

NORTHWESTERN R-I SCHOOL DISTRICT

Continuous School Improvement Plan

2022-2027

****REVISED February 2024****

I. DESCRIPTION OF THE PLANNING PROCESS

In revising the Continuous School Improvement Plan (CSIP) our Superintendent, Mr. Hoyt reviewed the current MSIP standards and procedures and appointed the Professional Development Committee as the committee for the CSIP revisions. The first meeting was held on Aug. 20, 2021 where Mr. Hoyt discussed the timeline and process of updating the CSIP. The next meeting was held on Sept. 13, 2021 where mission statement, beliefs, and vision statements were discussed and created. On Oct. 25, 2021 the committee met to discuss and edit the elementary (PK-6), middle school (7-8) and high school (9-12) surveys. On January 3, 2022, the committee met to discuss staff survey results and determine three strengths of the school and 3 areas of improvement. On March 14, 2022 the staff met to evaluate the results of the staff and parents' surveys. We discussed the list of strengths and areas of improvement the committee thought should be addressed. The committee met again on June 1, 2022 to determine objectives and goals. Mr. Hoyt wanted us to have one more meeting with members of the community to seek their input; the meeting was held August 19, 2022. Moving forward, the committee will meet annually, during late May, to readdress the goals, assess measurable outcomes, and reestablish benchmarks.

UPDATE: In January 2024 the BOE was given a Perpetual Calendar by Mr. Clark with plans for quarterly CSIP Reviews in August, November, February and May. In January 2024, Mr. Clark (New Superintendent) and Mrs. Potter met with DESE Area Supervisor (Jill Janes) for suggestions on revisions. Revisions have been made by Mr. Clark and Mrs. Potter for February 2024 BOE Approval.

COMMITTEE MEMBERS:

SCHOOL STAFF: Eric Hoyt (Superintendent), Nicole Potter (Principal), Melody Potter (School Counselor), Amy Gardner (9-12 ELA Teacher), Jennie Young (Junior High School Teacher), Heather Staddie (Librarian), Kara Marnin (Reading Teacher), Whitney Moxley (4th Grade Teacher) and Kyle Speichinger (6th Grade Teacher).

COMMUNITY MEMBERS: Sabrina Brown (Board Member), Kristi Fainter (Community Member/Parent), Sara Willis (Community Member/Parent), Rachel Johnson (Business Owner), Hayden Harms (student)

As of January 2024: Eric Hoyt, Sara Willis and Rachel Johnson no longer serve the District as Staff or as a BOE Member.

II. MISSION STATEMENT

The faculty, staff, and administration at Northwestern R-I School strive to educate children to be successful socially, academically, and ethically so they may live happy and productive lives.

III. VISION AND COLLECTIVE COMMITMENTS

NORTHWESTERN R-I VISION STATEMENT

Our present ideas and beliefs concerning education today, must take into full account the changing developments of our world situation presently existing. We must prepare for the challenge of maintaining the democratic way of life and to rebuke those who are trying to destroy it.

We believe that our way of life can review itself only as the children of each generation reproduce in their lives its principles, techniques, disciplines, loyalties, and responsibilities. Education must reach all individuals and furnish them, as far as possible, with quality opportunities for their development regardless of race, creed, and religion.

Education has to essential responsibility of seeing that our boys and girls are prepared to live effectively for tomorrow and to understand the present experiences. The best possible preparation for the future is found in significant living in the present.

Although our education may be typically carried on by groups in groups, we believe its concern must always be with the individual human being. We believe learning must be an experience where the whole child is involved.

The major purpose of education must certainly be to stimulate in each individual originality and invention, foster beauty and aspiration, seek and defend the truth as well as keeping alive memories, living past and present.

It is these major goals that the Board of Education, the Administration and teachers dedicate themselves to, in order to provide the best possible education for the children of the Northwestern R-1 Schools.

IV. DATA ANALYSIS

The following documents and resources from the 2016-2022 school years were reviewed as part of an analysis of the school district.

