East Newton R-VI Schools

Comprehensive School Improvement Plan (CSIP)

2019-2022

Mission Statement: Better Learning, Better Lives
East Newton R-VI School District

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Board of Education:
Robin Farmer—President       Scott Anderson - Member
Judy Harper – Vice President  Matt Friend- Member
Mandy McMahan – Member        Chuck Cook - Member
Tracy Gorman-White – Member

Administration and Directors:
Dr. Ron Mitchell – Superintendent       Bill Kirby – Granby 5-8 Principal       Jan Harris/Scott Charlton – Data System Manager
Rusty McDermott – Director of Facilities  Jari Jacobs – Granby K-4 Principal  Tony Branscum – Athletic Director
Shelli Copeland – Director of Special Services  Jamie Medlin – Triway K-8 Principal  Marty Rinehart – Technology Director
Jason Cole– Director of Transportation  Jeff Patterson- High School Principal
Scott Charlton – Director of Curriculum and Instruction  Scott Charlton – Title Finance  Lori Martin – OPAA Food Service Director
The Missouri School Improvement Program

To promote excellence in the public school system in Missouri, the Department of Elementary and Secondary Education (DESE) sets the standards of expectations for school districts. The Missouri School Improvement Program (MSIP) was designed to assess the quality of district programs and services. Standards of expectation have been established in three areas:

1. **Resource Standards:** Basic requirements that all school districts must meet.
2. **Process Standards:** Instructional and administrative processes used in schools.
3. **Performance Standards:** Measures of student achievement.

Comprehensive School Improvement Plan

The Comprehensive School Improvement Plan (CSIP) is a concise document in which the school district’s vision is outlined. The written document also directs the overall improvement of the school districts educational programs and services for at least the next two school years.
CSIP Goals

Student Performance

The East Newton School District will increase student learning as evidenced by local, state, and national achievement levels.

Highly Qualified Staff

The East Newton School District will recruit, train, and retain high quality teachers, administrators, and support staff.

Facilities, Support, and Instructional Resources

The East Newton School District will provide and maintain appropriate instructional resources, support services, and maintain safe facilities.

Parent and Community Involvement

The East Newton School District will enhance and improve community and parental support.

Governance

The East Newton School District will provide leadership and representation to benefit the students, staff and patrons of the school district.

Team Members:  Jari Jacobs,  Bill Kirby, Rusty McDermott, Scott Charlton, Shelli Copeland, Marty Rinehart, Tammy Yost,  Ron Mitchell, Jeff Patterson, Jamie Medlin, Scott John,  Darren Cook, Tal Clubbs
GOAL 1: STUDENT PERFORMANCE

The East Newton School District will increase student learning as evidenced by local, state, and national achievement levels.

OBJECTIVES:

1. The districts will improve ACT achievement for graduates per year through 2019-2022.
2. The district will improve MAP index scores for MA, ELA, SCI, SS per year through 2019-2022.
3. The district will improve APR benchmarks in CA and MA by scoring in the Approaching or On Track for progress each year.
4. The district will increase College and Career Readiness standards scores on the annual APR 3.1-3, 3.4, and 3.5-6 by 1.5% each year.
5. All students proceed from high school graduation to a college, or post-secondary career-technical school or high-wage job with workplace skill development.

EVALUATION: THE PROGRESS OF THE OBJECTIVES WILL BE DETERMINED BY:

Analyzing data from MAP, APR, and ACT reports
Comparing state and national scores to the school district’s scores
Analyzing scores of subgroups to determine areas of strengths/concerns
<table>
<thead>
<tr>
<th>Goal 1</th>
<th>Actions/Activity</th>
<th>Timeline Start Date/End Date</th>
<th>Person(s) Responsible</th>
<th>PD</th>
<th>Cost/Resources</th>
<th>Progress</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Analysis of data from previous years state assessments.</td>
<td>8/2019 to 5/2022</td>
<td>Principals/Curriculum Coordinator</td>
<td>Yes</td>
<td>PDC/District</td>
<td>On Going</td>
</tr>
<tr>
<td></td>
<td>Engage all students in early college and career awareness.</td>
<td>8/2019 to 5/2022</td>
<td>Principals/Counselors/Teachers</td>
<td>Yes</td>
<td>PDC funds</td>
<td>On Going</td>
</tr>
<tr>
<td></td>
<td>The High School will offer ACT prep classes prior to test.</td>
<td>8/2019 to 5/2022</td>
<td>Counselors</td>
<td>Yes</td>
<td>District</td>
<td>On Going</td>
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<tr>
<td></td>
<td>K-8 Buildings will use RtI to specify areas of improvement and provide instruction to students in those areas.</td>
<td>8/2019 to 5/2022</td>
<td>Principals/Teachers</td>
<td>No</td>
<td>District</td>
<td>On Going</td>
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<tr>
<td></td>
<td>The High School will maintain P.A.S.S. – tutoring time for each day</td>
<td>8/2019 to 5/2022</td>
<td>Principal</td>
<td>Yes</td>
<td>District</td>
<td>On Going</td>
</tr>
<tr>
<td></td>
<td>tutoring program will be maintained in K-8 buildings.</td>
<td>8/2019 to 5/2022</td>
<td>Principals</td>
<td>No</td>
<td>Title I</td>
<td>On Going</td>
</tr>
<tr>
<td></td>
<td>K-8 Buildings will use Study Island software to monitor student’s progress.</td>
<td>8/2019 to 5/2022</td>
<td>Teachers/Principals</td>
<td>No</td>
<td>District/Title</td>
<td>On Going</td>
</tr>
<tr>
<td></td>
<td>Staff will use full professional development days to collaborate.</td>
<td>8/2019 to 5/2022</td>
<td>Principals/Teachers</td>
<td>PD</td>
<td>PDC/District/Title</td>
<td>On Going</td>
</tr>
<tr>
<td></td>
<td>A+ tutor’s will be used during summer school and regular school days.</td>
<td>8/2019 to 5/2022</td>
<td>A+ Coordinator</td>
<td>No</td>
<td>None</td>
<td>On Going</td>
</tr>
<tr>
<td></td>
<td>Through Advisory time student in the High School will be encouraged to take rigorous courses.</td>
<td>8/2019 to 5/2022</td>
<td>Principal/Counselors</td>
<td>No</td>
<td>None</td>
<td>On Going</td>
</tr>
<tr>
<td></td>
<td>Students will use technology in the classroom more.</td>
<td>8/2019 to 5/2022</td>
<td>Principals/Teacher/Tech Director</td>
<td>No</td>
<td>District/Title</td>
<td>On Going</td>
</tr>
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<td></td>
<td>Students will complete a selection of HS studies that are challenging and have identified learning expectations</td>
<td>8/2019 to 5/2022</td>
<td>Principal/Counselors/Teachers</td>
<td>No</td>
<td>District</td>
<td>On Going</td>
</tr>
<tr>
<td></td>
<td>All students will graduate from HS</td>
<td>8/2019 to 5/2022</td>
<td>Superintendent, Administrators, Teachers</td>
<td>Yes</td>
<td>District/PDC</td>
<td>On Going</td>
</tr>
</tbody>
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GOAL 2: HIGHLY QUALIFIED STAFF

The East Newton School District will recruit, train, and retain high quality teachers, administrators, and support staff.

OBJECTIVES:

1. District-wide professional development activities will be available to staff: Teacher Induction Program, MAP, BYOC, Response to Intervention (RtI), curriculum writing, technology usage.
2. Core/grade level and vertical teams of teachers will collaborate about best practices, analyze data, monitor progress, and adjust strategies.
3. Based on student population growth/decrease and financial data, additional/reduction of staff and administrative positions will be considered yearly.
4. Handbooks for all certificated and support staff will be maintained and updated according to policies annually.

EVALUATION: THE PROGRESS OF THE OBJECTIVES WILL BE DETERMINED BY:

Analyzing the number of replacement staff needed each year.

PDC and Administrators will recommend workshop for staff in subject matter that will benefit students/teachers.

District will spend at least 75% of the 1% PD funds for teacher training each year.

Building administrators will discuss with staff leaving, why they are choosing to leave.

Complete surveys after each professional development day to gain feedback for improvements.

Monitor student enrollment trends.

Monitor MSBA policy updates.
<table>
<thead>
<tr>
<th>Goal 2</th>
<th>Actions/Activity</th>
<th>Timeline Start Date/End Date</th>
<th>Person(s) Responsible</th>
<th>PD</th>
<th>Cost/Resources</th>
<th>Progress</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Administration will disseminate PD workshops to staff</td>
<td>8/2019 to 5/2022</td>
<td>Superintendent/Principals/PDC</td>
<td>Yes</td>
<td>District/PDC</td>
<td>Ongoing</td>
</tr>
<tr>
<td></td>
<td>All new staff will go through three (3) days of new staff induction training</td>
<td>8/2019 to 5/2022</td>
<td>Principals/Technology Director/Core Data</td>
<td>Yes</td>
<td>Title/PDC</td>
<td>Ongoing</td>
</tr>
<tr>
<td></td>
<td>Grade level and Subject level PD opportunities will be given to staff during</td>
<td>8/2019 to 5/2022</td>
<td>Curriculum Director/Principals</td>
<td>Yes</td>
<td>Title/District</td>
<td>Ongoing</td>
</tr>
<tr>
<td></td>
<td>the school year</td>
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<td></td>
<td>Probationary teachers will be part of a comprehensive induction program</td>
<td>8/2019 to 5/2022</td>
<td>PDC/Principals/Teachers</td>
<td>Yes</td>
<td>District/PDC</td>
<td>Ongoing</td>
</tr>
<tr>
<td></td>
<td>PDC and Teachers will work closely on new mentor/mentee teacher needs</td>
<td>8/2019 to 5/2022</td>
<td>PDC/Teachers</td>
<td>Yes</td>
<td>PDC</td>
<td>Ongoing</td>
</tr>
<tr>
<td></td>
<td>District will develop an exit survey for staff who are leaving the district for</td>
<td>8/2019 to 5/2022</td>
<td>Principals/Directors</td>
<td>No</td>
<td>None</td>
<td>Developing</td>
</tr>
<tr>
<td></td>
<td>any reason</td>
<td></td>
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GOAL 3: FACILITIES, SUPPORT, AND INSTRUCTIONAL RESOURCES

