

Hamilton R-II School District Continuous School Improvement Plan



Board Approved: June 2021

County/District Code: 013-055

District Vision

The Hamilton R-II School District strives to inspire and challenge students to achieve their full potential.

District Mission

The Hamilton R-II School District is committed to providing a positive environment with a variety of challenging opportunities for pre-K through post-graduate learners. Therefore, educators will promote diverse academic, personal and professional endeavors that will culminate with students becoming positive productive members of an ever-changing society.

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Description of Planning Process

In February 2021, the Hamilton R-II School District's Missouri School Improvement (MSIP) Coordinator met with the School Superintendent, the three building principals and the curriculum director to establish a protocol for developing a new CSIP document that would follow the COVID 19 guidelines of social distancing and face masks. The following protocols were established: 1) Have only one large group meeting to kick-off the plan development, 2) Follow-up meetings were limited to individual domain groups; 3) The majority of communication would take place via email.

Each facilitator submitted the SMART goals, strategies, and action steps for their respective domains to the MSIP Coordinator. The MSIP Coordinator then compiled all the information

into the document, Continuous School Improvement Plan. All the facilitators then met with the MSIP Coordinator on April 19, 2021. The CSIP document was edited and then dispersed to all team members for review. After their review was complete, it was finalized and submitted to the BOE for final approval at the regular June Board meeting.

Team Members

The CSIP team was made up of BOE members, teachers, students, parents, business owners and school administrators. There was an equal distribution of individuals from each of these roles placed on the respective teams.

Troy Ford	Superintendent
Tim Schieber	High School Principal
Rick Ross	Middle School Principal, Parent
Billie McGraw	Elementary Principal, Parent
Amy Kanoy	High School Teacher, Parent
Chevy Lundy	High School Student
Andrew Rich	High School Student
John Ohlberg	BOE Member, Parent
Ethan Decker	MFA Manager
Jenni Eaton	Hair Salon Owner, Parent
Sydney Ernat	Middle School Teacher
Maggie Angle	Elementary Teacher
Amber Hughes	Elementary Teacher
Ashley Brown	High School Student
Jacob Sartorius	High School Teacher
Wendy Edwards	Cameron Mutual Insurance, Parent
Jennifer Ernat	High School Teacher
Brandon Wehmeyer	Elementary, Middle, High School Teacher
Julia Kanoy	High School Student
Allison Ford	High School Teacher

Erin Yuille	Elementary Counselor, Parent
Jordan Richman	Middle, High School Teacher
Jami Williams	Elementary Teacher, Parent
Lauren Bacon	Elementary Teacher
Christa Horne	American Family Insurance Agent, Parent
Emily McBee	Parent
Poppy Dockray	Para-professional, Parent
Emily Sanderson	Elementary Teacher, Parent
Brian Murrell	Middle School Teacher
Traci Schieber	Curriculum Director/A+ Coordinator
Dorothy Silvey	District MSIP Coordinator

As part of the initial, large group meeting, each domain group brainstormed district strengths and areas for improvement. These were shared out and compiled for each group to consider as they wrote goals. The generated lists follow:

District Strengths	Elementary facilities, Student/staff relationships, professional development, community support, positive culture, technology 1:1, low teacher/student ratio, variety of clubs/activities, academic support/tutoring, facilities accessibility, interpersonal relationships, mix of older/younger staff members, large percent of staff with advanced degrees, graduation rates, communication, ability to adapt, work ethic, up-to-date curriculum and technology, quality leaders/administration, Positive Behavior Intervention Support at elementary, summer school, Students Assisting Students program, athletic successes
Areas for Improvement	Hire school social worker, increase number of course offerings, update textbooks, increase amount of technical training, decrease stigma of students taking easier classes, more gym space, increase activities offered at elementary, professional development for parents, follow-up with students after trauma incidents, need more foreign language offerings, offer foreign language to younger students, facilities need upgraded (no hot water in high school, lights in parking lots, faster internet, better way to get from building to building).

Leadership 1

SMART Goal The local board adopts, monitors, and annually reviews the implementation and outcomes of the CSIP Plan that focuses on district performance and improvement while maintaining a minimum of a 94% on the Annual Performance Report on a yearly basis for 2021-2026.

Data Points & Rationale The CSIP plan is reviewed bi-annually by the Board of Education in November and April.

	2022	2023	2024	2025	2026	2027
Annual APR %	73.3					

Evidence-Based Strategy 1 Develop a yearly plan & identify specific monthly board meetings to address progress on the CSIP and how that progress is driving the implementation of other plans within the district. Results will coincide with the Annual Performance report.