A. Internal Analysis

- ❖ Northwestern District Report Card
- ❖ School Annual Performance (APR) Report
- ❖ MAP/EOC/ACT Assessment Data
- ❖ Surveys of staff and students

B. External Analysis

- ❖ Revised Missouri Learning Standards
- ❖ Surveys of parents and community members
- ❖ Consideration of school and community demographics
- ❖ MSIP-6
- ❖ Revisions in State and Federal Law
- ❖ State/Local/Federal funding resources

C. Identification of district strengths and areas of improvement

DISTRICT STRENGTHS	DISTRICT WEAKNESSES
<p>Teachers and staff value students</p> <p>Staff, students, parents and community members think positively about the Northwestern school</p> <p>Students feel safe at school</p> <p>Parents feel their child(ren) are safe at school</p> <p>Provide advanced technology to students</p> <p>Students have access to staff when they need it</p>	<p>Need to improve communication with students and parents</p> <p>Encourage more student and parent input</p> <p>Explain the “why” of what we are teaching –relate to real-world for students</p> <p>Provide more opportunities for students with career paths</p> <p>Improve student achievement in reading and writing (ELA), math, science and social studies.</p>

V. GOALS, OBJECTIVES, STRATEGIES, AND ACTION STEPS

Goal #1: Teaching and Learning

Develop and enhance quality educational/instructional programs to ensure ongoing improvement in student achievement

<u>Measurable Objective 1:</u> Northwestern R-II will demonstrate increased student achievement evidenced by growth in meeting annual performance targets as set forth by the state.					
	Action Steps	Funding Sources	Person Responsible	Start Date	Completion Date
<p>Strategy #1 Ensure implementation of a viable curriculum which is aligned with the Missouri Learning Standards-Grade Level Expectations Assessment: Completed Pacing Guides with Priority Standards coverage for all core content areas K-12</p>	<p>StepUp Curriculum Resources including: Pacing Guides, Priority Standards, etc., i-Ready and IXL data review</p>	<p>Local, State, Federal, Title I, Title II</p>	<p>Principal Teacher Curriculum Coordinator</p>	<p>November 2023</p>	<p>June, 2025 *REVISED*</p>

<p>Strategy #2 Participate in ongoing professional development opportunities which support effective instructional practices. Assessment: Log of sessions attended by staff, summaries shared at Board Meetings</p>	<p>LETRS, StepUp, Locally-developed PD, Conferences</p>	<p>Local, State</p>	<p>Principal Teachers</p>	<p>8/24/22</p>	<p>June, 2024</p>
<p>Strategy #3 Meet or exceed the state average in academic achievement in ELA and Math through implementation of evidence-based instructional practices.</p>	<p>Use of new Curriculum and Resources, Implementation of Intervention Time, track student achievement data through assessment programs- i-Ready & IXL, Tutoring, RPDC resources</p>	<p>Local, State</p>	<p>Principal Teachers Title 1 - Teacher Counselor</p>	<p>8/24/22</p>	<p>ELA-June, 2025 Math-June, 2025</p>
<p>Strategy #4 Meet or exceed state ACT averages on an annual basis.</p>	<p>Implementation of ACT Prep Course</p>	<p>Local, State</p>	<p>Principal Teachers Counselor</p>	<p>8/24/22</p>	<p>June, 2024</p>
<p>Strategy #5 Promote positive communication with parents/guardians in order to maintain student attendance percentage of 95% or greater (annually) Assessment: Improvement in attendance percentage</p>	<p>Have teacher track attendance and make parent contact, Office Safety Check phone calls, Utilize Teacher Ease Resources, Begin Incentive Program</p>	<p>Local, State</p>	<p>Supt Principal Teachers Secretaries</p>	<p>November 2023</p>	<p>June, 2025</p>
<p>Strategy #6 Provide relevant, high-quality career technical education and/or advanced professional studies based on students' ICAPs.</p>	<p>Ongoing based on ICAP, CTE course offerings on-site and at a Vocational School setting, Dual Credit College Course offerings, Certification programs through VoTech, counseling services for career exploration</p>	<p>Local, State</p>	<p>Counselor Teachers</p>	<p>8/24/22</p>	<p>June, 2025</p>

