



# Comprehensive School Improvement Plan 2022-2027

Updated November 2022

Board Approved December 2022

## **Introduction**

As part of the implementation of Missouri School Improvement Program (MSIP) cycle 6, all school districts are required to develop a Comprehensive School Improvement Plan (CSIP) that will serve as the strategic vision for the district. The focus of the CSIP is to find areas of potential improvement and provide a method with progress tracking to achieve these established goals. The East Carter Co. R-II School District began the process of CSIP review and realignment in September, 2022. The district goal was to develop a 5 year strategic plan.

## **Process**

The CSIP development process at East Carter began with the development and establishment of the CSIP Team. This team included stakeholders from all parts of the community including administration, board of education, teachers, business owners, community members, clergy and students. The CSIP team met a total of three times which allowed the various stakeholders ample time to research and provide input. The process began with reviewing and revising the district mission, vision, beliefs. The team then set out to identify district strengths and potential areas of improvement. The team then collaborated in the development of district goals complete with action steps and timelines to use in monitoring the goal progress.

The CSIP Plan will guide the development of several district plans including the curriculum development plan, district assessment plan, district technology plan, building improvement plans among others. The development of this document is done in a way that will lend itself to changes and course corrections as new data comes confirming the reaching of goals, or the need for realignment to reach others.

## **Monitoring and Adjusting the CSIP**

The district administration team will meet on an annual basis in Spring to review progress on CSIP goals.

The CSIP team will be contacted each Spring starting in 2023 to allow for CSIP reassessment, input and CSIP reconfirmation. The team will meet in person by the end of each April. The annual determinations for each goal will be in one of four categories: Progressing, Completed, Terminate or New Goal.

The Board of Education, in addition to reviewing various aspects of the CSIP and goal progress throughout the year, will review/approve revisions and updates each Spring after the CSIP team meeting.



## East Carter Co. R-II CSIP Team

Name	Role
Dr. Richard Sullivan	Superintendent
Matt Stahl	High School Principal
Theresa Kearbey	Middle School Principal
Kacie Kendrick	Elementary School Principal
Veronica Hollis	Special Services Director
Jesse Cupp	Curriculum Director
Connor Kelch	Technology Director
Cynthia Stucker	Special Services Secretary
Briana Epperson	Pre-K Teacher
Julie Sievers	Elementary Teacher
Kendra Asher	Middle School Teacher
Mary Ann Gargac	High School Teacher
Brittany McDowell	Title I Teacher
David Russell	Special Education Teacher
Erin Steele	Elementary Parent
Melissa Colyott	Middle School Parent
Ashley West	High School Parent
Becky Fisher	Board of Education
Robin Koeger	Community Rep.
Devonte Bowman	Middle School Student
Laney Asher	Middle School Student
Kaitlyn Boyer	High School Student
Gavin Osburn	High School Student
Dawn Hood	Business Owner
Brad Asher	Business Owner
Scott Reynolds	Ministerial Alliance



## **CSIP Planning Timeline**

Spring 2022	Board of Education review and discussion of current CSIP renewal need
September 2022	CSIP Committee was formed
October 2022	CSIP Team process and meeting dates were set
October 2022	A Data Based Needs Assessment was conducted by reviewing the current CSIP and relevant district data
October 2022	Revised the district mission and recommitted to the vision and beliefs
November 2022	Identified 3 priority areas for the District to focus on over the next 5 years
November 2022	Created SMART goals (Specific, Measurable, Achievable, Relevant, and Time-Bound) for each priority
November 2022	Developed action steps for each SMART goal
November 2022	Determined measurements and metrics for each SMART goal
November 2022	Create a communication strategy so that all stakeholders are aware of the renewed CSIP
December 2022	Formatted the renewed CSIP Plan
December 2022	Presented the renewed CSIP plan to the Board of Education



## **District Mission**

It is the responsibility of the East Carter R-2 School District in partnership with parents and community to provide a safe educational environment for all children which will foster and accelerate their intellectual, physical, social-emotional, and career development in preparation for the 21<sup>st</sup> century.

## **District Vision**

East Carter R-2 is a united family of staff, parents, students, and community with a vision of a school where all students will:

- achieve success at their highest academic levels and will be empowered to become lifelong learners and problem solvers;
- have a firm foundation in basic skills and the use of technology that will enable them to become self-supporting adults;
- learn and practice responsibility, integrity, and respect for others;
- obtain the qualities, skills, and experiences to be productive, happy, and successful individuals.

## **District Belief Statement**

It is the belief of East Carter R-2 School District that each student is important and unique; that each student deserves a safe and nurturing learning environment. We believe that learning is a continuous lifelong process that starts in the home and continues throughout life with the partnership of family, students, school faculty, and community.





