

Leeton R-X School District



Comprehensive School Improvement Plan

Adopted June 2015

*Revised October 2016

Comprehensive School Improvement Plan

The Missouri School Improvement Program (MSIP) 5 works to prepare every child for success in school and life. MSIP 5 is the state's school accountability system for reviewing and accrediting public school districts in Missouri. MSIP began in 1990 and entered its fifth version in 2013. The Department believes high expectations, a clear vision and a few very focused, high impact goals will be critical to drive the improvement efforts necessary to bring about positive results.

CSIP Planning Process

The Department of Elementary and Secondary Education defines the Comprehensive School Improvement Plan as “a local board-approved plan that focuses on the improvement of the district's student achievement levels, programs and services.”

At the district level, the CSIP will guide the direction of the school district for future years. The CSIP will be a living document, with progress being evaluated annually and action steps and strategies will be adjusted as needed.

The Leeton R-X School District's CSIP planning process started in the fall of 2014. Members were selected to represent the demographics of our school community; therefore, administrators, teachers, support staff, board members, parents, students and community members were invited to be a part of this planning process.

This group met in late fall of 2014 to review the goals outlined in MSIP 5 and review the needs of our school. Each of these groups developed initial goals for each of five categories; student achievement, subgroup achievement, graduation rate, attendance and college and career readiness.

From this information a smaller sub-group was formed to focus in on the goals that had been developed, creating strategies and action steps to outline what would be done and how we would get there. This sub-group met six additional times for work sessions to complete a draft of the district's CSIP.

CSIP Committee Members

Susan Crooks, Superintendent

Jim Newland, MS/HS Principal

Heather Shaffer, Elementary Principal

Lorna White, 5th Grade Teacher

Trisha Whitehead, MS Social Studies Teacher, Parent

Paul Burkhardt, HS Social Studies Teacher

Rion McClelland, MS Science Teacher

Donna Petentler, Title I Teacher

Bonnie Seymour, HS Agriculture Teacher, Parent

Jana Spear, MS/HS Special Education Teacher

Sandra Swainston, Guidance Counselor

Paula Prince, Board Member

Jake Corson, Board Member

Sherry Harper, Parent

Tad Ellis, Parent

Tonya Campbell, Parent

Patty Steinman, Parent

Carlotta Underwood, Parent

Taylor Prince, Student

Colby Buntin, Student

Katie Fleming, Student

Sammi Ellis, Student

Hannah Harper, Student

School Mission

Preparing each student for a diverse and rapidly changing world through excellent educational opportunities in a safe and caring environment.

Staff Commitments

- We will continue to align, enhance and modify our curriculum with state and national standards to successfully teach problem solving and critical thinking skills.
- We will advance literacy.
- We will be a close-knit group that makes education a fun and valuable experience for everyone.
- We will use a variety of teaching techniques to enhance learning.
- We will update technology in the classroom and provide appropriate training to teachers for effective integration of instruction.
- We will be good role models.
- We will provide a learning environment that is safe, organized and clean.
- We will provide timely support to all staff.
- We will maintain a positive attitude towards our school, both in school and in the community.
- We will use communication as a means to improve relationships with our co-workers.
- We will continue to search for new programs and funding to improve our school district.

Internal/External Analysis

The Leeton School District Conducted an analysis of internal and external factors that impact success of the school. Areas examined included: student performance, community trends, school and community relations, graduation rate, college and career readiness, and other applicable factors.

Areas of Strength:

- Small class sizes
- Early Childhood program on site
- Facilities maintenance
- Partnership with Boys and Girls Club
- BackSnack Program
- Highly Qualified staff
- A+ program
- Title I Program
- ITV lab
- Available technology
- SW-PBS
- Graduation rate
- Improved building security
- Available academic courses for students
- SBE – Bulldog Express
- Variety of extracurricular activities

Areas of Growth:

- Increased classroom technology
- Elementary building improvements
- Review and improve student performance (attendance, assessment)
- Expand ITV and dual credit courses
- Increase ACT scores

Curriculum, Instruction and Assessment

Student Achievement

The Leeton R-X school district will develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic and career goals.