Goal #2: Highly Qualified Teachers

Attract, develop and retain a highly qualified staff

Measurable Objective 1: Northwestern R-I will attract, develop and retain highly qualified teachers.					
	Action Steps	Funding Sources	Person Responsible	Start Date	Completion Date
Strategy 1: Develop a salary schedule and benefits package that exceeds or is comparable to those of districts in the surrounding area.	Increase Operating Funds to allow increase to Salary Schedule over time	Local, State	BOE Supt Principal Teachers Staff	June 2023	June, 2024 Budget
Strategy 2: Provide opportunities for all teachers to participate in high quality professional development which includes BTAP (Beginning Teacher Assistance Program) and mentoring.	Ongoing, Begin PD Committee Approval Process Per State Statute, Mentoring Program within Northwestern Staff, RPDC resources	Local, State	Supt Principal Teachers Staff	8/24/22	June, 2025
Strategy 3: Improve effective, routine teacher observation and evaluations Assessment: Growth of teacher performance through NEE system data	Implement NEE Evaluation System	Local, State	Principal Teachers	January 2024	June, 2025
Strategy 4: Promote positive relationships, professionalism and collegiality among administration, teachers and staff. Assessment: Staff survey	Gain feedback from staff annually on climate/ culture, implementation of a Building Leadership Team, implementation of School Improvement Teams, special recognition of staff	Local, State	Supt Principal Teachers Staff	8/26/22	June, 2024

Strategy 5: Increase communication with area colleges & universities to seek out newly qualified applicants	Develop relationships with area colleges to recruit new teachers, seek out opportunities for career fairs/ hiring fairs	Local, State	Supt Principal Counselor	January 2024	June 2025
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GOAL#3 Parent and Community Engagement

Promote, facilitate and enhance parent, student and community involvement in district education programs and learning opportunities.

Measurable Objective 1: Northwestern R-I will provide communication which engages students, staff, parents, and community members, in the development of partnerships that support high-quality educational processes and programs.					
	Action Steps	Funding Source	Person Responsible	Start Date	Completion Date
Strategy 1: Facilitate and maintain two-way communication about student academic progress through apps, parent portal, email, phone and parent teacher conferences. Assessment: Parent survey	Ongoing, Teacher Ease Transition Training Dates, implementation of groups on District Remind account	Local, State	Supt Principal Teachers Staff Parents Tech Director	8/24/22	June, 2025
Strategy 2: Maintain and enhance use of online and social media platforms to communicate school related events.	Ongoing, Implement District-wide Communication Plan, increased posting on social media & text apps (Remind)	Local, State	Supt Principal Teachers Staff Parents	8/24/22	June, 2024
Strategy 3: Provide increased opportunities and participation for parent, students, and teacher interaction through school activities and events.	Ongoing Events such as: Literacy Night, FAFSA Night, Title I Reading Night, Parent/Teacher Conferences	Local, State	Supt Principal Teachers Title I Staff Parents	8/24/22	June, 2025

Goal #4 Collaborative Climate and Culture

Promote, facilitate, and develop student-faculty interaction. Increase student esteem, responsibility, and leadership skills.

<u>Measurable Objective 1:</u> The district will develop Pre-k to 12 assessments to evaluate students' social-emotional health.					
	Action Steps	Funding Sources	Person Responsible	Start Date	Completion Date
Strategy 1: Survey students to assess perceptions. Assessment: DESE Climate and Culture Survey	Student Survey Spring 2024	Local, State	BOE Supt Principal Teachers	8/24/22	June, 2024
Strategy 2: Utilization of existing student groups to address areas of improvement based upon survey data. Assessment: Involvement of Student Council, FFA, FCCLA, and NHS for decision making.	Student Committee formed in Fall 2024, Student Council	Local, State	Supt Principal Teachers	8/24/22	June, 2025
Strategy 3: The district will evaluate building discipline data annually. Assessment: ISS, ZAP, and Discipline referral data	Implement TeacherEase Resources in '24- '25 for Comparison/ Baseline	Local, State	Supt Principal Teachers	8/24/22	June, 2025
Strategy 4: Supporting students utilizing systems of support including interventions, counseling services, resiliency, and therapy Assessment: referral data with the counselor and Burrell caseload reports	Eagle Time, Addition of New ELA and Math Intervention Times/ Strategies, Burrell supports, Assemblies on mental health/ positive choices, Counselor character ed lessons in K-6	Local, State	Superintendent Principal Teachers Counselor	8/24/22	June, 2025

