IMPACT Team
  - ▣ Data Team
- ▣ Accountability & Evaluation



## Fidelity

- ▣ Mission & Vision - always visible
- ▣ Monthly Evaluations at Board meetings
- ▣ Admin and Supt Reports
- ▣ Meetings
  - ▣ Agendas designed to reflect the plan and process
- ▣ Commitment to continuous improvement - integral part of the culture





# **2024-2025 Priorities**

**District & Building Focus Areas  
Data Driven**

## 2024-2025 CSIP Priorities for year

- **Academic Achievement**
  - Improve instructional and assessment practices in all areas
  - Improve academic achievement as measured by District and State assessments
- **Culture & Climate Initiatives**
  - Oriole Strong Committee
  - Admin Team
  - Improve Staff Morale and Student Engagement
- **Maximizing Resource Allocation**
  - Balanced Budget
  - Develop Rotation Systems for Curriculum, Equipment, and Technology
  - Bond Issue Projects



# Community Engagement

## CSIP Committee

- Meets 3-4 times per year
- 5 subcommittees (1 for each pillar)
- Reviews & evaluates data
- Recommends changes to plan as needed
- Holds District accountable to Mission, Vision, and Goals

## Community Forums

- 3 per year
- Topics vary
- Purpose is to inform community and seek feedback
- Topics covered in last 2 years:
  - Finance
  - Climate/Culture
  - School Calendar
  - Facilities

# Student & Staff Engagement

## Committees

- CHS Building Leadership Team
- CES Guiding Counsel
- CTO
  - Salary & Welfare
  - Teacher Recruitment & Retention
  - Ad Hoc - special topics

## Feedback

- Surveys
- Being visible in buildings & events

## Oriole Strong

- Student Mentoring Program
- 4 events each year
  - Jammin in the Gym
  - Serve Strong
  - Stay Strong
  - Finish Strong