Goal 1:

Annually, review assessment data collected from tools selected by district educators, as well as assessments required by MAP to show student growth. **MSIP Standard: 1.1, 1.2, 1.3**

Goal 2:

Annually, the Leeton R-X School District will meet or exceed the state average for subgroup students (free/reduced lunch) in all assessed content areas on state-level assessments. **MSIP Standard: 2.1**

Goal 3:

Ninety percent of students will be at school at or above 90% of the time. **MSIP Standard: 4.1**

Curriculum	Resources	Monitoring
1. Standards are prioritized and essential learner outcomes are established for each grade level/content area **Completed during 2016-2017 school year for ELA, Math, Science and Social Studies.	<ul style="list-style-type: none">• PD to develop ELO's• Content area curriculum maps	Teachers Principals Curriculum PD Committee
2. Develop and maintain rigorous curriculum aligned with grade/content standards that integrate both critical	<ul style="list-style-type: none">• Curriculum Maps• PD on higher level DOK questioning**	Teachers Principals

thinking and problem solving skills.	** PD focus for 2017-2018 school year includes critical thinking and higher level thinking questioning.	Curriculum PD Committee
Instruction	Resources	Monitoring
1. Provide a multi-tiered system of support that meets the needs of individual students and is monitored through ongoing data collection.	<ul style="list-style-type: none"> Title school wide Maintain SW-PBS After school tutoring Boys and Girls club ZAP program Maintain small class sizes Set aside time to analyze data** <p>**Plans are underway for MS/HS data analysis to be conducted on a regular basis in the 2017-2018 school year.</p>	Teachers Principals
2. A variety of instructional resources are utilized to support learning at all levels.	<ul style="list-style-type: none"> Technology maintained and updated One-one initiative PD on effective instructional practices 	Teachers Principals PD Committee Technology Dept. District Office
3. Students with excessive absences will be identified at regular intervals and plans will be developed and implemented to improve their attendance.	<ul style="list-style-type: none"> Attendance monitoring through building level offices Attendance contracts Attendance/family court referral 	Teachers Principal Guidance Counselor Parents/Students
4. Provide recognition and incentives to students who meet the attendance goal on a regular basis	<ul style="list-style-type: none"> Monthly assemblies Semester recognition from board Other incentives deemed appropriate in each building 	Teachers Principals Guidance Counselor
Assessment	Resources	Monitoring

<p>1. Teachers regularly utilize data (both formal and informal) to adjust instruction and revise curriculum.</p>	<ul style="list-style-type: none"> • Data team meetings (grade level/content area)* • Identify assessment tools to be used** • Develop assessment plan*** <p>*Plans are underway for MS/HS data review to be conducted on a regular basis in the 2017-2018 school year.</p> <p>**In preparation for the 2017-2018 school year, a list of assessment tools to be used for data collection will be identified at all grade levels.</p> <p>***A K-12 assessment plan will be developed during the 2017-2018 school year.</p>	<p>Teachers</p> <p>Principals</p>
<p>2. Teachers utilize formative feedback to evaluate and adjust instruction to increase student learning.</p>	<ul style="list-style-type: none"> • Classroom Observations (NEE tool) • Grade Level/Content Area team meetings 	<p>Teachers</p> <p>Principals</p>
<p>3. Provide timely feedback of assessment data to students, parents and other stakeholders.</p>	<ul style="list-style-type: none"> • Maintain SIS • Parent/Teacher Conferences 	<p>Teachers</p> <p>Principals</p> <p>Parents</p>

Funding Sources: Local, State and Federal funding; eRate; small schools grant; Title I.A; Title II

College and Career Readiness

The Leeton R-X school district will provide post-secondary preparation for all students.

Goal 1:

Students will meet or exceed the state average on DESE approved college and career readiness assessments (i.e. ACT, SAT, COMPASS, ASVAB) **MSIP Standard: 3.1; 3.2; 3.3**

Goal 2:

Students will meet or exceed the state average on TSA/IRC and/or receive college credit through dual credit courses. **MSIP Standard: 3.4**

Goal 3:

The percent of graduates that complete career education programs and are placed in occupations directly related to their training, continue their education, or are in the military, meets or exceeds the state average or demonstrates required improvement. **MSIP Standard: 3.5; 3.6**

Goal 4:

Annually, the district's graduation rate will be at or above the state average. **MSIP Standard: 6.1**

College and Career: Goal 1	Resources	Monitoring
1. All students in the 11 th grade will be administered the ACT/SAT	<ul style="list-style-type: none">• Provide ACT/SAT online prep courses• Utilize MOREnet/WeMet ACT/SAT practice tests• During SW-PBS, 11th grade class sponsors	Teachers Principals Guidance Counselor Technology Dept.

