

Celebrating LEARNING COLLABORATION RESULTS



2019 POWERFUL LEARNING CONFERENCE

JANUARY 28-29
TAN-TAR-A RESORT
OSAGE BEACH, MISSOURI

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2019 EXEMPLARY SCHOOL

A.D. STOWELL ELEMENTARY SCHOOL

Located in Hannibal, A.D. Stowell Elementary School serves kindergarten through fifth grade students in the Hannibal 60 School District. Three years ago, staff members joined together to embark on the PLC journey to move our school from *good to great*.

Staff members started with the foundation for our PLC by solidifying our mission, creating a compelling vision for the future, ensuring collective commitments and implementing meaningful SMART goals that would propel our students' learning forward. As a staff, we worked collaboratively to improve our school culture and increase trust levels among all staff members. The process was not always easy. But with diligence, barriers were eliminated and positive, systematic change occurred.

Our teams were intentional in their work to review data, track student growth, implement interventions, promote enrichment, ensure effective instructional practices and empower students. As a school community, we have witnessed growth academically, behaviorally and socially for all students. Students are rising to meet our increased expectations and are successful with the increased rigor of our instruction. Students also are taking ownership of their learning, setting goals and serving as leaders to continually improve the school. By harnessing the power of the PLC process, our staff members have engaged in action research to chart an even more exciting course this year by transitioning to become the first Science, Technology, Engineering, Art and Math (STEAM) school in northeast Missouri. Teachers are working collaboratively and are co-teaching to integrate multiple content areas through problem-based learning. Student engagement has soared as our students not only learn to solve problems but also find real-world problems and help to solve them.

As A.D. Stowell Elementary continues on the PLC journey, we are enthusiastic and know that these practices will continue to serve us well in our pursuit of excellence as a leading 21st-century school.

A.D. STOWELL ELEMENTARY SCHOOL • HANNIBAL 60 SCHOOL DISTRICT

Student Demographics: 245 Students; 25 Teachers; 71% Free and Reduced; 2% ELL

Principal: Dr. Kyle Gibbs
573-221-0980 • kgibbs@hannibal.k12.mo.us

500 Union St.
Hannibal, MO 63401

Hannibal 60 School District • Superintendent: Susan Johnson • www.hannibal.k12.mo.us

2019 EXEMPLARY SCHOOL

CAMERON HIGH SCHOOL

Cameron, Missouri's nearly 10,000 residents support the Cameron R-I School District with almost 1,800 students distributed among its four schools, including Cameron High School. Cameron High began the PLC process in 2012. The program encouraged staff members to shift their culture toward an outcome-driven model based on the four corollary questions. Building leadership team (BLT) members began with the DESE-sponsored summer institute where the team trained in the use of the four corollary questions and leadership skills.

Focusing on the first corollary question required rewriting our curriculum to develop standards for each department and grade level. This became the basis for a common scope and sequence to ensure that all graduating students have the same skills. We have returned to this process several times as the state has adjusted its standards. We turned to common assessments to answer the second corollary question. Each department found software supporting common assessments, data collection and RtI.

Answering the third corollary question became our greatest challenge. We changed our seminar period to Dragon Time to focus on RtI. Our first efforts followed the model where students identified as needing RtI received help while others were self-directed. We did not experience the same success as other schools due to our large student population and student-to-teacher ratio. This led to a more structured Dragon Time with students assigned to specific teachers. We further modified the process this year when the BLT established focus days so teachers can see their RtI students at least once each week.

We have addressed the fourth corollary question through our A+ Program, National Honor Society mentoring and specialty programs that energize many of our students.

Most of the PLC feedback this year has been positive. We look forward to continuing our growth through our commitment to the PLC process and are proud to join the other three Cameron R-I schools that were previously identified as Exemplary!

CAMERON HIGH SCHOOL • CAMERON R-I SCHOOL DISTRICT

Student Demographics: 530 Students; 46 Teachers; 40% Free and Reduced; 1% ELL

Principal: Brett Jones
816-882-1036 • bjones@cameronschools.org

1022 S. Chestnut
Cameron, MO 64429

Cameron R-I School District • Superintendent: Dr. Matt Robinson • www.cameron.k12.mo.us

2019 EXEMPLARY SCHOOL

CROCKER HIGH SCHOOL

Crocker High School is located in the northwest corner of Pulaski County, which is about 14 miles north of Fort Leonard Wood. The foundation for schoolwide improvement was started in 2009 with DESE's Positive Behavior Support initiative and assistance from the South Central RPDC. When our principal, Heath Waters, joined our staff in July 2015 and established a clear and shared focus, we truly began our journey. We established building (elementary and high school) leadership teams, as well as a district leadership team, staffed by our most effective school leaders. Out of these teams came a Crocker culture that reflects our mission statement. P.R.I.D.E. (Positive Responsible Individuals Dedicated to Excellence) is a statement that reflects our high standards and expectations. By using continuous collaboration at both a building and district level, we developed our meeting norms, our vision statement and our collective commitments.

We have developed Lion Pride Time, a three-tiered intervention that occurs during the last 30 minutes of each day. With the cooperation of our school board, a weekly early-out day was established, allowing time for staff collaboration (horizontally and vertically), decisions based on data review, and professional development. Utilizing the Network for Educator Effectiveness (NEE) system Unit of Instruction, we are creating a curriculum, instruction and assessments aligned to the Missouri Learning Standards.

