Nell Holcomb R-IV School District
Comprehensive School Improvement Plan (CSIP)
August 2018- June 2023

Adopted by the Nell Holcomb R-IV School Board on
October 23, 2018

Comprehensive School Improvement Plan (CSIP)

Date: May 2018

Nell Holcomb R-IV School District   County/District Code: 016-097   Building Code: 4020   Grades Served: K-8

Initial Planning (Sub-) Committee Members	
Name	**Position**
1. Darryl Pannier	1. Superintendent
2. Mike Wortmann	2. Principal
3. Becky Stein	3. Curriculum/Assessment Coordinator, PD Chair
4. Jill Lynn	4. Technology Coordinator
5. Trish Schnieder	5. Special Services Teacher
6. Susan Koch	6. K-2 Grade Teacher Representative
7. Tasha Dockins	7. 3-5 Grade Teacher Representative
8. Bonnie Strack	8. 6-8 Grade Teacher Representative
9. Ursulla Wadley	9. Non-Traditional Learning Center (Gr. 5-8)
CSIP Committee Members	
Name	**Position**
10. Gretchen Dunivan	10. Fine Arts Teacher Representative
11. Barb Kinder	11. School Nurse
12. Christine Tourville	12. Board Member/Foundation Member
13. Rachel Richey	13. Board Member/Foundation Member/Parent
14. Erin Craig	14. PTO Officer/Parent
15. Dawn Haupt	15. Board Member/Parent
16. Becka Hollis	16. Foundation Member/Parent
17. Dwayne Kirchhoff	17. Community Member
18. Karen Fornkohl	18. Community Member
Description of the planning process and how staff and stakeholders will be informed and engaged in the accountability plan.	The Initial Planning Sub-committee met several times to compile and analyze data to address student performance and the specific actions to be undertaken by the school district relative to those issues. An initial draft of the CSIP was written. Then the initial draft was presented, reviewed, and revised at a meeting of the Committee in its entirety. The revisions made were then presented to the Nell Holcomb R-IV School Board of Education for approval and adoption.

Beliefs/Vision	Educate all students to be ethical, successful, and productive members of society.
Mission Statement	Ensure that all students are given the necessary means to be prepared for and successful in their current and future academic challenges.
Key issues identified from annual performance data and local assessments. (Internal and External Factors)	Stagnating and decreasing state achievement scores in the areas of Communication Arts and Mathematics. Higher percentages of students reading below grade level and 2 or more grades below level especially as students reach 4th-8th grades. A change in base population with more students being referred for academic and behavioral special services. Loss of instructional time due to absences and tardies. Outdated technology and limited technology for students' daily use.

Nell Holcomb R-IV S.M.A.R.T. GOALS for Improved Student Performance
1.   Identify, assess, and support all students in all academic subjects according to students' needs and state and local assessments. 2. Ensure that all students are taught in a productive learning environment. 3. Improve students' access to and usage of technology in order to increase student engagement and achievement. 4. Maintain an attendance rate of having 90% of students 90% of the time in order to maximize instructional time. 5. Provide ample professional development opportunities for faculty/staff that will give them the necessary tools to create the most optimal learning environment.

SMART Goal #1:
Identify, assess, and support all students in all academic subjects according to students' needs and state and local assessments.

Rationale (name the existing conditions/data points to support the selection of the objective/goal):
The total ELA MAP MSIP 5 Index scores have been dropping for the past 3 years. The total Math MAP MSIP 5 Index scores have been increasing for the past 3 years but they are still considerably lower than the ELA scores. The percentage of students receiving at least one semester D or F in the core academic areas for the past 3 years is holding steady at about 20%. Higher percentages of students reading below grade level and 2 or more grades below level especially as students reach 4th-8th grades. According to kindergarten screening assessments and beginning of the year assessments, there are very large gaps between the students with no early childhood educational participation and those that did.

Research Based Strategy(ies)/ for Implementation (measureable):
1.) Teachers will utilize effective research-based instructional strategies and practices. 2.) Teachers will provide **intentional and targeted** instruction on state standards and analyze student learning using common local assessments which are aligned with standards. 3.) Analyze and use student data to guide instruction and determine differentiation and support needed – tutoring, small group, RTI services, classroom intervention practices, and special education referrals. A special focus will be made to screen and address needs of students with dyslexia. 4.) Purchase, gather, maintain, and share effective and standards-aligned instructional resources to support instruction. 5.) Increase early childhood opportunities for learning and being kindergarten ready.