# East Carter Co. R-II CSIP Priority Area Summary

## Area 1: Leadership

1.1 The school system will actively address school safety and security in the district's facilities.

1.2 The school system will work to identify and address the mental and social-emotional needs of students.

## Area 2: Effective Teaching and Learning

2.1 The school system will strive to meet class sizes that are consistent with the grade level and program standards aligned with best teaching practices.

2.2 To help students transition more easily from elementary to middle school, the fifth and sixth grade education teams with administration will collaborate to find common classroom expectations that reflect a positive learning environment.

## Area 3: Equity and Access

3.1 The performance of all students on EOC assessments will improve.

3.2 The district will administer diagnostic assessments K-12 to measure academic achievement and student growth.





**Priority Goals Expanded Area 1: Leadership**

**Goal 1.1 – The school system will actively address school safety and security in the district’s facilities.**

Rationale: The District campus is spread out over three buildings with students passing between each of them and the elementary does not have a secure buzz/pass system in place.

MSIP Indicator(s): L10

Funding Source(s): Local, State, Federal

(Progressing P, Completed C, Terminate T, or New Goal NG)

<i>Action Step</i>	<i>Data Analyzed or Artifacts</i>	<i>Person Responsible</i>	<i>By When</i>	<i>Progress</i>
Conduct a facilities assessment, including ADA, of each of the buildings once a semester.	Facilities records and facility needs chart/scoring guide	Superintendent, Building Principals, SPED Director, Maintenance Director	Beginning of Each Semester Beginning Spring 2023	NG
Present to the board of education the facilities assessment each semester.	Board Agenda	Superintendent, Building Principals, SPED Director, Maintenance Director	Each Semester Beginning Spring 2023	NG
Work with the vendor/contractor/company to initiate and finish installation of contact tracing security door systems.	Updates to the Board and from the installer to administration	Superintendent, Building Principals, SPED Director, Maintenance Director	Each Semester Beginning Spring 2023	NG
Provide information to staff and the community on the new entrance process.	Social media posts/handbook	Superintendent, Building Principals	Summer 2023	NG



**Goal 1.2 – The school system will work to identify and address the mental and social-emotional needs of students.**

Rationale: Through CSIP team meetings and a data-based needs assessment, it has been determined that the district has room to grow with regards to addressing student mental and social-emotional needs.

MSIP Indicator(s): L10

Funding Source(s): Local, State, Federal

(Progressing P, Completed C, Terminate T, or New Goal NG)

<i>Action Step</i>	<i>Data Analyzed or Artifacts</i>	<i>Person Responsible</i>	<i>By When</i>	<i>Progress</i>
Conduct a student needs survey.	Student needs-based survey results	Administrative Team and/or Building Counselors	End of School Annually Beginning Spring 2023	NG
Provide the resources to parents via the website and handouts.	Resources posted to website and copies of handouts for parents	Administrative Team and/or Building Counselors	Beginning of School Annually Beginning Fall 2023	NG
Provide push in lessons or assemblies.	Push in lesson plans and assembly fliers	Administrative Team and/or Building Counselors	Throughout the School Year Beginning Fall 2023	NG







**Priority Goals Expanded Area 2: Effective Teaching and Learning**

**Goal 2.1 – The school system will strive to meet class sizes that are consistent with the grade level and program standards aligned with best teaching practices.**

Rationale: Based on a needs assessment and district report card data, the CSIP team has determined this to be an area of improvement/monitoring to ensure the best learning environment for our students.

MSIP Indicator(s): TL12

Funding Source(s): Local, State & Federal

(Progressing P, Completed C, Terminate T, or New Goal NG)

<i>Action Step</i>	<i>Data Analyzed or Artifacts</i>	<i>Person Responsible</i>	<i>By When</i>	<i>Progress</i>
Elementary administration and the counseling department will meet and work together to ensure a schedule that strives to meet the recommended class size standard and not exceed the minimum standard class size.	Class schedules, Teacher to student ratio data	Elementary Principal, Elementary Counselor	Each Spring Semester Starting 2023	NG
Middle School administration and the counseling department will meet and work together to ensure a schedule that strives to meet the recommended class size standard and not exceed the minimum standard class size.	Class schedules, Teacher to student ratio data	Middle School Principal, Middle School Counselor	Each Spring Semester Starting 2023	NG
High School administration and the counseling department will meet and work together to ensure a schedule that strives to meet the recommended class size standard and not exceed the minimum standard class size.	Class schedules, Teacher to student ratio data	High School Principal, High School Counselor	Each Spring Semester Starting 2023	NG
Administration will work to equitably distribute student groups among available staff.	Class schedules, Teacher to student ratio data	Building Principals, SPED Director, Counselors	Each Spring Semester Starting 2023	NG



<p>Administration will look at each year's enrollment to determine how many teachers are needed for the following year to create ideal teaching environments.</p>	<p>District enrollment, Class Schedules, Teacher to student ratio data.</p>	<p>District Administration Team</p>	<p>Each Spring Semester Starting 2023</p>	<p>NG</p>
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**Goal 2.2 – To help students transition more easily from elementary to middle school, the fifth and sixth grade education teams with administration will collaborate to find common classroom expectations that reflect a positive learning environment.**

Rationale: Information collected on a data-based needs assessment indicates that there is a need for a collaboratively developed and intentional elementary to middle school transition plan.

