

# Adair County R-1 School

**CONTINUOUS SCHOOL IMPROVEMENT PLAN**

**2022-2027**



Adair County R-1 School  
Novinger, MO

**Continuous School Improvement Plan Draft**

**Board Approved: December 15, 2022**

## I. The Planning Process

Starting in Spring of 2022 the Adair County School District began 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 discussing updates at each monthly meeting from July of 2022 until December of 2022 when the new document was approved. Academic data is reviewed yearly with the board of education in the fall of each year when state assessment data is released. The CSIP remained on the agenda for discussion and planning each month until the process was 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 2022. 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 November of 2022 in addition to gain 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 annually through electronic newsletters and emails that update 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
Karla Jackson	Title I Reading
Brittney Trimble	1 <sup>st</sup> Grade Teacher
Julie Howe	Library Media Specialist
Dan Sullivan	7 <sup>th</sup> -12 <sup>th</sup> History Teacher
Jason Daniels	Physical Education Teacher/ Athletic Director
Sheila Swafford	Board of Education
Rachael Chase	Preschool Instructor
Glenna Daniels Young	Community Representative- Novinger Renewal
Sharon Barnes	Board of Education
Lance Lewis	High School Student
Allie Smith	Community Member/ Former Educator
Troy Smith	Board of Education-President
Debbie Abbott	Title I ELA Support/ Retired Teacher
Jessica Magers	Paraprofessional
Sheridan Howe	High School Student
Brittany Harden	Parent
Chante McKim	Parent
Heather Halley	Board of Education
Alex Laudwig	Kindergarten Teacher
Kaleb Stonecipher	Alumni-Recent Graduate
Cody and Taylor Prough	Parents
Adam Robinson	Parent
Bradley Ray	Local Business Owner, Sprocket Technologies/Parent
Julie Truitt	Parent
Noah Krueger	K-12 Music Educator
Stephen Mehringer	Parent
Emmy McDannald	Special Education Director

## **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. DIBELS (Dynamic Indicators of Basic Literacy Skills) 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, DIBELS, Local Assessments, Climate and Culture Surveys, Student Learning Objectives, progress monitoring, 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 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. 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 2023 in alignment. The timeline for developing this new plan can be found later in this document. The District [Assessment Plan](#) can be accessed on the district webpage and all assessments in this plan will tie to the CSIP. The Adair County R-I School Board made final approval of this comprehensive plan on December 15, 2022. 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 5 major 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 2022-2027.
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 recruit and retain 100% certified staff members each year, who will be highly qualified in accordance with state and district standards in each year 2022-2027.

### **District Concentration Area: Social Emotional Well Being**

#### **Goal:**

5. By Fall of 2024 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 Objective data including Pre-, Mid-, and Post-Test results
- Monitoring DIBELS Scores, 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 DIBELS (Dynamic Indicators of Basic Literacy Skills) testing and STAR testing. Testing will be administered at least 3 times per year.	Title I Reading Coach	Newly Developed PD Plan Spring of 2023  DIBELS and STAR Data	Fall of each year 2022-2027	Effective Teaching and Learning  Data Based Decision Making



<p>Grade level collaboration meetings will be established with neighboring districts and with the assistance of RPDC.</p>	<p>Principal</p>	<p>Meeting Agendas</p>	<p>Spring 2024</p>	<p>Effective Teaching and Learning</p> <p>Alignment of Standards, Curriculum Assessment Leadership</p>
<p>Phonics based instruction will continue to be established through “Really Great Reading” and teacher professional development will be provided for implementing this instruction.</p>	<p>Title I Reading Coach</p> <p>Principal</p>	<p>Newly Developed PD Plan Spring of 2023</p>	<p>Fall of each year 2022-2027</p>	<p>Effective Teaching and Learning</p>
<p>Based on data analysis the instructors will participate in collaborative teams across all grade levels in all core areas of curriculum to increase student achievement. Student mastery of grade level standards will be monitored. Teachers will practice progress monitoring and utilize tools specific to MAP and EOC preparation.</p>	<p>Principal Leadership Team</p>	<p>Newly Developed PD Plan Spring of 2023</p> <p>Power Standards Curriculum Documents</p> <p>Assessment Data</p>	<p>Fall of each year 2022-2027</p>	<p>Effective Teaching and Learning Collaborative Climate and Culture</p> <p>Alignment of Standards, Curriculum Assessment</p>
<p>The district will provide supplemental and extended learning opportunities and provide pull-out/small group intervention instruction for at-risk students K-12.</p>	<p>Principal</p> <p>Title I Teachers</p>	<p>Title Data</p> <p>Tutoring Logs</p>	<p>Fall of each year 2022-2027</p>	<p>Effective Teaching and Learning</p> <p>Leadership</p>

				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 2023	Spring 2024	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 education, and parent communication. The Leadership Team will plan a calendar of yearly parent outreach programs and resources.	Superintendent  Principal  Leadership Team	Leadership Team Agenda  Parent Outreach Calendar	Fall of each year 2022-2023	Collaborative Climate and Culture  Leadership
Standardized testing will be reestablished in grades K-2 based on our district Reading Success Plan.	Title I	Assessment Results	Spring 2024	Alignment of Standards and Curriculum  Data Based Decision Making
The district will administer a state approved Kindergarten readiness screening tool.	Counselor Kindergarten Teacher	Assessment Results	Spring 2023	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.