	provide testing strategies <ul style="list-style-type: none"> • Provide access to online test prep courses through ITV 	
2. All students in 10 th grade will be administered the ASVAB	<ul style="list-style-type: none"> • Set up ASVAB testing for 10th grade students • Review scores from ASVAB to help develop career pathways. 	Principal Guidance Counselor
3. All seniors will have the opportunity to take either the ACT/SAT or Compass as part of their graduation requirements.	<ul style="list-style-type: none"> • Provide ACT/SAT prep courses • Utilize MOREnet ACT/SAT practice tests/prep days • Provide access to online test prep courses through ITV • All seniors will take the Work Keys assessment. 	Guidance Counselor Technology Dept.
4. Student data on the ACT/SAT assessments will be evaluated annually; the district will evaluate programs, courses and preparation opportunities to aide students in achieving higher scores.	<ul style="list-style-type: none"> • Teachers will develop units specifically designed to provide opportunities to prepare students for questions and content found on the ACT/SAT. • Continue to monitor effectiveness of preparation courses. 	Teachers Principal Guidance Counselor
College and Career: Goal 2	Resources	Monitoring
1. The district will provide dual credit courses for students who meet the eligibility criteria.	<ul style="list-style-type: none"> • Assist students in developing a four year plan of study. • Consistently evaluate dual credit course offerings. 	Dual Credit Teachers Guidance Counselor Principals District Office

	<ul style="list-style-type: none"> • Review staff qualifications necessary to offer additional dual credit courses. • The district will maintain an ITV room equipped to offer dual credit online courses. • The counselor will provide information and resources to students and parents interested in enrolling in dual credit courses. • The district will maintain partnerships with surrounding universities and WeMet to offer dual credit courses. • Provide technology resources (i.e. laptops) to complete online dual credit courses. 	
<p>2. The district will provide preparation for TSA/IRC for students who meet eligibility criteria.</p>	<ul style="list-style-type: none"> • Assist students in developing a four year plan of study and identify possible career pathways. • Consistently evaluate course offerings at the secondary level. • Offer Missouri Connections Assessment to assist students career path planning. • Provide test prep opportunities for the TSA/IRC assessments. 	<p>Guidance Counselor Principals Teachers</p>
<p>College and Career: Goal 3</p>	<p>Resources</p>	<p>Monitoring</p>

<p>1. Students will demonstrate preparedness for success in post-secondary programs and careers as measured by the annual follow-up survey</p>	<ul style="list-style-type: none"> • Implement early identification of career pathways and create 4-year plan for all students. • Utilize career planning tools, such as Explore, PLAN, Missouri Connections and ASVAB to identify career pathways. • Share results of career planning tools with parents and students. • Conduct follow up survey of graduates, 6-12 months post-graduation. 	<p>Teachers Guidance Counselor Parents Students</p>
<p>2. The Leeton R-X school district will partner with businesses and independent organizations to develop authentic experiences related to each student's area of focus.</p>	<ul style="list-style-type: none"> • Host and/or attend career fairs • Maintain partnership with Warrensburg Area Career Center. • Establish Internships/Apprenticeships where applicable and available. • Approve Work Experience where applicable and available. 	<p>Teachers Principal Guidance Counselor District Office</p>
<p>College and Career: Goal 4</p>	<p>Resources</p>	<p>Monitoring</p>
<p>1. The district will ensure students successfully complete academic requirements for graduation.</p>	<ul style="list-style-type: none"> • On a semester basis, credit audits will be completed on all students. • Parent communication regarding the credit audits will be done to notify them of areas of concern. • District staff will identify and develop implementation plans 	<p>Teachers Principal Guidance Counselor</p>

	<p>for students who are at-risk of not completing graduation requirements.</p> <ul style="list-style-type: none">• The district will utilize credit recovery options (i.e. ART, summer school, Edgenuity, independent study courses) to assist students in earning needed credits.• Weekly, SW-PBS teachers will conduct grade checks and offer support of students who are in jeopardy of failing a class.	
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Funding Sources: Local, State and Federal funding, eRate, Perkins IV, small schools grant, REAP

Leadership

The Leeton R-X school district will employ effective instructional leaders who continuously acquires new knowledge and skills and is constantly seeking to improve their leadership practice to provide for high academic achievement for all students.

Goal 1:

Leeton R-X Administrators will use data as a focus for students, teachers and parents to improve academic achievement, attendance and positive school behavior.

Goal 2:

Leeton R-X Administrators, in collaboration with the staff, will develop building improvement goals, which are evaluated and modified each school year.

Goal 3:

Leeton R-X Administrators will be trained in and utilize NEE (district approved teacher evaluation tool) to guide effective instruction and foster professional growth of district educators.