The East Newton School District will provide and maintain appropriate instructional resources, support services and maintain safe facilities.

OBJECTIVES:

1. District and Building level crisis plans will be developed and reviewed at least twice per year.
2. Practice emergency drills (tornado, fire, or intruder) will be conducted at least quarterly.
3. Maintain facilities that are safe, structurally sound, and aesthetic.
4. The Comprehensive School Improvement Plan (CSIP) will be revised, as needed, to direct the overall actions of the District toward needed improvements.
5. The Building Improvement Plans (BIP) will be updated yearly and specific goals/objectives will be determined base on disaggregated student data and needs assessments.

EVALUATION: THE PROGRESS OF THE OBJECTIVES WILL BE DETERMINED BY:

Building administrators will log and file all actions with regard to crisis plans and emergency drills.

The Board of Education will approve any changes made to the CSIP at a regular Board meeting in October.

Building Improvement Plans will be approved by the Board at the regular October meeting.

All administrators will monitor safety and security needs, attend professional development sessions on safety and security.

All staff members will be encouraged to monitor safety and notify administration of needs and concern areas.
<table>
<thead>
<tr>
<th>Goal 3</th>
<th>Actions/Activity</th>
<th>Timeline Start Date/End Date</th>
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<th>Progress</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>A capital projects plan will be revised annually for facility repairs or new projects.</td>
<td>8/2019 to 5/2022</td>
<td>Superintendent/Facilities Director/B.O.E.</td>
<td>No</td>
<td>District</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Data will be collected by numerous sources to assist in BIP.</td>
<td>8/2019 to 5/2022</td>
<td>Principals</td>
<td>No</td>
<td>District/Title/PDC</td>
<td></td>
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<tr>
<td></td>
<td>DRA Testing for Reading</td>
<td>8/2019 to 5/2022</td>
<td>Principals/Reading Coach</td>
<td>No</td>
<td>District</td>
<td></td>
</tr>
<tr>
<td></td>
<td>De-escalation Training</td>
<td>8/2019 to 5/2022</td>
<td>Superintendent/Special Services Director</td>
<td>No</td>
<td>District</td>
<td></td>
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<tr>
<td></td>
<td>Para Training in various disabilities student may have</td>
<td>8/2019 to 5/2022</td>
<td>Superintendent/Special Service Director/Principals</td>
<td>Yes</td>
<td>District</td>
<td></td>
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<tr>
<td></td>
<td>CPI Training</td>
<td>8/2019 to 5/2022</td>
<td>Superintendent/Principals/Special Services Director/</td>
<td>Yes</td>
<td>District</td>
<td></td>
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<tr>
<td></td>
<td>CPR Training</td>
<td>8/2019 to 5/2022</td>
<td>Superintendent/Principal</td>
<td>No</td>
<td>District</td>
<td></td>
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<tr>
<td></td>
<td>Budget Rotation for Textbook &amp; Supplies</td>
<td>8/2019 to 5/2022</td>
<td>Superintendent/Director of Curriculum</td>
<td>No</td>
<td>District</td>
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SCHOOL IMPROVEMENT PLAN
GOAL 4: PARENT AND COMMUNITY INVOLVEMENT

The East Newton School District will enhance and improve community and parental support.

OBJECTIVES:

1. The district will provide patrons with academic and financial information by publishing a district report card each year.
2. Regular communications will be provided to parents about their child’s educational progress, the educational programs in the district and the activities and events (Parent Portal, School Messenger, Remind, Twitter, Principal/Teacher bulletins).
3. Parents will learn about the intellectual, developmental and emotional needs of children through District-offered programs: Great Expectations, BIST, Positive Behavior System (PBS), Peer Mediation, Parents-As-Teachers, and Practical Parenting Partnership.
4. Through Bright Futures East Newton patrons will have the opportunity to assist the school in various needs, and in return the school will participate in service learning projects to give back to the community.