<b>ACTION STEPS</b>	<b>Person Responsible</b>	<b>Measurable Documentation</b>	<b>Projected Completion Date</b>	<b>MSIP Pillar</b>
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	Principal Counselor	ACT Prep Program Documentation	Spring 2027	Equity and Access  Alignment of Standards and Curriculum

<p>taking skill, and effective classroom instruction and assessment. Parent/student workshops will continue to be held.</p>				
<p>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.</p>	<p>Principal Counselor Teachers</p>	<p>Course Schedule Meeting Agendas Course Schedule</p>	<p>Spring of each year 2022-2023</p>	<p>Equity and Access  Effective Teaching and Learning</p>
<p>The district will continue efforts to increase the number of dual credit courses offered.</p>	<p>Counselor Principal</p>	<p>Weighted Class List  Dual Class Student Demographics</p>	<p>Spring of each year 2022-2023</p>	<p>Alignment of Standards and Curriculum</p>
<p>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.</p>	<p>Counselor</p>	<p>Comprehensive Guidance Program</p>	<p>Fall of each year 2022-2023</p>	<p>Equity and Access</p>

The district will maintain the promotion of the programs and partnership with the Area Technical School.	Counselor Principal Supt.	Technical Center Agreement	Spring of each year 2022-2023	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	CTE Program Evaluations	Fall of each year 2022-2023	Equity and Access  Effective Teaching and Learning
A life skills standards list will be created for students 7-12 and a timeline for implementation into the curriculum will be created. Parent involvement nights attended jointly with 7-12th grade students will be established and planned. The will be held to reinforce life skills and provide experiences and exposures to a variety of career paths.	Principal Counselor	Life Skills Curriculum Guide	Fall 2025	Equity and Access  Collaborative Culture
A syllabus will be developed for all 7-12 courses which will include course descriptions.	Principal Classroom Teachers	Syllabus Listing on Website	Fall 2023	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 Math<sup>2</sup> 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 2022-2023	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	Principal  Title I Math  Classroom Teachers	Student Data  Student Goal Setting Documents	Fall of each year 2022-2023	Data Based Decision Making

<u>measure and understand progress</u> toward goals.				
All 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 2022-2023	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	Fall of each year 2022-2023	Effective Teaching and Learning  Alignment of Standards and Curriculum
Implemented instructional time in lesson plans for math fact practice and memorization in grades K-6.	Principal Classroom Teachers	K-6 Math Lesson Plans	Fall of 2023	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 current plan is outdated and does not reflect new CSIP Goals. Plan will be linked to this document once completed.	Principal Supt. PD Committee	District Professional Development Plan	Spring 2023	Effective Teaching and Learning
Professional Development Plans for all certified staff members will be <u>revised and reviewed</u> each September.	Principal	District Professional Development Plan	Fall of each year 2022-2023	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 to My Learning Plan.</u>	PD Chair	PD Presentations	Fall of each year 2022-2023	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 2022-2023	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 Agendas	Spring 2024	Equity and Access Leadership
The district will establish a staff satisfaction survey and 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	Twice Yearly 2022-2027	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 2022-2027	Leadership
The district will utilize a hiring committee who interviews and reviews all credentials of prospective teachers and staff.	Principal Superintendent	Committee Records	Spring of 2022	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 2023	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. Each certified staff member should present once yearly.	Supt. Principal	Monthly Calendar of Presenters	Fall of 2023	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

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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 2024	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 2025	Collaborative Culture
Programs regarding vaping dangers and cessation options will be presented to students in grades 4-12. Additional programs regarding other	Principal Counselor Health Teacher	Program Presentation Guides	Spring 2024	Collaborative Culture

drugs and alcohol will also be provided to students.				
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 2025	Collaborative Culture
Students in grades 7-12 will receive quarterly social emotional classroom lessons.	Counselor Classroom Teachers	Lesson Plans and Dates Implemented	Spring of 2025	Collaborative Culture

## Additional Resources

CSIP Check Points and Planning	Month
<input type="checkbox"/> Goal #4 Reviewed Teacher Qualifications- BOE	August
<input type="checkbox"/> Plan Monitoring- District Leadership Team	September
<input type="checkbox"/> Goal #1 and #3 Review State Assessment Data- BOE	October
<input type="checkbox"/> Goal #1 and #3 Review State Assessment Data -BOE	November
<input type="checkbox"/> Goal #1 and #2 Review APR Data- BOE	December
<input type="checkbox"/> Goal #5 Review Social Emotional Goal Progress Presented by Counselor to BOE	January
<input type="checkbox"/> Plan Monitoring District Leadership Team	February
<input type="checkbox"/> Goal #2 Review ICAP Data Presented by Counselor to BOE	March
<input type="checkbox"/> Goal #4 Review Teacher Qualifications- BOE <input type="checkbox"/> Newly Developed PD Plan-BOE	April
<input type="checkbox"/> Goal #1 Reviewed -Title Teachers Present to BOE <input type="checkbox"/> Yearly Review of CSIP Plan- BOE	May
<input type="checkbox"/> Budget Presentation Aligned to CSIP to BOE and to Staff	June
<input type="checkbox"/> Plan Revisions	July

### District Assessment Plan Link:

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

### District Professional Development Plan:

Newly Developed Professional Development Plan Link Will Be Shared Here in April of 2023