Crocker culture is rooted in data-driven decisions and collective commitments. We established a collective 80/20 grading policy so students have continuity throughout the building. They know frequent assessments (in many forms, not just the traditional paper test) are 80 percent of their grade while classwork is 20 percent. Grades are based on student knowledge as evidenced by assessment and not on student behavior. This was a bellwether moment in our journey since we did not have a buildingwide consensus prior to establishing the 80/20 policy.

We recognize how far we have come, yet we know we must sustain and continually improve our culture in order to provide high levels of learning for all students.

CROCKER HIGH SCHOOL • CROCKER R-II SCHOOL DISTRICT

Student Demographics: 304 Students; 26 Teachers; 50% Free and Reduced; <1% ELL

Principal: Heath Waters

573-736-5000 • hwaters@crockerschools.org

601 N. Commercial

Crocker, MO 65452

Crocker R-II School District • Superintendent: Gary Doerhoff • www.crockerchools.org

2019 EXEMPLARY SCHOOL

FULTON MIDDLE SCHOOL

Fulton Middle School is a sixth to eighth grade building located in central Missouri. Collaborative culture has been the foundation of all our work. We have moved from being a school with low trust and collaborative practices to one where risks are encouraged and celebrated. Teaming practices have been developed and implemented. Culture and climate have become a daily focus specifically for building leaders and the leadership team. Both culture and climate have evolved so that all students and staff members have taken responsibility for this area. Feedback is gathered frequently to help us improve our practice.

Over the past three years, teams have worked to identify the standards that are most essential to each grade level in each subject. Grading, assessment and instruction have shifted focus to analyze these essential learner outcomes. Our staff members have worked to become assessment-capable teachers, meaning we have done a lot of professional development on the purposeful practice of quality assessment and grading. We have shifted our thinking and practice from a traditional to a standards-based approach of assessment. Much time has been devoted to developing proficiency scales around each standard so that staff and students (and parents) truly understand the learning progression to mastery and beyond.

Personalized learning matters at our school. We started this year with each student creating a genius-hour project based on a topic of personal interest. These passions have helped us drive our instruction over the year. Our staff professional-development plans also have shifted to passion-based PD on topics that are of most interest to each individual staff member. Our goal has been to move from compliance to engagement to the empowerment of all learners.

Our school has made exponential gains in a short period of time through dedication to the PLC process with students, staff and the community. We look forward to continuing our journey of living our mission of educating, engaging and empowering all learners at escalating levels!

FULTON MIDDLE SCHOOL • FULTON 58 SCHOOL DISTRICT

Student Demographics: 568 Students; 49 Teachers; 51% Free and Reduced; 1% ELL

Principal: Beth Houf
573-590-8200 • bhouf@fulton58.org

403 E. 10th St.
Fulton, MO 65251

Fulton 58 School District • Superintendent: Dr. Jacque Cowherd • www.fulton58.org

2019 EXEMPLARY SCHOOL

HELENA ELEMENTARY SCHOOL

Helena Elementary School is one of four elementary schools in the Savannah R-III School District in the northwest region of our state. Helena Elementary began the PLC journey four years ago when staff members were searching for a process to help fine-tune our focus on learning. We all had the same fundamental belief of learning for all, but there was a definite need for more collaboration and curriculum work.

In 2014, staff began zooming in on priority standards. Vertical teaming and alignment became the focus in order to provide rigorous and meaningful learning. In 2015, this initiative spread districtwide. Curriculum teams were developed in both ELA and math to establish consistency and depth across the grade levels. This process also opened a deeper level of collaboration among teachers within the district as well as within buildings. Continuous collaboration led to identifying districtwide priority standards that would soon become the focus for success.

Once priority standards were in place, common-assessment development began to occur. This allowed for further collaboration and dedication to student learning and achievement. Common assessments were used to evaluate students' strengths and to provide opportunities to reteach and reassess struggling learners. Common collaboration times for K-5 teachers allowed them to analyze data and implement a multi-tiered system of support.

Student-achievement evidence showed consistent growth in nearly every content area over the course of the last three years. When compared to state averages, Helena Elementary scored significantly higher. Specifically in 2017, the difference in student academic achievement in some areas ranged upward of 30-40 percent between state averages and our school.

Teachers and staff at Helena Elementary believe in the success of all students. Our passion for growth and commitment is the foundation that allows staff, students and families to believe, achieve and succeed.

HELENA ELEMENTARY SCHOOL • SAVANNAH R-III SCHOOL DISTRICT

Student Demographics: 97 Students; 15 Teachers; 24% Free and Reduced; 0% ELL

Principal: Roxanne Rooney
816-369-2865 • rrooney@savannahr3.com

21080 Osage St.
Helena, MO 64459

Savannah R-III School District • Superintendent: Dr. Eric Kurre • www.savannahr3.com

2019 EXEMPLARY SCHOOL

LAURENCE J. DALY ELEMENTARY SCHOOL

Laurence J. Daly Elementary School is a preschool through fifth grade elementary school nestled in the heart of Howard County. Our enrollment is 307 students, and we have 44 hardworking staff members who strive collaboratively toward achieving our mission each day. We partner closely with Fayette-based Central Methodist University to provide the best opportunities for our students.

When we began our PLC journey, Laurence J. Daly Elementary was identified as a focus school due to the discrepancy between our super subgroup MAP scores and overall student achievement. We understood the importance of refining our practices and instructional strategies, and we knew there was much work to be done. The PLC process enabled our teachers and staff to develop collaborative teams built on professional trust and shared leadership. These teams concentrated on data analysis and aligning instruction with a focus on the four corollary questions.

Collaboration has become highly effective with buildingwide RtI data teams that meet during professional-development days as well as during twice-weekly grade-level collaboration and data meetings. When our teams meet, conversations are now data-driven and centered around student performance on identified essential standards. Students, teachers and parents have a clear understanding of current levels of, and expectations for, performance.