Leadership:	Resources	Monitoring
1. Each building administrator will establish a data collection calendar as well as identify data to be collected.	<ul style="list-style-type: none">Collaborate with staff to determine assessment tools.Electronic or paper copy of data collection calendar distributed to staff.	Teachers Principals
2. At least once quarterly, building administrators will meet with grade/content	<ul style="list-style-type: none">Establish work time to allow teachers time to collaborate on student data.	Teachers Principals PD committee

level teachers to review student data.	<ul style="list-style-type: none"> • Provide PD on utilizing student data to drive instruction.* 	
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3. Based on building needs and district's CSIP; each building administrator and staff will establish building improvement goals.	<ul style="list-style-type: none"> • Conduct building needs assessment • Establish 1-3 building improvement goals 	Staff Principals
4. Yearly, administrators will attend approved NEE certification/recertification training.	<ul style="list-style-type: none"> • NEE training • Subscription to NEE evaluation tool 	Principals District Office
5. Administrators will provide feedback to probationary teachers 8-12 times and tenure teachers 4-8 times per school year.	<ul style="list-style-type: none"> • NEE evaluation tool • iPad/mobile technology to record observation 	Principals Teachers

Funding Sources: Local, State and Federal funding

Curriculum, Instruction and Assessment

(*2016-2017 updated data)

Goal 1:

Annually, review assessment data collected from tools selected by district educators, as well as assessments required by MAP to show student growth. **MSIP Standard: 1.1, 1.2, 1.3**

Data Reviewed:

- 2016-2017 MAP/EOC assessment data
- K-5 Evaluate assessment data

Goal 2:

Annually, the Leeton R-X School District will meet or exceed the state average for subgroup students (free/reduced lunch) in all assessed content areas on state-level assessments. **MSIP Standard: 2.1**

Data Reviewed:

- 2016-2017 MAP/EOC assessment data of Free/Reduced population (district and state comparison)

Goal 3:

Ninety percent of students will be at school at or above 90% of the time. **MSIP Standard: 4.1**

Data Reviewed:

- Monthly student attendance rates

College and Career Readiness

(*2016-2017 updated data)

The Leeton R-X school district will provide post-secondary preparation for all students.

Goal 1:

Students will meet or exceed the state average on DESE approved college and career readiness assessments (i.e. ACT, SAT, COMPASS, ASVAB) **MSIP Standard: 3.1; 3.2; 3.3**

Data Reviewed:

- 2017-2018 Seniors will take the WorkKeys Exam instead of COMPASS.

Goal 2:

Students will meet or exceed the state average on TSA/IRC and/or receive college credit through dual credit courses. **MSIP Standard: 3.4**

Data Reviewed:

- All students that qualify to take the assessment for career education will be required to take an industry recognized credentials (IRC) instead of TSA for MSIP purposes.
- Junior and Senior transcripts are reviewed semi-annually in order to identify students needing to take the IRC.

Goal 3:

The percent of graduates that complete career education programs and are placed in occupations directly related to their training, continue their education, or are in the military, meets or exceeds the state average or demonstrates required improvement. **MSIP Standard: 3.5; 3.6**

Data Reviewed:

- Team meets and reviews each high school student's transcript to determine any can all careers paths. Changes/updates to courses completed, participants, concentrators, and completers of each identified career cluster.
- Data is entered annually in Core Data for DESE
- Yearly career education course offerings are evaluated and offered based on career paths.

Goal 4:

Annually, the district's graduation rate will be at or above the state average. **MSIP Standard:**
6.1

Data Reviewed:

- 2016-2017 graduation rate of both district and state.

Leadership

(*2016-2017 updated data)

The Leeton R-X school district will employ effective instructional leaders who continuously acquires new knowledge and skills and is constantly seeking to improve their leadership practice to provide for high academic achievement for all students.

Goal 1:

Leeton R-X Administrators will use data as a focus for students, teachers and parents to improve academic achievement, attendance and positive school behavior.

Data Reviewed:

- Elementary assessment schedule; (MS/HS assessment schedule will be developed during the 2017-2018 school year.)
- Elementary TEAM day schedule; (MS/HS collaboration schedule will be developed during the 2017-2018 school year.)

Goal 2:

Leeton R-X Administrators, in collaboration with the staff, will develop building improvement goals, which are evaluated and modified each school year.

Data Reviewed:

- Previous year's NEE teacher evaluation data.
- Building improvement goals are evaluated each year. A building improvement plan will be available for both the elementary and the MS/HS buildings.

Goal 3:

Leeton R-X Administrators will be trained in and utilize NEE (district approved teacher evaluation tool) to guide effective instruction and foster professional growth of district educators.

Data Reviewed:

- All district administrators attend NEE recertification training each summer. This includes superintendent, building principals and special education director.