

Adair County R-I School

CONTINUOUS SCHOOL IMPROVEMENT PLAN



Adair County R-1 School
Novinger, MO

Continuous School Improvement Plan

Board Approved: July 29, 2026

I. The Planning Process

In early 2025 the Adair County School District continued reviewing crucial pieces of student data to implement a revised and updated Continuous School Improvement Plan. The Board of Education played a crucial role in this planning process by reviewing updates at monthly meetings (table in back of plan). Academic data is reviewed yearly with the board of education in the fall of each year when state assessment data is released. The APR data has been reviewed with staff and the board of education by each December. The CSIP remains on the agenda for discussion and planning each month until the process is complete and will reappear on the agenda as checkpoints to monitor and evaluate the plan throughout the school year.

The Adair County R-I District Leadership Team participated in an extensive data analysis of student data in the fall of 2024. During the planning process, data from the last five years was reviewed and disaggregated. Climate and Culture Surveys were disseminated to students in grades 3-12, PK-12 parents, and staff. The DESE model survey was used as a basis for our locally given surveys. After the surveys were given the committee reviewed all data and compiled information to use toward CSIP goals. A closer look at all data, including surveys was reviewed by the administration and the School Leadership Team at several planning meetings allowed for the development of several goals. During these meetings state data, assessment information, demographics, and climate and culture surveys were reviewed. Both qualitative and quantitative data were used to develop the goals of the CSIP plan.

The participation of staff members with a meaningful representation of patrons is also necessary for meaningful change and improvement of the district. A full stakeholders meeting was held in March 2025 in addition to gaining input from all internal and external stakeholders. During the meeting stakeholders were able to express areas of weakness and strength of our district. The CSIP planning committee included a broad based panel of the community representing teachers, board members, administration, patrons, business leaders, parents, and students. This cross section is representative of the community. The CSIP members will be communicated with quarterly through electronic communication that updates the progress of the plan and a yearly meeting open to the public. The stakeholders group will be involved in ongoing progress monitoring through CSIP checkpoints.

CSIP Meeting Stakeholders:

Robin Daniels	Superintendent
Allen McDannald	Principal
Kandice Robinson	Counselor
Julie Howe	Library Media Specialist
Dan Sullivan	7 th -12 th History Teacher
Jason Daniels	Physical Education Teacher/ AD
Sheila Swafford	Board of Education
Emily Chase	Preschool Instructor
Glenna Daniels Young	Community Representative- Novinger Renewal
Elise Hettinger	High School Student
Debbie Abbott	Title I ELA Support/ Retired Teacher
Jessica Magers	Paraprofessional
Brittany Harden	Parent
Heather Halley	Parent
Kelli Kirmse	Kindergarten Teacher
Jeff Daniels	Science Teacher
Stephen Mehringer	Parent
Emmy McDannald	Special Education Director
Kelli Howard	6th Grade Teacher
Dalis Howard	Student
Xavien Broadwell	Student
Tracy Salsberry	Adair Co. Sheriff Deputy
Meagan Roan	School Nurse
Lance Lewis	Alumni
Tina Hollon	SPED 7-12
Abbi Fountain	Alumni

II. District Vision

The Adair County R-I School District reflects a community among the students, parents, staff, administration, and community with a vision of a school where:

1. All learners are challenged to think critically and creatively.
2. Learning is engaging, rigorous, and relevant.
3. Collaborative leadership is developed with all stakeholders.
4. On-going improvement is promoted through data-driven decision-making.
5. High expectations are held for learning and to develop high quality skills for college and career.
6. Safe, clean, and healthy environments are provided.
7. Positive relationships are developed and kept among all stakeholders.

III. Mission Statement

The mission of the Adair County R-I School District is to prepare students for success with lifelong learning skills that will guide students through an ever-changing world.

IV. Analysis of Student Data

The district will annually assess the academic status of student performance for all subgroups through analysis of internal assessment data including Missouri Grade Level Assessments and End of Course Assessments to identify improvement issues.