The PLC process also helped to facilitate a shift to shared leadership. Leadership is now shared among the building leadership team as well as other teachers in the school. We have established a common mission, and the leadership team monitors the mission and involves all teachers and students in a high level of decision-making.

Laurence J. Daly Elementary is no longer identified as a focus school. Students and staff have worked diligently to increase our student-achievement scores on the ELA MAP test by more than 20 percent overall since starting the PLC process. We work hard, learn much, and celebrate our students and staff.

LAURENCE J. DALY ELEMENTARY SCHOOL • FAYETTE R-III SCHOOL DISTRICT

Student Demographics: 307 Students; 31 Teachers; 51.76% Free and Reduced; 0.4% ELL

Principal: Cheri Huster
660-248-3800 • chuster@fayetteschool.org

702 Lucky St.
Fayette, MO 65248

Fayette R-III School District • Superintendent: Dr. Tamara Kimball • www.fayette.k12.mo.us

2019 EXEMPLARY SCHOOL

PERRYVILLE SENIOR HIGH SCHOOL

Perryville Senior High School began the PLC process six years ago. During the first round, we lacked consistent PLC lead-team members throughout the process, and there was not a lot of staff buy-in. Therefore, the PLC model was not as effective.

For the second round, we had consistent lead-team members, the administration was supportive and on-board with completing the PLC process, and staff members showed more support. Our PLC groups now meet on a regular basis, there are agendas and assigned roles, and both co-planning and data-driven discussions occur during PLC meetings.

We have seen positive aspects emerge from our PLC process including progress in our academics, a decrease in discipline, an increase in attendance, and a decrease in the amount of D's and F's being given. As we continue to collect data and reflect on our process, we continue to have more staff buy-in. Our school culture is becoming more positive, which is reflected in our student engagement and participation.

Another important aspect is the action-research data we have implemented over the past two years. Our school was lacking an effective RtI system and interventions for students. We researched different advisory programs and started our action research that way. We traveled to various area schools and looked at their programs to see how we could incorporate something similar at our school. During the 2016-17 school year, we completed our research and met to discuss how an advisory program would look at our school. For the 2017-18 school year, we implemented our advisory program and continued to collect data on the effectiveness of our action research.

This has been a process we will continue to change and adjust as we determine what does and does not work. We are excited to see how this develops at our school!

PERRYVILLE SENIOR HIGH SCHOOL • PERRY COUNTY 32 SCHOOL DISTRICT

Student Demographics: 727 Students; 59 Teachers; 44% Free and Reduced; 2% ELL

Principal: Jeffrey Steffens
573-547-7500 • jsteffens@pcsd32.com

326 College St.
Perryville, MO 63775

Perry County 32 School District • Superintendent: Andy Comstock • www.perryville.k12.mo.us

2019 EXEMPLARY SCHOOL

SCOTLAND COUNTY ELEMENTARY SCHOOL

Scotland County Elementary School is a small rural school in northeast Missouri. We began our PLC journey during the 2009-10 school year. Throughout our 10 years as a developing PLC school, we have worked to establish comprehensive data teams, create and review content-area pacing guides, and identify power standards. Our data teams continuously analyze, reflect and share grade-level data from benchmark and common formative assessments to increase student performance and growth. Teachers maintain records of data and results in their individual data binders. Our elementary leadership team reviews these binders monthly and provides each teacher with individual feedback for sustained growth and analysis. Through the PLC process, we have constructed a system of response to intervention (Rtl) to enhance student strengths and to foster improvement toward growth in areas of weakness on the identified power standards. This is accomplished through daily Rtl time and differentiated instruction in content areas.

During the past three years, our PLC focus has been on developing assessment-capable learners. Our goal has been for students to take charge of their own learning through data analysis and tracking, goal setting, and self-reflection of their progress. Teachers have created interactive data walls to display student growth in their classrooms. Students maintain individual data binders and notebooks at each grade level to monitor their academic progress.

As a district, this year we were able to move forward and accomplish one of our CSIP goals by providing our students with 1:1 technology through individual iPads. Our PLC team has taken this opportunity to digitize our data-collection process by developing team drives, agendas and artifacts through Google Drive. This has helped to streamline our vertical sharing of PK-6 data. We plan to continue to develop digital pieces to replace our hard-copy notebooks for staff. We also are piloting a student version of digital data-tracking this year in the fifth and sixth grades. We are excited about where this journey is taking us as we prepare our students for success in a global society.

SCOTLAND COUNTY ELEMENTARY SCHOOL • SCOTLAND COUNTY R-I SCHOOL DISTRICT

Student Demographics: 308 Students; 41 Teachers; 34% Free and Reduced; 0% ELL

Principal: Erin Tallman
660-465-8532 • etallman@scotland.k12.mo.us

438 W. Lovers Lane
Memphis, MO 63555

Scotland County R-I School District • Superintendent: Ryan Bergeson • www.scotland.k12.mo.us

2019 EXEMPLARY SCHOOL

WESTVIEW ELEMENTARY SCHOOL

The Westview C-6 School District is a rural district in far southwestern Missouri that was established in 1908 as a one-room schoolhouse with 39 students. Currently, the district serves 118 pupils in a K-8 setting with one class per grade. An additional 15 children are enrolled in early childhood preschool and Parents as Teachers programs. The district pays tuition for students who attend the adjoining districts of Seneca R-VII or Neosho for high school.