Funding Local		MSIP Indicator(s) L3.D		
Action Steps	Start Date	End Date	Person(s) Responsible	District Plan
1 Continue communication procedures between BOE members and administration on progress of CSIP.	June 2021	June 2026	BOE, Superintendent	Program Review Calendar
2 Monitor administrative development of yearly review and evaluations of all district plans.	June 2021	June 2026	BOE, Superintendent	Program Review Calendar
3 Organize a board retreat to brainstorm answers for some areas of improvement.	June 2021	June 2026	BOE, Superintendent, MSIP Coordinator	
4 Review Program Evaluations and compare those evaluations with the progress of the CSIP.	June 2021	June 2026	BOE, Superintendent, MSIP Coordinator	Program Review Calendar & CSIP

Leadership 2

SMART Goal The school supports a system of recruitment and support to ensure a high quality, student-centered staff while maintaining a turnover rate of less than 5% on a yearly basis.

Data Points & Rationale

The faculty retention rate has decreased in recent years. Maintaining high-quality teachers in classrooms has a positive effect on student outcomes and is important to providing the best education to all.

Teacher Retention Rates

		2020-21	2021-22	2022-23	2023-24	2024-25	2025-26
Elementary	Total % faculty retained beginning of	96.3	81.5	73.3			
	W/out retirees % faculty retained beginning	96.3	85.2	74.4			
Middle School	Total % faculty retained beginning of	78.6	64.3	88.4			
	W/out retirees % faculty retained beginning	85.7	85.7	95.2			
High School	Total % faculty retained beginning of	95.5	86.4	84			
	W/out retirees % faculty retained beginning	100	86.4	95.2			

(# teachers total in building for year - # teachers who left from prior school year) / # teachers total in building for year = % teachers retained

Evidence-Based Strategy 1 Recruit, attract, develop, and retain highly qualified staff to carry out the district mission, goals, and objectives.

Funding Local, state, federal		MSIP Indicator(s) L9.A		
Action Steps	Start Date	End Date	Person(s) Responsible	District Plan
1 Enhance district staff retention practices.	June 2021	June 2026	Superintendent	Board Policy
2 Utilize multiple	June 2021	June 2026	Superintendent	Communi-

resources to attract bus drivers and qualified applicants to the Hamilton R-II School District.				cation Plan
3 Effectively utilize evaluation tools across the district that foster individual growth and learning.	June 2021	June 2026	Superintendent	Board Policy
4 Enhance recognition practices for employees.	June 2021	June 2026	Superintendent	Communi- cation Plan Personnel Handbook

Leadership 3

SMART Goal The school system annually conducts a physical security site assessment at each facility prior to the beginning of the next school year, and 100% of all staff attend security training.					
Data Points & Rationale					
	2021-22	2022-23	2023-24	2024-25	2025-26
Site Assessment Completed	Yes	Yes			
% of teachers security trained	100%	100%			
Evidence-Based Strategy 1 Develop and enhance security programs and experiences for staff, leading to continued school safety improvement.					
Funding Local				MSIP Indicator(s) L10.G	
Action Steps	Start Date	End Date	Person(s) Responsible	District Plan	
1 Safety coordinator attends annual training to stay current on effective safety practices.	June 2021	June 2026	Superintendent	Emergency Operations Plan	
2 Provide live training for a school shooting situation annually.	June 2021	June 2026	Superintendent	Emergency Operations Plan	
3 Review safety plan and procedures with staff quarterly in staff meetings.	June 2021	June 2026	Superintendent	Emergency Operations Plan	
4 Provide in sub plans information to substitute teachers concerning the safety plan.	June 2021	June 2026	Superintendent	Emergency Operations Plan	
5 Each building principal will complete an annual site safety assessment with district maintenance personnel.	June 2021	June 2026	Administrators, Head of Maintenance	Emergency Operations Plan	

Effective Teaching and Learning 1

SMART Goal 100% of Hamilton R-II students meet or exceed the state standard and/or demonstrate measurable improvement.				
Data Points & Rationale see Appendix A for test results				
Evidence-Based Strategy 1 At the elementary and middle school level, 100% of students demonstrate on-track performance on common assessments for Math and English Language Arts.				
Funding Local, state, federal			MSIP Indicator(s) TL1.C	
Action Steps	Start Date	End Date	Person(s) Responsible	District Plan
1 Grade level teams will create benchmark assessments aligned to the MLS in Math & ELA.	June 2021	June 2026	K-8 Grade Teachers, Curriculum Director & Administrators	Assessment Plan & Professional Development Plan
2 Grade level teams administer benchmark assessments at the beginning, middle and end of the school year.	June 2021	June 2026	K-8 Grade Teachers, Curriculum Director & Administrators	Assessment Plan
3 Grade level teams use benchmark assessment data to improve instruction and student learning.	June 2021	June 2026	K-8 Grade Teachers, Curriculum Director & Administrators	Assessment Plan

Effective Teaching and Learning 2

SMART Goal Hamilton R-II will provide counseling services to support the career, academic, and social/emotional development of 100% of students.