Other sources of data include:

- District Programs Evaluations
- District Annual Report Card
- Professional Development Plan
- Financial Reports
- Demographic Data
- ACT Data
- Title Reading and Math Data
- State and Federal Requirements
- Title Benchmark Testing Scores
- Formative and Summative Assessments
- Climate and Culture Survey (Student, Staff, Parent

Local Needs:

Following a review of the data the Adair County R-I School District identified achievement needs to be addressed as well as areas to maintain. The district has steadily worked over the last few years with a goal to meet the state average in performance for state assessments. We see overall decompression of these scores in the last 3 years. We find that all areas need overall improvement in the percentage of students scoring below the proficient and advanced level of mastery. A key target area we see drastic need for improvement is in the area of Math. Team members are also in agreement that we have a need to move more students up in proficiency levels across all areas. The data shows a need to increase rigor and monitor progress. A decrease in the area of mathematics in the elementary and in all reportable sub-groups was evident. An analysis of End of Course Testing points toward an increased need in Science and Social Studies, as well as continued progress to be maintained in Communication Arts; Mathematics among all grade levels will remain a focus. STAR assessments indicate a high percentage of at risk readers. Formative and summative assessments indicate a need in phonics, mechanics, and basic math facts.

The Adair Co. R-I School District believes that our district is a community of learners from Preschool to 12th grade. We work collaboratively to increase achievement from grade to grade. A variety of data sources both qualitative and quantitative were collected and analyzed by the district administration and staff and include but are not limited to Missouri Grade Level Assessments, EOC Assessments, STAR Assessments, Local Assessments, Climate and Culture Surveys, Teacher Growth Goals, progress monitoring, curriculum auditing and revision, professional development, and budget review. Based on analysis of data sources correlated to research-based activities, action plans are being developed and implemented through the district-wide teams. To address the needs of all students to improve student learning and student achievement, action plans include progress monitoring, focused/targeted instruction, and assessment with targeted professional development. Through the planning process and team meetings a high target goal should be supporting social and emotional well-being of our students and staff. We will plan strategies that focus on areas that seemed evident in both survey information and our stakeholder feedback meeting. We understand to educate students we must recruit and retain highly qualified educators. We strongly believe based on the findings of the planning committee that this goal must remain a top priority in our district. We feel our strategies will reflect this support. The district [Professional Development Plan](#) will be align with CSIP goals.

The CSIP will be reviewed at least quarterly at frequent checkpoints during the year and the stakeholders will receive information updating them on the progress of each goal. The checkpoints for these goals can be listed in each goal section and at the end of this document. In June of each year when a new budget is approved, CSIP goals will be reviewed for alignment of budgetary support. Local funds will be used to support each strategy.

The CSIP will also be directly tied to the development of a newly developed district professional development plan that will be developed in the spring of 2025 in alignment. The District [Assessment Plan](#) can be accessed on the district webpage and all assessments in this plan will tie to the CSIP. The [District Facility Plan](#) is being updated and will be approved in the Fall of 2025 and will be included in the budget presentation in June of each school year. The Adair County R-I School Board made final approval of this comprehensive plan on June 25, 2025. The CSIP will be annually reviewed by the School Improvement Committee and approved by the Board of Education in May of each school year. As a result of data review, climate and culture survey, and our stakeholders meeting we were able to develop measurable goals and strategies for each of these for our district plan. The district's school improvement plan creates the focus and guiding beacon for all improvement efforts at the district, building, and department/program level.

V. Goals of the Comprehensive School Improvement Plan

Following the review of data, the School Improvement Committee has identified the goals, objectives, and strategies for the district's Comprehensive School Improvement Plan. The following areas of focus emerged from our analysis STUDENT SUCCESS, HIGH QUALITY TEACHERS AND STAFF, and SOCIAL EMOTIONAL WELL BEING. In each of these 3 areas of importance we established a total of 5 smart goals. The goals are listed below under each major area of concentration.

District Concentration Area: Student Success

Goals:

1. By 2027, there will be a 10% increase in students who score advanced and proficient as measured by MAP and EOC data.
2. 100% of students will be college and career ready by their respective graduation date through the use of student Individual Career and Academic Plans (ICAP) each year 2025-2027.
3. Student proficiency levels in the core area of Math will increase by 15% by 2027 as measured by state and local assessments.