Westview Elementary School began the PLC journey in 2013. We needed to rewrite our vision and mission statements for our district so that they could be the driving force behind any decisions. Once the vision and mission were created, the focus became: "What do we want our students to learn?" and "What is needed to build a positive school culture to achieve our mission? No excuses."

Our leadership team is the guiding force behind the implementation of changes in our school. We also created grade-span teams, which focused on the new standards and on discussing how to begin changing our grading practices. Many data sources were evaluated to determine what standards needed to become the priority at each grade level and how students would be evaluated in order to demonstrate mastery. As a school, grading is a powerful component in achieving our goals. We have taken the time to review this practice and have moved slowly to integrate standards-based grading by adding one grade level a year.

In 2019, we are challenging our students and staff to set unrealistic goals – to dream big and to achieve their dreams. We are here to be the steps toward the future. It is our belief that we must meet the needs of the whole child in order for our students to achieve success. In turn, we also must meet the needs of our staff members in order for them to be successful. We have focused on making a commitment that we are here to support one another. It is OK to fail as long as we learn from our mistakes. It takes a community to raise a child, and every student is our responsibility.

WESTVIEW ELEMENTARY SCHOOL • WESTVIEW C-6 SCHOOL DISTRICT

Student Demographics: 118 Students; 17 Teachers; 72.8% Free and Reduced; 1% ELL

Principal: Misty Hailey
417-776-2425 • mhailey@wc6.org

7441 Westview Road
Neosho, MO 64850

Westview C-6 School District • Superintendent: Misty Hailey • www.wc6.org

SUSTAINING EXEMPLARY

BISMARCK R-V ELEMENTARY SCHOOL

The Bismarck R-V School District is located in southeast Missouri in St. Francois County. Our district is made up of two schools: an elementary school and a middle school/high school. The elementary building consists of grades PK-5. Our district is in a rural area of Missouri and is the leading employer for the community it serves.

We began our PLC journey in the fall of 2011, and Bismarck R-V Elementary School was awarded Exemplary status in January 2016. We felt as though all staff had recognized the importance of a data-driven collaborative process and that we had fostered a culture of shared beliefs. However, at the end of that school year, we had a large number of teachers retire. We also had a change in district administration. This prompted a discussion in our district by the administration team to start the process over and train a new set of leaders to see if we could take the PLC process even deeper. During fall 2017, we started the PLC process over from the beginning by training a new set of teacher leaders and administrators.

Bismarck Elementary's goal is to provide a learning environment that leads students to become accountable, goal-oriented and productive citizens while promoting pride in our school at the same time. Each PLC team is supportive and dedicated to professional development and collaboration. Both horizontal and vertical teams use our SAVE/MOVE Form weekly to focus on student data and how to be proactive through instruction and RtI. Data are constantly collected, charted and analyzed to guide daily RtI instruction. At the elementary level, RtI has changed in that we now have every member of our teaching staff involved in the process and participating at the same time throughout the building.

PLC has become a way of life at Bismarck Elementary. We even carried it into our building's climate and culture by using the process to set climate goals. We developed a kindness challenge for administration, students and staff and set goals related to our challenge. This has made a huge impact on the climate in our building, and we hope it will have a lifelong effect on our students.

BISMARCK R-V ELEMENTARY SCHOOL • BISMARCK R-V SCHOOL DISTRICT

Student Demographics: 238 Students; 23 Teachers; 100% Free and Reduced; 0% ELL

Principal: Carmen Barton
573-734-6111 • cbarton@bismarckr5.org

165 Campus Drive
Bismarck, MO 63624

Bismarck R-V School District • Superintendent: Jason King • www.bismarckindians.org

Originally Designated as Exemplary PLC School in 2016

SUSTAINING EXEMPLARY

GARRETT ELEMENTARY SCHOOL

Garrett Elementary School is a K-5 building located in Hazelwood, Missouri. We serve nearly 400 students and have a diverse population. As a historically high-performing school in the Hazelwood School District, the decision was made to create a mission and vision that encompassed the ideals and processes of a professional learning community.

One of the first tasks was revamping our building's schedules to ensure that all teams had common planning times and that weekly team meetings occurred with a staff-defined focus. This common planning time has allowed us to analyze student and school data and to participate in professional development identified by the leadership team and the professional-development committee.

SMART goals are utilized through our building's accountability plan, which is created by staff and reviewed quarterly. A yearlong grade-level meeting schedule is posted on Google Drive so all staff members know what is coming, what is expected of them and what we hope to accomplish. Staff members have access to disaggregated student data pertaining to academics, behavior, RtI and attendance through Google Sheets. The data also are displayed in our conference room and our school foyer for all students, teachers and community members to see.

Garrett Elementary's leadership team is made up of the principal, the instructional specialist and one member of all school teams (including noncertificated staff). This team meets once a month unless a special meeting is requested. The leadership team plays a major role in identifying our school's needs and what professional development is required to address any concerns, as well as planning celebrations of identified positives.

Through our understanding of PLCs, shared leadership (or *grassroots leadership* as we refer to it) is practiced and highly respected. Teachers are free to work together, utilize their expertise and think outside the box in an effort to help all of our students.

GARRETT ELEMENTARY SCHOOL • HAZELWOOD SCHOOL DISTRICT

Student Demographics: 394 Students; 40 Teachers; 70% Free and Reduced; 10.9% ELL

Principal: Dr. Erik Melton
314-953-4200 • emelton@hazelwoodschoools.org

1400 Ville Rosa Lane
Hazelwood, MO 63042

Hazelwood School District • Superintendent: Dr. Nettie Collins-Hart • hazelwoodschoools.org

Originally Designated as Exemplary PLC School in 2016

SUSTAINING EXEMPLARY

DAVID H. HICKMAN HIGH SCHOOL

To know David H. Hickman High School is to know the poem by former principal Eric Johnson titled “We Are Hickman.” In this poem, he wrote, “We are imperfect and recognize that every day is a day to grow. We bring our shortcomings to the light and work hard to improve because that’s what separates the great schools from the good schools.”

