

**Newburg R-II School District  
Home of the Wolves**



**Newburg R-II Beliefs are:**

- We believe every learner deserves a safe climate and culture that fosters learning in engaging and relevant ways.
- We believe systems should be in place for all our students to be supported academically, socially, mentally, physically, and emotionally.
- We believe that transparent allocation of resources, open communication, and collaborative decision making reflects that our students are our top priority.
- We believe in the importance of parent and community involvement and will partner with families, businesses, and the community to promote active engagement in our students' success.
- We believe that our students deserve the best teachers; therefore, we are responsible for attracting and retaining high quality educators.
- We believe that accessible, comfortable, high-quality, safe facilities are essential for our students' success.

**Newburg R-II Mission is:**

*The mission of the Newburg School District is to have CLASS, Commitment to Learning And Student Success*

**Newburg R-II Vision is:**

*The Newburg R-II School District vision is for students and staff to be Readers, Writers, Thinkers, and Problem-solvers preparing for a bright future.*

**Newburg R-II Top Priorities are:**

- Fiscal Responsibility
- Attract and Retain Quality Staff
- Academic Achievement
- Safe Facilities
- Climate and Culture

## Newburg R-II Priority Area #1: Fiscal Responsibility

**SMART Goal #1:** By 2027 Newburg R-II School District will achieve their targeted, unrestricted fund balance by establishing and maintaining the financial stability of the district.

Action Step	Position Responsible	Funding Source	Start Date	Completion Date
The board will establish the targeted unrestricted fund balance	School Board	N/A	Summer 2022	Spring 2027
Consistently monitor district financial situation	School Board Superintendent	Fund 2	Summer 2022	Fall 2027
Newburg R-II School District will increase the use of alternative funding	Building Administrators Program Directors	Fund 2	Fall 2022	Spring 2027
Create a long-range planning process	District Administrators	Fund 2	Summer 2022	Fall 2023
Establish a target fund balance	School Board	N/A	Spring 2022	Spring 2027
Maintain a healthy fund balance as determined by the Board of Education	School Board	N/A	Spring 2022	Spring 2027

Smart Goal #1: By 2027, the Newburg salary scales will be at or above the average salary scales within the Frisco League schools.

Action step: The Board will increase the base salary by at least 1% yearly.

Action step: All accounts will be reviewed annually for

Smart Goal #2: The Board will maintain financial stability by managing a yearly fund balance not to fall below 40%.

**Newburg R-II Priority Area #2: Attract and Retain Quality Staff**

**SMART Goal #1: By 2027 Newburg School District will retain 90% of certified staff on an annual basis.**

Action Step	Position Responsible	Funding Source	Start Date	Completion Date
Improve employee morale	District Administrators	Fund 1 Fund 2	August 2022	Spring 2027
Develop incentives to reward teachers.	Building Administrator	Fund 1	August 2022	Spring 2027
Continue to increase compensation to stay competitive with area schools	School Board	Fund 2	April 2022	Fall 2027
Ensure professional development and growth of staff	Building Administrator	PD Fund	August 2022	Spring 2027

## Newburg R-II Priority Area #3: Academic Achievement

**SMART Goal #1:** By 2027, Newburg School District will raise the percentage of students scoring proficient/advanced on MAP/EOC assessments by 20% as measured by the state assessment data.

Action Step	Position Responsible	Funding Source	Start Date	Completion Date
Develop and enhance quality educational/instructional programs	Building Administrators	Fund 2 Fund 1	Spring 2022	Fall 2027
Utilize staff members effectively	Building Administrators	Fund 2	Fall 2022	Fall 2027
Build a viable curriculum based on the Missouri Learning Standards that promotes research-based strategies and instruction to create a foundation for learning	Building Administrators	Fund 1	Spring 2022	Fall 2027
Integrate technology into instructional programs	Technology Director Teachers	Fund 2 Fund 1	Fall 2022	Fall 2027
Regularly communicate with parents to promote academics and improve student learning(academics not behavior)	Building Administrators	Fund 1	Fall 2022	Fall 2027
Increase the number of academic extracurricular clubs and activities for students to participate	Building Administrators	Fund 1	Spring 2022	Fall 2027

## Newburg R-II Priority Area #3: Academic Achievement

**SMART Goal #2:** By 2027 Newburg School district will increase students attending 4yr, 2yr, Post-secondary Institute or Career Technical Education Studies by 15% as measured by the 180 day follow-up.

Action Step	Position Responsible	Funding Source	Start Date	Completion Date
Develop and enhance quality educational/instructional programs	Building Administrators	Fund 1	Fall 2022	Fall 2027
Guide students to meet their personal, academic, and career goals	Counselors	Fund 2	Fall 2022	Fall 2027
Improve the average ACT score of students	Counselors Teachers	Fund 1 Fund 2	Spring 2023	Fall 2027
Integrate technology into instructional programs	Technology Director Teachers	Fund 1 Fund 2	Fall 2022	Fall 2027
Regularly communicate with parents to promote academics and improve student learning(academics not behavior)	Building Administrators	Fund 1	Fall 2022	Fall 2027
Increase the number of academic extracurricular clubs and activities for students to participate in	Building Administrators	Fund 1	Spring 2022	Fall 2027

## Newburg R-II Priority Area #4: Safe Facilities

**SMART Goal #1:** By 2027 the Newburg School District will ensure facilities, grounds, and buses are safe for faculty, staff, students, and visitors as measured by a district climate survey

Action Step	Position Responsible	Funding Source	Start Date	Completion Date
Develop, Create, and Implement a Comprehensive Facilities Plan for building/grounds improvements	District Administrators	Fund 4	April 2022	June 2023
Increase building security	District Administrators	Fund 4	Spring 2022	June 2023
Establish a cohesive discipline plan for grades PK-12	District Administrators	Fund 2	June 2022	August 2023
Complete work as set forth by bond (HVAC, roof, window repair, Ag building, etc)	Superintendent Maintenance Director	Fund 4	Summer 2022	Fall 2027
Collect data (climate survey) for the facilities plan annually and revise as necessary	Building Administrators	Fund 2	Spring 2022	Fall 2027

**Newburg R-II Priority Area #5: Climate and Culture**

**SMART Goal #1:** By 2027 Newburg R-II School District will see an improvement in staff and student health, as measured by evidence of the District Wide Cultural Climate Survey and attendance data.

Action Step	Position Responsible	Funding Source	Start Date	Completion Date
Learn, teach, and practice a healthy lifestyle	All staff	Fund 2	Fall 2022	Fall 2027
Create a physically and emotionally safe environment that is welcoming to the community and students	Building Administrators	Fund 2 Fund 1	Fall 2022	Fall 2027
Participate in numerous health-related activities including policy, health campaigns, events and/or team challenges that promote and practice good nutrition and activity, social and emotional health, and removes unhealthy practice and barriers	Wellness Team	Fund 1 Fund 2	Fall 2022	Fall 2027
Establish a Wellness Team	District Administration	Fund 2 Fund 1	Fall 2022	Spring 2023