Action Steps	Person(s) Responsible	Resources

3-9 Months
1. PD and collaboration time will be provided to learn about, practice, and discuss effective instructional practices. (See PD Goal #5 for more details.)
2. Begin gathering student data to be made available to all teachers for analysis and sharing with pertinent personnel.
3. Teachers will set daily learning targets aligned to standards and make sure the students are aware of these targets. These should be aligned with standards. Principal will check for these targets during walk-throughs and evaluations.
4. Set calendar for collaboration days and times to review student data and use data to determine necessary support needed to show student growth.
	1.PD Committee, Administrators
	
	2. Teachers, Stein, Krieger, Administrators
	
	3.Teachers, Principal
	
	4. PD Committee, Administrators, Calendar/Superintendent Advisory Committee
		RPDC
		MO DESE State
		    Standards
		District Curriculum
		    Guides
		Other PD opportunities
		    such as
		workshops,
		    conferences,
		    webinars, book
		    studies…

SMART Goal #1: (continued)		
Long Range (1-5 Years) 1. Purchase textbooks and other instructional materials so that classes are equipped to provide instruction for all students. Maintain a Textbook/Resource Review Rotation Schedule. 2. Increase use of PLCs to insure that teachers and students are receiving the support needed based upon student data. 3. Research and select additional on-line and other supplemental programs for assessment and skills practice. 4. Pursue funding sources and strategically plan for a Pre-school program for students in our district. 5. Offer additional bi-lingual course offerings at the junior high level . 6. Continue providing a P.A.T. program for students in our district ages birth to 5. 7. Look into Implementing a preschool program in the district.	1.Pannier, Wortmann, Stein 2.Wortmann, Stein, Krieger, Teachers 3. Teachers, Krieger, Stein, Administrators 4. Superintendent, School Board 5. Superintendent, School Board 6. P.A.T. Coordinator, Superintendent 7. Superintendent, School Board	

SMART Goal #2:
Ensure that all students are taught in a productive learning environment.

Rationale (name the existing conditions/data points to support the selection of the objective/goal):
The study, data collection, and support of student engagement has not been a specific focus. This data collection is necessary for guiding best teaching practices and planning professional development.

Classroom Engagement Scale
Based on an average score of principal walk-throughs.
High (75-100%) Moderate (50-75%) Low (25-50%) Disengaged (0-25%)

Grade Spans	2018-19	2019-20	2020-21	2021-22	2022-23
K-2					
3-5					
6-8					

Research Based Strategy(ies)/ for Implementation (measureable):
1. Teachers will give instruction using a variety of effective instructional practices to meet the needs of the various learning styles of students.

Action Steps	Person(s) Responsible	Resources
3-9 Months 1. Provide PD geared toward high quality/high engagement instructional practices. 2. The principal will offer constructive feedback from walkthrough observations. 3. Provide opportunities for teachers to observe master teachers and be observed for constructive feedback. 4. Initiate a Non-Traditional Learning Center (NTLC) to assist students who are at risk of academic failure	1.PD Committee, Administrators 2. Principal 3. Teachers, PD committee, Administrators 4. NTLC Teacher, Administrators	RPDC Books, conferences, Webinars, …
Long Range (1-5 years) 1. Develop a support team for teachers to confer with when a student is not succeeding in the classroom due to behaviors and/or academic issues. 2. Review and revise the NTLC Plan which outlines the guidelines for placing a student in the NTLC classroom as well as the guidelines for "graduating from" it.	1.Administration, Teachers, Other Support Staff 2. Administrators, NTLC Teacher, Teachers	

SMART Goal #3:		
Improve students' access to and usage of technology in order to increase student engagement and achievement.		