District Concentration Area: High Quality Teachers and Staff

Goal:

4. The district will continue efforts to recruit and retain 100% certified staff members each year, who will be highly qualified in accordance with state and district standards in each year 2025-2027.

District Concentration Area: Social Emotional Well Being

Goal:

5. By Fall of 2027 and each year following, 100% of students will be provided strategies to support social and emotional well-being.

STUDENT SUCCESS

GOAL #1

By 2027, there will be a 10% increase in students scoring advanced and proficient on state level testing and End of Course Exams.

Evaluation for Ongoing Progress:

The progress of the objectives will be determined by:

- Analyzing data of Missouri Grade Level Assessments, End of Course Assessments, and DESE Report Card
- Monitoring student learning data including Pre-, Mid-, and Post-Test results
- Monitoring, STAR Math and Reading, and formative and summative assessment
- Monitoring At Risk Data through bi-weekly D and F checks
- Analyzing scores of subgroups to determine areas of strengths and concerns
- Comparing state and national scores to the progress at Adair Co. R-I
- **CHECK POINT**-The Board of Education will review this data yearly, once state testing information is released the counselor will present all state data. This presentation will be in October or November if data is readily available for presentation. The board will also review APR data for student achievement, by December of each year or as it is released by the state.
- **CHECKPOINT** –The Board of Education will review Title Reading and Math Data as presented by the Title teachers in April of each school year.

ACTION STEPS	Person Responsible	Measurable Documentation	Projected Completion Date	MSIP Pillar
The district will implement strategies of LETRS and supporting materials to strengthen scientifically based instruction to students identified as at risk through STAR testing. Testing will be administered at least 3 times per year for K-12.	Title I Reading/Math Coach Classroom Teachers	Plan Spring of 2025 Revised PD STAR Data	Fall of each year 2025-2027	Effective Teaching and Learning Data Based Decision Making
Grade level collaboration meetings will be established with neighboring districts and with the assistance of RPDC.	Principal	Meeting Agendas	Fall of 2026	Effective Teaching and Learning Alignment of Standards, Curriculum Assessment Leadership
Phonics based instruction will continue to be established through “Really Great Reading” HD Word, RGR and teacher professional development will be provided for implementing this instruction.	Title I Reading Coach Principal	Revised PD Plan Spring of 2025	Fall of each year 2025-2027	Effective Teaching and Learning
Based on data analysis the instructors will participate in collaborative teams across all grade levels in all core areas of curriculum to increase student	Principal Leadership Team	Revised PD Plan Spring of 2025	Fall of each year 2025-2027	Effective Teaching and Learning

achievement. Student mastery of grade level standards will be monitored. Teachers will practice progress monitoring and utilize tools specific to MAP and EOC preparation including practice tests supplied by DESE.		Power Standards Curriculum Documents Assessment Data		Collaborative Climate and Culture Alignment of Standards, Curriculum Assessment
The district will provide supplemental and extended learning opportunities and provide pull-out/small group intervention instruction for at-risk students K-12.	Principal Title I Teachers K-12 Teachers	Title Data Tutoring Logs	Fall of each year 2025-2027	Effective Teaching and Learning Leadership Collaborative Climate Culture
A behavioral expectation and reward program will be re-established to support academic focus and growth.	Principal Leadership Team	Meeting Agendas Newly Developed Positive Behavior Plan Fall of 2025	Spring 2026	Collaborative Culture Equity and Access Leadership
Parent Involvement will become a main focus by planning and integrating strategies to actively involve parents in their child's education through family involvement nights, parent	Superintendent Principal Leadership Team	Leadership Team Agenda Parent Outreach Calendar	Fall of each year 2025-2027	Collaborative Climate and Culture Leadership

education, and parent communication. The Leadership Team will plan a calendar of yearly parent outreach programs and resources.				
The district will administer a state approved Kindergarten readiness screening tool.	Counselor Kindergarten Teacher	Assessment Results	Fall 2025	Data Based Decision Making