EVALUATION: THE PROGRESS OF THE OBJECTIVES WILL BE DETERMINED BY:

The superintendent will create the district report card for patrons and have it published on the school website and distributed at parent-teacher conferences.

Building principals will send regular communications to parents.

The East Newton United Advisory Council will coordinate efforts between the school and community to sustain the goals of East Newton United.
<table>
<thead>
<tr>
<th>Goal 4</th>
<th>Actions/Activity</th>
<th>Timeline Start Date/End Date</th>
<th>Person(s) Responsible</th>
<th>PD</th>
<th>Cost/Resources</th>
<th>Progress</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Data gathered to create report card for the District from DESE/Audit/ASBR</td>
<td>8/2019 to 5/2022</td>
<td>Superintendent</td>
<td>No</td>
<td>None</td>
<td></td>
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<tr>
<td></td>
<td>Regular communications for parents using Parent Portal, School Messenger, Remind,</td>
<td>8/2019 to 5/2022</td>
<td>Superintendent/Principals/Teachers</td>
<td>No</td>
<td>District</td>
<td></td>
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<tr>
<td></td>
<td>Twitter, Principal bulletins</td>
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<td></td>
<td>Superintendent/Principals/Directors will update their sections of the website</td>
<td>8/2019 to 5/2022</td>
<td>Superintendent/Principals/Directors</td>
<td>No</td>
<td>District</td>
<td></td>
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<tr>
<td></td>
<td>for regular communications</td>
<td></td>
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<td></td>
<td>East Newton United Site Council will be established at each campus</td>
<td>8/2019 to 5/2022</td>
<td>Bright Futures Advisory Board and Patrons</td>
<td>No</td>
<td>EN United</td>
<td>On Going</td>
</tr>
<tr>
<td></td>
<td>Creation of a “Hall of Fame” or “Distinguished Alumni” Award give each year</td>
<td>8/2019 to 5/2022</td>
<td>Superintendent/BOE/Community Committee</td>
<td>No</td>
<td>District/Donations</td>
<td>On Going</td>
</tr>
</tbody>
</table>
GOAL 5: GOVERNANCE

The East Newton School District will provide leadership and representation to benefit the students, staff, and patrons of the school district.

OBJECTIVES:

1. Board policies and procedures will be current (have been revised within the last two years or as needed)
2. Systemic procedures will be in place to ensure fiscal accountability and management of District funds.
3. Board members will complete 16 hours of training within 12 months of their election/appointment.
4. Administration will maintain PD in areas of leadership.

EVALUATION: THE PROGRESS OF THE OBJECTIVES WILL BE DETERMINED BY:

Approve updates to Board policies as needed; maintain those updates on the school website.

Publish for the Board of Education annually a Budget Book and revise the budget at least 4 times per fiscal year.

Use MSBA for training of new Board members.
<table>
<thead>
<tr>
<th>Actions/Activity</th>
<th>Timeline Start Date/End Date</th>
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<th>PD</th>
<th>Cost/Resources</th>
<th>Progress</th>
</tr>
</thead>
<tbody>
<tr>
<td>Board representatives will attend either MSBA fall conference or MSBA regional</td>
<td>8/2019 to 5/2022</td>
<td>Superintendent/Board</td>
<td>None</td>
<td>District</td>
<td></td>
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<tr>
<td>meeting held each year.</td>
<td></td>
<td>of Education</td>
<td></td>
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<tr>
<td>Board members will review all MSBA policy updates a month before approving any</td>
<td>8/2019 to 5/2022</td>
<td>Superintendent/ Board</td>
<td>None</td>
<td>District</td>
<td></td>
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<tr>
<td>changes</td>
<td></td>
<td>of Education</td>
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<tr>
<td>Board of Education will either attend a Board retreat or attend work sessions</td>
<td>8/2019 to 5/2022</td>
<td>Superintendent/ Board</td>
<td>None</td>
<td>District</td>
<td></td>
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<tr>
<td>for educational purposes</td>
<td></td>
<td>of Education</td>
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<tr>
<td>Administrators will attend workshops/conferences related to their building level</td>
<td>8/2019 to 5/2022</td>
<td>Principals</td>
<td>Yes</td>
<td>PDC/District</td>
<td></td>
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<tr>
<td>jobs</td>
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<tr>
<td>Each semester Teachers and Administrators will share concerns/challenges through</td>
<td>8/2019 to 5/2022</td>
<td>Teachers/Administrators</td>
<td>None</td>
<td>None</td>
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