This has been the culture of Hickman for the 13 years in which its principal has had the honor of being a teacher, an assistant principal and now the building principal. During this time, we have journeyed from being a building that struggled with the idea of collaborative teams to a school that embraces collaboration, utilizes data-based decision-making and empowers students to be stewards of their own learning. We have been able to accomplish this through our commitment to our shared-leadership structure. Through this structure, we have empowered teachers to lead the way in changing the structures and culture of their school.

We have used the PLC process to develop a buildingwide RtI system that is responsible for greatly reducing the number of students failing in core areas. In addition, the PLC process has helped us adopt universal grading practices and prepare for our transition to standards-referenced grading.

We will continue to rely on the PLC process to help us on our journey toward becoming a more equitable school for all of our students. Our building understands that the PLC journey is never complete. We are committed to continual refinement and education in our practices. We are Hickman.

DAVID H. HICKMAN HIGH SCHOOL • COLUMBIA 93 SCHOOL DISTRICT

Student Demographics: 1,594 Students; 134 Teachers; 31.7% Free and Reduced; 3.2% ELL

Principal: Tony Gragnani
573-214-3000 • tgragnani@cpsk12.org

1104 N. Providence Road
Columbia, MO 65203

Columbia 93 School District • Superintendent: Dr. Peter Stiepleman • www.cpsk12.org

Originally Designated as Exemplary PLC School in 2016

SUSTAINING EXEMPLARY

HIGHLAND ELEMENTARY SCHOOL

Highland Elementary School is a rural PK-6 elementary building that sits on a gravel road and is surrounded by soybean and corn fields. Our cars and buses are often covered in dust. Our playground has frequent visitors such as geese, snakes and stray dogs. Our school resource officer once had the job of wrangling an escaped llama who was getting too close to our playground. Most importantly though, our staff, students and community are the absolute best.

At Highland Elementary, we have made the promise that we are “giving our best to give you the best.” This promise extends from students and parents to school staff, volunteers and community members. We are all here, giving our best, to collectively create the best students, school, curriculum, community and experiences.

Our journey toward creating a successful PLC initially began as part of the Missouri Integrated Model project. As we went through training and began implementing the PLC process, we realized it was a valuable practice for our school. We saw the benefits of data teams and collaboration. Our student achievement was increasing, teachers were being recognized for their expertise and our overall culture was positive. It changed how we do business in our building. Throughout the years, we have continued to rely on and refine our practices. Since our initial implementation, we have had administrators and teachers come and go, and standards and state tests have changed. And yet, our buildingwide commitment to collaboration and PLCs has remained strong.

As a PLC school, we are fortunate to have many structural components in place that support our collaborative efforts. We have scheduled early-outs every Wednesday with time set aside for collaborative data teams. We have common planning time for all but one grade level. Each grade has its own daily intervention time in which Title I, special education and speech teachers work specifically with that grade. Our building administrators lead in a manner that promotes teacher leadership and general collaboration. Highland Elementary is truly a great place to be!

HIGHLAND ELEMENTARY SCHOOL • LEWIS COUNTY C-1 SCHOOL DISTRICT

Student Demographics: 468 Students; 46 Teachers; 48.4% Free and Reduced; 0% ELL

Principal: Larry Post
573-209-3586 • lpost@lewis.k12.mo.us

25189 Heritage Ave.
Lewistown, MO 63452

Lewis County C-1 School District • Superintendent: John French • www.lewis.k12.mo.us

Originally Designated as Exemplary PLC School in 2016

SUSTAINING EXEMPLARY

JULIA GOLDSTEIN EARLY CHILDHOOD EDUCATION CENTER

The Julia Goldstein Early Childhood Education Center is located in the University City School District outside the city of St. Louis. The work of becoming an Exemplary professional learning community began eight years ago with a close look at our programmatic and instructional practices.

Through the lens of PLC, there has been a positive shift in the way teachers design learning opportunities for students. As a result of their collaborative work, teachers at Julia Goldstein have seen several years of steady performance for their students and expect continued growth. Teachers continue to reflect, modify and monitor their teaching and learning practices.

At Julia Goldstein, the school mission permeates throughout the classrooms as a reminder of the potential for excellence held by our students. It can be found in the many ways that parents are involved in every aspect of school life. The mission and vision are posted in the building so that parents and staff members can readily see it every day. It also is posted on the school's website for local community members and others to view. The Julia Goldstein handbook is presented annually during orientation and also is available online for everyone to view. Staff members collaborate on and articulate our school's vision and mission statements and goals in their daily interactions.

One of Julia Goldstein's main focuses is to drive instruction with the use of data. We are an academic learning center that is student-driven and evidence-informed by data. We are continuously monitoring student achievement to improve our instructional practices. The work begins by looking at a project study in collaborative teams. Plans are made that focus on student interest and the learning standards identified for that particular project. Students with learning needs are identified and given opportunities for extended relearning and small-group support. Continual monitoring of student success and data-driven decisions are evident through goal-setting and celebrating accomplishments.