STUDENT SUCCESS

GOAL #2

100% of students will be college and career ready by their respective graduation date through the use of student Individual Career and Academic Plans (ICAP)

Evaluation for Ongoing Progress:

The progress of the objectives will be determined by:

- Analyzing data of Missouri Grade Level Assessments, End of Course Assessments, ACT and DESE Report Card
- Monitoring Student Learning Objective data including Pre-, Mid-, and Post-Test results
- ASVAB
- ACT
- CTE and Tech Center Data
- Monitoring At Risk Data through bi-weekly D and F checks
- Analyzing scores of subgroups to determine areas of strengths and concerns
- Comparing state and national scores to the progress at Adair Co. R-I
- ICAP Plan Review
- **CHECKPOINT**, The Board of Education will review the ICAP plans as well as college and career information as presented by the district counselor during the March Board of Education Meeting.
- **CHECKPOINT**-The Board of Education will review APR data as presented by the administration by December of each school year, or when data is released by DESE.

ACTION STEPS	Person Responsible	Measurable Documentation	Projected Completion Date	MSIP Pillar
The district will meet or exceed the state average on the ACT by reviewing core curriculum guides to assure alignment and rigor in content, instruction and assessment. The district will provide high-quality professional development for staff on ACT college readiness, study/test taking skill, and effective classroom instruction and assessment. Parent/student workshops will continue to be held.	Principal Counselor	ACT Prep Program Documentation	Spring 2027	Equity and Access Alignment of Standards and Curriculum
The district will provide a rigorous course of study by reviewing the sequence of course offerings for grades 7-12 in math, science, social studies, and communication arts. A syllabus for each course will be provided by the teacher.	Principal Counselor Teachers	Course Schedule Meeting Agendas Course Schedule	Spring of each year 2027	Equity and Access Effective Teaching and Learning
The district will continue to offer a variety of dual credit courses.	Counselor Principal	Weighted Class List	Spring of each year 2027	Alignment of Standards

		Dual Class Student Demographics		and Curriculum
The district will provide students with opportunities for career exploration and transition to continued education and/or to the workplace through activities such as career fairs, job shadowing and opportunities to explore trades and post-secondary institutions. A listing of these events will be created for students/parents.	Counselor	Comprehensive Guidance Program	Fall of each year 2027	Equity and Access
The district will maintain the promotion of the programs and partnership with the Area Technical School through new avenues of career exploration.	Counselor Principal Supt.	Technical Center Agreement	Spring of each year 2027	Equity and Access
The district will audit course schedules to ensure a competency-based curriculum in career education to meet the diversified needs of all students and prepare them for entry into the workplace and/or continued education.	Counselor Principal Career Ed. Instructors Leadership Team	CTE Program Evaluations	Fall of each year 2027	Equity and Access Effective Teaching and Learning
Parent/community involvement events attended jointly with 7-12th grade students will be established and planned. They will be held to reinforce life skills and provide experiences and	Principal Counselor Leadership Team	Life Skills Curriculum Guide	Fall 2027	Equity and Access Collaborative Culture

exposures to a variety of career paths.				
A syllabus will be developed for all 7-12 courses which will include course descriptions.	Principal Classroom Teachers	Syllabus Listing on Website	Fall 2025	Equity and Access Alignment of Curriculum and Standards

STUDENT SUCCESS GOAL #3

Student proficiency levels in the core area of Math will increase by 15% by 2027 as measured by state and local assessments.