GOAL #5 Teaching and Learning
Develop and enhance student achievement in Math.

Measurable Objective 1: Northwestern R-I will demonstrate improved student achievement as evidenced through analysis of formative and summative assessments.					
	Action Steps	Funding Sources	Person Responsible	Start Date	Completion Date
Strategy 1: Provide individual support to students through tutoring Assessment: iReady Assessments, IXL Assessments, Classroom Benchmarks	Tutoring, TASK, teacher led study sessions	Local, State	Teachers	8/24/22	June, 2024
Strategy 2: Create and incorporate research-based enrichment reading programs/strategies by implementing Title Intervention and best practices as determined by DESE	LETRS philosophy practices, Title I Reading services	Local, State	Principal Teachers Title I	8/24/22	June, 2024
Strategy 3: Improve communication with parents/guardians about Math strategies by providing resources and communication on the learning standards and teaching practices.	Parent/ Teacher Conferences, Teacher newsletters, Classroom social media posts, STEM opportunities	Local, State	Principal Teachers	8/24/22	June, 2025
Strategy 4: Monitor and Access growth through benchmark scores. Assessment: i-Ready & IXL assessment data review	Ongoing review of student assessment data	Local, State	Principal Teachers	8/24/22	June, 2025
Strategy 5: Provide professional development opportunities for teaching strategies and evaluate curriculum by aligning professional development to appropriate teaching and learning standards.	StepUp Curriculum & Resources	Local, State	Principal Teachers	8/24/22	June, 2025

GOAL #6 GOVERNANCE OF THE BOARD OF EDUCATION

Demonstrate knowledge of board policy and procedures and oversee the financial aspects of the district.

<u>Measurable Objective 1:</u> Northwestern R-I Board of Education will manage school operations and resources to promote each student’s academic success and well-being.					
	Action Steps	Funding Sources	Person Responsible	Start Date	Completion Date
Strategy 1: Knowledgeable board members will be informed about federal, state and local requirements in order to make sound decisions concerning allocations of district resources.	Ongoing	Local, State	BOE Superintendent Maintenance	8/24/22 Poverty Active Learning Team Building Classroom Management	June, 2023

IMPLEMENT, MONITOR AND REVISE:

The Northwestern R-I Board of Education and Administration will review the CSIP goals quarterly (**August, November,** February, May) as part of the regular board meetings. The Administration will provide data and progress as pertains to the goals set forth in the CSIP. Academic data will be reported as part of the Principal Report in the Board meetings, providing benchmark and formative assessment data. Academic data will be reported as part of the quarterly staff meetings, providing benchmark and formative assessment data, then corresponding with applicable time to analyze performance data and plan for intervention.

The Northwestern R-I Board of education will plan, revise, and implement a budget that is supportive of the funding needs of the above goals. All financial needs, including allocation of federal, state and local funds, for implementation and assessment will be considered and approved or revised, in accordance to the requirements of this CSIP.

The Northwestern R-I Board of Education, administration, stakeholders, and staff committee will annually review the districts CSIP outcomes (late May) and consistently and collaboratively implement, monitor and revise all district policies and procedures to ensure that all state/federal mandates are being met in a timely fashion, all fiscal responsibilities are being met, and student and school community needs are being addressed.

DISTRICT PLANS

Professional Development Plan: Development for Board approval: 2023

Assessment Plan: Development for Board approval: 2023

Special Education

Title I: Attachment

Title II: Attachment

Title IV: Attachment