JULIA GOLDSTEIN EARLY CHILDHOOD EDUCATION CENTER • UNIVERSITY CITY SCHOOL DISTRICT

Student Demographics: 123 Students; 15 Teachers

Principal: Crystal Cauley
314-721-2965 • ccauley@ucityschools.org

737 Kingsland Ave.
University City, MO 63130

University City School District • Superintendent: Dr. Sharonica Hardin-Bartley • ucityschools.org

Originally Designated as Exemplary PLC School in 2016

SUSTAINING EXEMPLARY

MARTIN WARREN ELEMENTARY SCHOOL

The Warrensburg R-VI School District includes four elementary schools for grades preschool through fifth grade. Martin Warren Elementary School became a school for students in grades 3-5 during the 2011-12 school year. Previously, we had housed students in grades 1-3. During that school year, a new building was opened and elementary teachers were shuffled to form new teams at each building. Only one teacher who had previously been at Martin Warren Elementary remained. It was at that time that our new family was formed. It took several years of hard work to build the trust necessary to achieve the status of being an Exemplary PLC school. We have continued to move forward with a growth mindset and are making positive gains in the education of all students.

When we began our PLC journey eight years ago, there were so many ideas from teachers that didn't necessarily match. We had many meetings to determine what our mission, vision, goals and beliefs would be for the future years. The PLC leadership team focused its efforts to get the entire team working toward the same mission. Teachers began to have conversations about the real focus of instruction. Teachers also wrote SMART goals for every student who was struggling academically or behaviorally. The first couple of years were a challenge to maintain consistency and focus throughout the building.

As our journey progressed, teachers began preparing agendas for weekly collaboration time that has been incorporated into the school day. Almost every Wednesday, students are dismissed two hours early to let teachers focus on student achievement. At every collaboration meeting, teachers reflect on current instructional practices and celebrate successes in their classrooms. Weekly agendas are based on the successes and opportunities for improvement for all students.

Our teachers embrace the professional learning community philosophy and would never revert back to the traditional way of teaching in isolation. Martin Warren Elementary is truly a PLC that focuses on what is best for students.

MARTIN WARREN ELEMENTARY SCHOOL • WARRENSBURG R-VI SCHOOL DISTRICT

Student Demographics: 396 Students; 53 Teachers; 45% Free and Reduced; 0.75% ELL

Principal: Dr. Lorna Cassell
660-747-7160 • lcassell@warrensbgr6.org

105 S. Maguire
Warrensburg, MO 64093

Warrensburg R-VI School District • Superintendent: Dr. Scott Patrick • warrensbgr6.org

Originally Designated as Exemplary PLC School in 2016

SUSTAINING EXEMPLARY

MCINTIRE ELEMENTARY SCHOOL

A lot has changed at McIntire Elementary School since being awarded Exemplary PLC status in 2016. We have had two new principals, two new counselors, one new assistant principal and many new staff members. Our PLC leadership team consists of almost entirely different personnel since McIntire Elementary's initial training years. Even so, it is advantageous that the district and school board are committed to the processes involved and the continued growth that professional learning communities provide. Our leadership team and new staff continue to receive support from the PLC consultants at the Heart of Missouri RPDC. Our initial journey was well-communicated, well-implemented and well-taught so that our current leadership team and staff members have been able to continue to grow and adjust to our systems.

Since 1961, McIntire Elementary families have been invited to share educational experiences with their children and have supported our school through four building additions and one renovation to the original building. Parents and community members have teamed with McIntire Elementary's staff to create an environment that is challenging and rewarding to the diverse needs of every young leader.

McIntire Elementary is part of the Fulton School District. Fulton is a town of approximately 12,000 located in central Missouri. The community is the county seat of Callaway County and is situated approximately 25 miles north of Jefferson City and east of Columbia. McIntire Elementary has an opportune location in the backyard of Westminster College and is less than two miles from William Woods University. From field trips to tutoring to expert learning experiences, students and staff members from both campuses work closely with us to provide extra opportunities for our students.

The employment population of Fulton is primarily made up of professional and service personnel employed by the school district, higher education institutions, state institutions, and retail and light industry located within the city.

MCINTIRE ELEMENTARY SCHOOL • FULTON 58 SCHOOL DISTRICT

Student Demographics: 395 Students; 64 Teachers; 60% Free and Reduced; 0.007% ELL

Principal: Amy Crane
573-590-8500 • acrane@fulton58.org

706 Hickman Ave.
Fulton, MO 65251

Fulton 58 School District • Superintendent: Dr. Jacque Cowherd • www.fulton58.org

Originally Designated as Exemplary PLC School in 2016

SUSTAINING EXEMPLARY

REEDS SPRING PRIMARY SCHOOL

Reeds Spring Primary School serves approximately 335 PK-1 students. Our school is part of the Reeds Spring R-IV School District in southwest Missouri. We are located by beautiful Table Rock Lake with tourism being our major industry. The district draws its student population from several neighboring small towns. Our school is truly a hub of activity for our diverse community and an important source of pride for Reeds Spring and the surrounding area.

In 2016, Reeds Spring Primary was recognized as an Exemplary PLC school. Receiving this recognition spurred us on to delve even deeper into our PLC practices. Over the past two years, we have continued to seek opportunities to improve at the K-1 level and have expanded our professional learning community to include the district's early childhood center, which is located in the Primary School building.

We have continued to be committed to our professional learning community and have been very intentional in our practices – celebrating our progress, using data to determine our strengths and weakness, and participating in action research. Our collective participation and the expansion of our professional learning community have been the foundation of a strong, positive building culture. Our teacher-retention rate is 96.5 percent over the past two school years. We also have seen an increase in teacher efficacy. Reeds Spring Primary has become a school where professional risk-taking is encouraged and collaboration is expected.