Evaluation for Ongoing Progress:

The progress of the objectives will be determined by:

- Analyzing data of Missouri Grade Level Assessments, End of Course Assessments, and DESE Report Card
- Monitoring Student Learning Objective data including Pre-, Mid-, and Post-Test results
- STAR Math and Eureka Math² Curriculum Assessments
- ACT Data
- ASVAB
- Monitoring At Risk Data through bi-weekly D and F checks
- Analyzing scores of subgroups to determine areas of strengths and concerns
- Comparing state and national scores to the progress at Adair Co. R-I
- **CHECK POINT**-Board of Education will Review in the Fall(October) of Each School Year, After State Testing Data is Produced

ACTION STEPS	Person Responsible	Measurable Documentation	Projected Completion Date	MSIP Pillar
K-6 classrooms will have protected Math and ELA instructional minutes provided daily.	Principal Classroom Teachers	Class Schedules	Fall of each year 2025-2026	Effective Teaching and Learning
Student data will be used quarterly during data meetings to mark progress and will be shared actively with students in age appropriate measures. Each student where age appropriate will <u>measure and understand progress</u> toward goals.	Principal Title I Classroom Teachers	Student Data Student Goal Setting Documents	Fall of each year 2027	Data Based Decision Making
<u>All</u> math teachers will be provided with professional development in the area of Math instruction and specifically designed to target all learning objectives to be covered on MAP, EOC, and ACT testing.	Principal Leadership Team	Newly Developed Professional Development Plan	Fall of each year 2025-2027	Alignment of Curriculum and Standards
Training on the best practices for <u>instructional lesson planning</u> will be provided to teachers, detailing format, timelines, and pacing.	Principal Title I Math	Pacing Guides Newly Developed PD Plan Training Resources Regional Professional Development Center	Fall of each year 2025-2027	Effective Teaching and Learning Alignment of Standards and Curriculum

Implemented instructional time in lesson plans for math fact practice and memorization in grades K-12.	Principal Classroom Teachers	K-6 Math Lesson Plans	Fall of 2025	Effective Teaching and Learning Alignment of Standards and Curriculum

Goal 4: Highly Qualified Staff

The district will recruit and retain 100% certified staff members each year, who will be highly qualified in accordance with state and district standards

Evaluation for Ongoing Progress:

The progress of the objectives will be determined by:

- Analyzing data of Missouri Grade Level Assessments, End of Course Assessments, and DESE Report Card
- Core Data and MOSIS Information Regarding Teacher Evaluation
- Certification Reports
- Monitoring DIBELS Scores, STAR Math and Reading, and formative and summative assessment
- Monitoring Professional Development Plans
- **CHECK POINT-** Teacher Qualifications Will be reviewed by the Board of Education in August and April of each year

ACTION STEPS	Person Responsible	Measurable Documentation	Projected Completion Date	MSIP Pillar
A <u>new district professional development plan</u> will be drafted and revised each year. The updated plan will reflect new CSIP Goals. Plan will be linked to this document once completed.	Principal Supt. PD Committee	District Professional Development Plan	Spring 2026	Effective Teaching and Learning
Professional Development Plans for all certified staff members will be <u>revised and reviewed</u> each September. A district goal and an individual goal will be selected.	Principal	District Professional Development Plan	Fall of each year 2025-2027	Effective Teaching and Learning
The professional development committee will research opportunities for staff and present and <u>share</u> those opportunities with staff once monthly. <u>Training on access</u> to My Learning Plan.	PD Chair	PD Presentations	Fall of each year 2025-2027	Effective Teaching and Learning
The district will provide <u>increased</u> opportunities for professional development in K-12 math instruction. All staff will be provided with content appropriate training, <u>including part time staff</u> .	Leadership Team Principal Superintendent	Newly Developed Professional Development Plan	Fall of each year 2025-2027	Leadership Alignment of Standards and Curriculum
The district will establish a student program geared toward recruiting students into the teaching field (Grow Your Own).	Superintendent Principal Counselor	Club Planning Documents/A gendas	Spring 2026	Equity and Access Leadership

The district will establish an exit survey for those leaving the district to be used each year. Data will be used and reviewed for teacher retention efforts.	Superintendent Principal	Survey Results	Yearly 2025-2027	Leadership
Each year a salary committee will meet with the superintendent in the Spring to review budget and salary recommendations and requests. The district will strive to maintain a competitive salary schedule for certified staff. The superintendent will present the budget to all staff in a simplified format.	Superintendent	Salary Committee Agenda Budget Presentations	April of Each School Year 2025-2027	Leadership
The district will utilize a hiring committee who interviews and reviews all credentials of prospective teachers and staff.	Principal Superintendent Staff Members	Committee Records	Spring of 2022-2027	Leadership Equity and Access Collaborative Culture
The district will create an updated publication that the administration can share at college fairs to highlight our district.	District Leadership Team	Updated Publication	Fall of 2026	Leadership Collaborative Culture Effective Teaching and Learning
Teachers will participate in a rotation of program presentations to the Board of Education that may include students per CSIP checklist. Each certified staff member should present once yearly.	Supt. Principal	Monthly Calendar of Presenters	Fall of 2026	Effective Teaching and Learning Collaborative Culture Leadership