Rationale (name the existing conditions/data points to support the selection of the objective/goal):		

Technology Availability K-5:
      1 computer lab, 0-3 working computers for students' use within the classrooms, a Whiteboard and projector in each classroom, every K-5 classroom has a document camera
 	
 Technology Availability 6-8:
      1 computer lab, 0-3 working computers for students' use within the classrooms (with the exception of the Science classroom), a Whiteboard and projector in each classroom, all core classrooms have a document camera, 1 cart of 28 Chromebooks for the Science classroom		

Research Based Strategy(ies)/ for Implementation (measureable):		
1. Equip classrooms with technology which enhances instruction and increases student engagement in ways that a non-technology lesson could not. 2. Provide professional development in-services and workshops so that teachers can best utilize the technology at their disposal for high quality instruction.		

Action Steps	Person(s) Responsible	Resources
3-9 Months 1. Increase band-width. 2. Provide core content, music, art, counseling, and special education classrooms with new projectors and interactive whiteboards 3. PD training on interactive white boards, software, GSuite, and instructional apps/sites. Provide sets of 4 iPads per classroom in grades K-3. 4. Provide sets of 4 Tablets per classroom in grades 4-5. 5. Provide set of 25 Chromebooks on a rolling charging cart in grades 6-8 for use in history, ELA, and math. 6. Provide necessary bandwidth. 7. Provide adequate wifi and cellphone access. 8. Provide computer class for grades K-5.	Technology Coordinator Administrators PD Committee Jr. High Computer teacher	MoreNet RPDC Outsourced Consultants Google
Long Range (1-5 years) 1. Keep technology in working order and update as necessary. 2. Yearly PD opportunities for improving instruction with technology resources.	Technology Coordinator Administrators PD Committee Jr. High Computer teacher School Board	MoreNet RPDC Outsourced Consultants Google

SMART Goal #4:

Maintain an attendance rate of having 90% of students 90% of the time in order to maximize instructional time.

Rationale (name the existing conditions/data points to support the selection of the objective/goal):

Percent of Students in Attendance ≥90% of the Time			
2017-2018	TBD	2020-2021	
2018-2019		2021-2022	
2019-2020		2022-2023	

Figures taken from School APR Proportional Attendance Rate Report. We will use the Total Weight (Average Daily Enrollment) x .95

Research Based Strategy(ies)/ for Implementation (measureable):

Enforce School Board and Student Handbook Policies regarding attendance and tardy procedures.

Action Steps	Person(s) Responsible	Resources
3-9 Months 1.Communicate with parents in a separate mailing about the policies and procedures regarding tardies and absences. 2. Review these policies and procedures with parents and students at Back to School Night. 3. Teachers will review with their classrooms.	Principal, Superintendent Principal, Teachers Teachers	
Long Range (1-5 years) *1.* Continue to evaluate policies and procedures and modify as needed.	Superintendent, Principal	

SMART Goal #5:		
Provide ample professional development opportunities for faculty/staff that will give them the necessary tools to create the most optimal learning environment.		

Rationale (name the existing conditions/data points to support the selection of the objective/goal):		
1. Assessment scores declining or lower than state average. 2. A shift in student and family populations – more at-risk students, behavior issues, higher percentage of free/reduced lunch population 3. Large number of new staff over the past 3 years. 4. Fewer high quality candidates for open teaching positions over the past 5 years. 5. Increasing number of new instructional resources and programs.		

Research Based Strategy(ies)/ for Implementation (measureable):		

1. Professional development topic:
   a) Research-based effective instructional strategies.
   b) Understanding, writing, and implementing state standard aligned curriculum guides.
   c) Collaboratively designing, scoring, and understanding assessments and assessment data for the purpose of determining student learning needs.
   d) Using technology and other instructional resources to increase student achievement.
   e) Maintaining a safe and productive community of learners.
   f) Provide Dyslexia screening PD for all faculty.
2. Maintain a Highly Qualified Staff		

Action Steps	Person(s) Responsible	Resources
3-9 Months 1. Re-establish an updated PD committee to review goals and create a plan for this school year. 2. Maintain a collaborative, positive working environment with plenty of support – especially for new faculty and staff and opportunities for professional growth.	Principal Curriculum/Assessment Coordinator Teachers Technology Coordinator and teacher	
Long Range (1-5 years) 1. Continually support and revisit professional learning, professional initiatives, instructional practices, technology implemented, so that it's not a "one and done" environment. 2. Maintain a competitive pay scale 3. Work with higher education institutions to attract high quality teachers.	PD committee Administrators School Board	