During the past two years, we have piloted a new math program, adopted flexible seating and incorporated blended technology that brings creativity, communication and critical thinking to high levels. This year, we have had other districts contact us for the first time wanting to observe our math practices, our PBIS implementation and our early education center.

It is truly an exciting time to be at Reeds Spring Primary School!

REEDS SPRING PRIMARY SCHOOL • REEDS SPRING R-IV SCHOOL DISTRICT

Student Demographics: 335 Students; 60 Teachers; 69% Free and Reduced; 0.6% ELL

Principal: Karen Murray
417-272-3241 • kmurray@wolves.k12.mo.us

257 Elementary Road
Reeds Spring, MO 65737

Reeds Spring R-IV School District • Superintendent: Michael Mason • www.rs-wolves.com

Originally Designated as Exemplary PLC School in 2016

SUSTAINING EXEMPLARY

RUSSELL HAWKINS JUNIOR HIGH SCHOOL

Russell Hawkins Junior High School resides in the Jackson R-II School District and serves between 775-800 eighth and ninth grade students. Our district is one of the largest in the state when considering the number of square miles encompassed. This makes assisting students both before and after school a significant challenge. Even so, our school has been unique in establishing a culture that puts student learning ahead of everything else.

Our junior high students have been able to complete every assignment successfully over the past four years with a 0 percent retention rate during that time. This accomplishment also includes the fact that no student during the past four years has been ineligible to compete in any sports, an impressive feat considering 86 percent of the student body is involved in some extracurricular activity or school-sponsored club.

Russell Hawkins and Jackson High School share both teachers and students throughout the day. We have a well-established collaboration schedule for our teachers, counselors and administrators. This structure allows staff members to meet a minimum of four times a month both horizontally and vertically. Many efforts help accomplish this: late-start Wednesdays, common prep hours for all core teachers, eight professional-development days, curriculum days and learning lunches.

Russell Hawkins has a leadership team consisting of staff from every core department and represented electives. The team gathers every other week with each member having a hand in facilitating at least one meeting throughout the year. We also have established seven focus groups that meet monthly to discuss and make decisions on improvements or changes within various areas. The focus groups cover security, technology, data, student apathy, student recognition, at-risk and staff morale.

RUSSELL HAWKINS JUNIOR HIGH SCHOOL • JACKSON R-II SCHOOL DISTRICT

Student Demographics: 775 Students; 71 Teachers; 33% Free and Reduced; 1% ELL

Principal: Cory Crosnoe
573-243-9533 • ccrosnoe@jr2mail.org

210 N. West Lane
Jackson, MO 63755

Jackson R-II School District • Superintendent: Dr. John Link • www.jacksonr2schools.com

Originally Designated as Exemplary PLC School in 2016

SUSTAINING EXEMPLARY

WARRENSBURG HIGH SCHOOL

Creating a sustainable professional learning community has not been without its trials or merits. Our leadership team began by getting the faculty team involved in creating our new mission, vision and values. In giving the faculty a voice, the leadership team instigated the initial commitment essential to the development of our PLC. Finding a new focus created other blank slates on which to write our new story. Following the steps outlined in *Failure Is Not an Option: 6 Principles for Making Student Success the Only Option* by Alan M. Blankstein, we then ensured student achievement by employing a pyramid of interventions unique and appropriate for our moderately populated rural school.

The first three steps took about three years to apply and actualize. Step three in the six principles suggests implementing collaborative teams. Our leadership team fought for built-in collaborative time to provide an opportunity during the work day for our faculty to create professional practice forums and participate in classroom observations, curriculum planning and interdisciplinary teams. Step four proved a bit more challenging than initially suspected: creating a team specifically for data-driven instruction to study and educate staff on efficiently collecting and using data to guide their instructional choices. This process took over a year to familiarize and practice with faculty. Our data team continues to monitor and adjust our methodology based on faculty feedback and ever-changing demands in teaching.

The fifth step, gaining active engagement from family and the community, required some special attention. We noticed over the years that attendance to our parent-teacher conferences and meet-the-teacher nights had declined. We decided to designate certain weeks for parent contacts. We want our relationships prompted by positive experiences, not simply governed by punitive provocations.

The sixth step mandates building sustainable leadership. Since the creation of our initial leadership team, we have established a PLC team, a data team, a literacy team and a celebration team. All teams work together to sustain our Exemplary PLC.

WARRENSBURG HIGH SCHOOL • WARRENSBURG R-VI SCHOOL DISTRICT

Student Demographics: 928 Students; 97 Teachers; 30.5% Free and Reduced; 0.03% ELL

Principal: Dr. Bret Pummill
660-747-2262 • bpummill@warrensbgr6.org

1411 S. Ridgeview Drive
Warrensburg, MO 64093

Warrensburg R-VI School District • Superintendent: Dr. Scott Patrick • warrensbgr6.org

Originally Designated as Exemplary PLC School in 2016

MODEL PLC SCHOOLS

In order for a school to serve as a model professional learning community, the school must do the following:

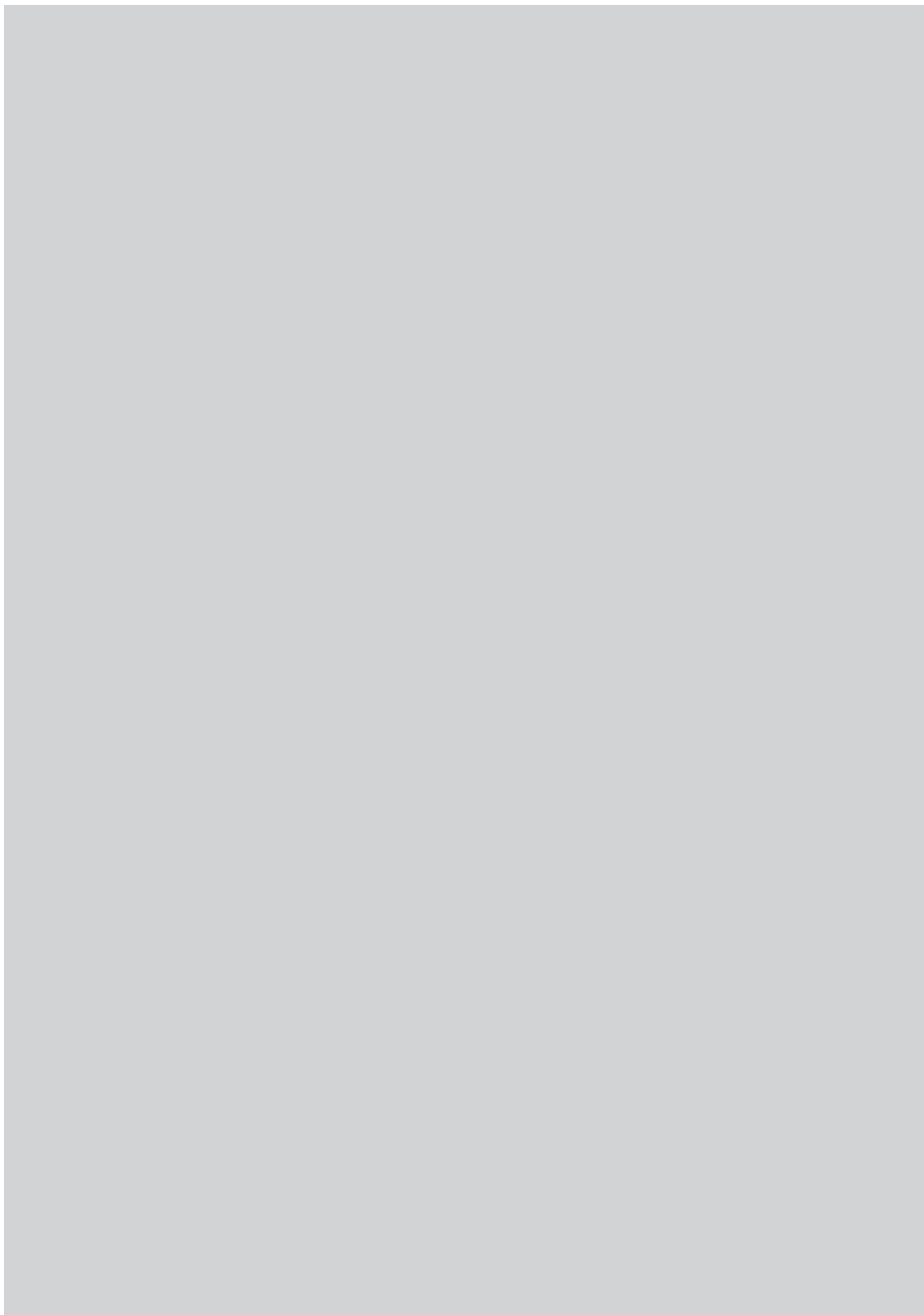
- Demonstrate a commitment to PLC concepts
- Implement those concepts for at least three years
- Present clear evidence of improved student learning
- Explain the culture, practices and structures of the school/district and submit this for consideration to the PLC Review Committee using the Solution Tree online-submission process
- Update the school/district information on the site annually to show that data continue to meet the criteria of the PLC at Work process

Access the application at www.allthingsplc.info/evidence-submission-online.

Missouri Model PLC Schools (alphabetical by district)

- Francis Howell High School, Francis Howell R-III School District
- Henderson Elementary School, Francis Howell R-III School District
- Bartley Elementary School, Fulton 58 School District
- Bush Elementary School, Fulton 58 School District
- Heritage Middle School, Liberty 53 School District
- Lewis and Clark Elementary School, Liberty 53 School District
- Milan Elementary School, Milan C-2 School District
- Eagle Glen Elementary School, Raymore-Peculiar R-II School District
- Raymore Elementary School, Raymore-Peculiar R-II School District
- Lafayette High School, Rockwood R-VI School District

NOTES



MISSOURI BLUE RIBBON AND GOLD STAR SCHOOLS

The U.S. Department of Education has honored eight Missouri schools as 2018 Blue Ribbon Schools. This national award recognizes schools that perform at high academic levels (top 15 percent in the state based on assessment scores and graduation rates) or that perform at high levels while serving a significant proportion of disadvantaged students (top 15 percent in progress toward reducing the achievement gap).

“Preparing our students for the future begins at an early age,” Gov. Mike Parson said. “As our students continue their education and eventually enter the workforce, they will always remember the foundation that was laid for them by their educators.”

These are the 2018 Missouri Blue Ribbon Schools:

- Lake Road Elementary, Poplar Bluff R-I School District
- Kingston Elementary, Kingston K-14 School District
- Nashua Elementary, North Kansas City 74 School District
- Richland Elementary, Richland R-I School District
- William Bryant Elementary, Blue Springs R-IV School District
- Willard Central Elementary, Willard R-II School District
- Leeton Elementary, Leeton R-X School District
- Nike Elementary, Meramec Valley R-III School District

These schools were honored previously as Gold Star Schools under a program established by the Missouri Department of Elementary and Secondary Education in 1991. The schools were then nominated as Blue Ribbon Schools. The nomination criteria for both programs are the same.