Goal 5: Social Emotional Well Being

By Fall of 2024, 100% of students will be provided strategies to support social and emotional well-being.

Evaluation for Ongoing Progress:

The progress of the objectives will be determined by:

- **Check Point**-The Board of Education will review this goal during the month of January each year.
- Monitoring At Risk Data through bi-weekly D and F checks
- Analyzing Number of Students and Teachers Reached by Each Program

ACTION STEPS	Person Responsible	Measurable Documentation	Projected Completion Date	MSIP Pillar
An Educational Program will be implemented K-12 with the goals to educate students on how to properly identify, prevent, and report bullying. An improved system of reporting will be established. Resources will be made available for students, staff, and parents on identifying bullying and reporting.	Superintendent Principal Counselor	Presentation Schedules Resource Documents Reporting Documents	Spring 2026	Collaborative Culture

The school will continue to establish joint partnerships with outside agencies to allow professional services to be obtained on site.	Counselor	List of Agency Partnerships Used Yearly	Spring 2026	Collaborative Culture
Programs regarding vaping dangers and cessation options will be presented to students in grades 4-12. Additional programs regarding other drugs and alcohol will also be provided to students.	Principal Counselor Health Teacher	Program Presentation Guides	Spring 2025-2027	Collaborative Culture
A minimum of two social emotional classroom lessons will be provided monthly in grades K-6	Counselor Classroom Teachers	Lesson Plans and Dates Implemented	Spring of 2026	Collaborative Culture
Students in grades 7-12 will receive quarterly social emotional classroom lessons.	Counselor Classroom Teachers	Lesson Plans and Dates Implemented	Spring of 2026	Collaborative Culture

Additional Resources

CSIP Check Points and Planning	Month
• Post Updated Plan to Website	August
• Plan Monitoring- District Leadership Team	September
• Goal #1 and #3 Review State Assessment Data- BOE • Goal #4 Review Teacher Qualifications- BOE	October
• Goal #1 and #3 Review State Assessment Data -BOE	November
• Goal #1 and #2 Review APR Data- BOE	December
• Plan Monitoring- District Leadership Team	January
• Plan Monitoring District Leadership Team	February
• Goal #2 Review ICAP Data Presented by Counselor to BOE • Goal #5 Review Social Emotional Goal Progress Presented by Counselor to BOE • Stakeholders Meeting	March
• Goal #4 Review Teacher Qualifications- BOE • Newly Developed PD Plan-BOE	April
• Goal #1 Reviewed -Title Teachers Present to BOE • Yearly Review of CSIP Plan in Committee • Stakeholders Meeting	May
• Budget Presentation Aligned to CSIP to BOE and to Staff	June
• Plan Revisions	July

District Assessment Plan Link:

<https://www.novinger.k12.mo.us/vimages/shared/vnews/stories/63af453077c2c/District%20Assessment%20Plan.pdf>

District Professional Development Plan:

<https://www.novinger.k12.mo.us/vimages/shared/vnews/stories/66b63c67de8d1/2025-2026%20PD%20Plan.docx.pdf>

District Literacy Plan

<https://www.novinger.k12.mo.us/vimages/shared/vnews/stories/690cd05cab4ea/District%20Literacy%20Plan%2025-26.pdf>

District Facilities Plan/Budget Message:

https://docs.google.com/presentation/d/1yuz8n8sYOWKnHqi9_0dpchJFpe9HEJZ8/edit?usp=sharing&oid=113566819590233451068&rtpof=true&sd=true