MSIP Indicator(s): TL4, DB4

Funding Source(s): Local, State, Federal

(Progressing P, Completed C, Terminate T, or New Goal NG)

<i>Action Step</i>	<i>Data Analyzed or Artifacts</i>	<i>Person Responsible</i>	<i>By When</i>	<i>Progress</i>
Fifth grade teachers, sixth grade teachers and administration will meet to share classroom expectations, rewards and consequences.	Meeting Agendas	Elementary Principal, Middle School Principal, Curriculum Director, 5 <sup>th</sup> and 6 <sup>th</sup> grade teachers	Summer Break 2023	NG
Fifth grade teachers, sixth grade teachers and administration will create a collaboratively developed list of classroom expectations, rewards and consequences with the goal of creating a positive transition experience.	Meeting Agendas, Lists of expectations, rewards and consequences	Elementary Principal, Middle School Principal, Curriculum Director, 5 <sup>th</sup> and 6 <sup>th</sup> grade teachers	Summer Break 2023	NG
Fifth grade teachers, sixth grade teachers and administration will implement a collaboratively developed list of classroom expectations, rewards and consequences with the goal of creating a positive transition experience.	Teacher observations	Elementary Principal, Middle School Principal	Fall 2023	NG
Middle School will host a sixth-grade orientation during the back to school open house.	Meeting Agenda	Elementary Principal, Middle School Principal, Sixth grade teachers	Fall 2023	NG





### Priority Goals Expanded Area 3: Equity and Access

**Goal 3.1 – The performance of all students on EOC assessments will improve.**

Rationale: A data-based needs assessment and district report card data have determined that district EOC scores are a potential area of improvement.

MSIP Indicator(s): EA1

Funding Source(s): Local, State, Federal

(Progressing P, Completed C, Terminate T, or New Goal NG)

<i>Action Step</i>	<i>Data Analyzed or Artifacts</i>	<i>Person Responsible</i>	<i>By When</i>	<i>Progress</i>
Administration and Counselors will meet to discuss scheduling options to maximize student growth and learning in all core areas.	Master Schedule, Student teacher ratios	High School Principal, Curriculum Director, High School Counselor	Spring 2023	NG
Each 9-12 core area will need to participate in one project-based learning assignment/event per quarter in each core area to ensure student engagement and application of the material being taught.	Lesson Plans	High School Principal, Curriculum Director, 9-12 Core Teachers	Spring 2023	NG
Each 9-12 core area teacher will need to participate and document participation in at least one subject specific professional development training/event each school year.	Professional Development Documentation	High School Principal, Curriculum Director, 9-12 Core Teachers	Spring 2023	NG
The High School will eliminate the use of nonrequired EOC Testing.	District Test Schedules	High School Principal, Curriculum Director, High School Counselor	Spring 2023	NG



**Goal 3.2 – The district will administer diagnostic assessments K-12 to measure academic achievement and student growth.**

Rationale: A data-based needs assessment and district report card data have determined that the implementation of a districtwide diagnostic program is needed.

MSIP Indicator(s): EA1

Funding Source(s): Local, State, Federal

(Progressing P, Completed C, Terminate T, or New Goal NG)

<i>Action Step</i>	<i>Data Analyzed or Artifacts</i>	<i>Person Responsible</i>	<i>By When</i>	<i>Progress</i>
Each building will develop and implement a student goal setting system.	Student Goal Setting Sheets	Building Principals, Curriculum Director, Building Leadership Teams	Fall 2023	NG
The data from the diagnostic program will be analyzed and used to address deficiencies in reading and numeracy.	District Diagnostic Data, Individual Student Data	Building Principals, Curriculum Direction, Building Leadership Teams	Spring 2023	NG
The High School will implement a diagnostic program with fidelity eliminating EOC tests not required to graduate.	District Assessment Plan, Testing Schedules, Galileo Assessment Scores	High School Principal, Curriculum Director, High School Teachers	Spring 2023	NG
The High School building leadership team will meet to develop a testing incentive for the high school diagnostic that promotes rewarding student growth over time and achievement.	Meeting Agenda, Testing Incentive Form	High School Building Leadership Team	Spring 2023	NG