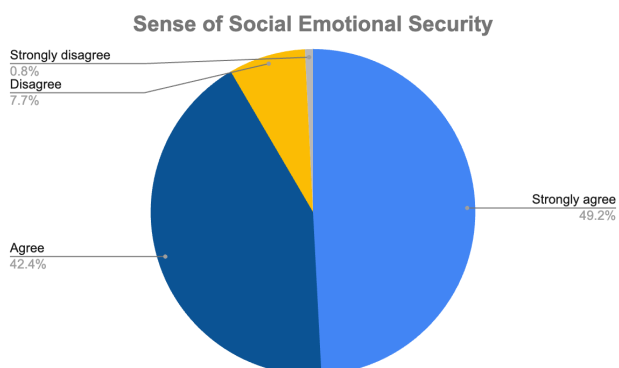
Data Points & Rationale Hamilton R-II believes each child's educational and emotional growth is important. Career development can be measured by students' completion of their 8th grade iCAP and job shadowing at the sophomore and junior years. A counselor is available in each building for social/emotional support and teachers are trained in maintaining trauma friendly classrooms. See [Appendix A](#) for academic results.

Mental Health Survey (Students grades 4-12)

Percent of students who agreed with "Mental health services are readily available to all students.'

2022-23	2023-24	2024-25	2025-26	2026-27
57%				

Climate & Culture April 2023 results



Evidence-Based Strategy 1 Hamilton R-II will improve access to responsive services and resources by hiring a licensed professional counselor.

Funding Local, state		MSIP Indicator(s) TL10.F		
Action Steps	Start Date	End Date	Person(s) Responsible	District Plan
1 The Superintendent and BOE will allocate funding for a licensed professional counselor to work at least part time to support students' social/emotional needs.	June 2021	June 2026	Superintendent, Board of Education	

2 Counselors and building administrators will establish partnerships with outside agencies to find an LPC to employ.	June 2021	June 2026	School Counselors, Administrators	
3 A quiet and private area of each school building will be made available to the LPC to utilize during visits.	June 2021	June 2026	Administrators	

Effective Teaching and Learning 3

SMART Goal Hamilton R-II utilizes data to ensure effective Language Arts instruction to 100% of students.				
Data Points & Rationale see Appendix A for test results iReady data				
Evidence-Based Strategy 1 100% of Hamilton R-II students will receive literacy instruction through all grades using a variety of evidence-based methods. Emphasis is on closing the achievement gap of the super sub-group (F/R students, IEP students).				
Funding Local, State, Federal			MSIP Indicator(s) TL6.A	
Action Steps	Start Date	End Date	Person(s) Responsible	District Plan
1 ELA curriculum is aligned to MLS and taught at a rigorous level throughout the district.	June 2021	June 2026	Administrators, Teachers, Curriculum Director	Curriculum
2 Common assessments are used K-8 to inform instruction and to identify students who qualify for extra ELA support.	June 2021	June 2026	Administrators, Teachers, Curriculum Director	Curriculum
3 Professional development is offered to teachers in the area of ELA to ensure effective instruction for grades K-8.	June 2021	June 2026	Administrators, Teachers, Curriculum Director	Professional Development Plan
4 The Elementary and Middle School will continue to offer RTI, reading support, tutoring and other remedial supports in the area of ELA.	June 2021	June 2026	Administrators, Teachers, Curriculum Director	Building schedules Hornet Building Blocks plan

Collaborative Climate and Culture 1

SMART Goal The Hamilton R-II School District establishes a culture focused on learning, characterized by high academic and behavioral expectations for 100% of the students.					
Data Points & Rationale					
Summary of Buildings Support Programs					
	2021-22	2022-23	2023-24	2024-25	2025-26
Elementary	PBIS	PBIS			
Middle School	Character Strong	Character Strong			
High School	Check & Connect				
Evidence-Based Strategy 1 Leadership develops a systematic process for establishing and maintaining a positive learning climate.					
Funding Local, state				MSIP Indicator(s) CC2.A	
Action Steps	Start Date	End Date	Person(s) Responsible	District Plan	
1 Establish adult/student mentoring program in all buildings, i.e. Check and Connect.	June 2021	June 2026	Administrators, Professional Development Committee		

Collaborative Climate and Culture 2

SMART Goal The Hamilton R-II School District intentionally engages parents/guardians to create effective partnerships that support the development and achievement of 100% of the students.				
Data Points & Rationale				
Mental Health Survey (Students grades 4-12)				
Percent of students who agreed with "Our school practices focus on building strong family and school-community partnerships that support students' social-emotional and mental health needs.'				
2022-23	2023-24	2024-25	2025-26	2026-27
69%				
Evidence-Based Strategy 1 The district incorporates formal strategies that include parents/guardians in the educational process.				
Funding Local			MSIP Indicator(s) CC4.A	
Action Steps	Start Date	End Date	Person(s) Responsible	District Plan
1 The community will have an opportunity to provide input for school plans and programs such as the CSIP, long-range planning, Title 1, A+ program, and Advisory Councils.	June 2021	June 2026	BOE, Administrators	Communications Plan
2 The community will have an opportunity to become involved with the PTO, Booster Club, and district-wide volunteer programs.	June 2021	June 2026	Administrators, School staff	
Evidence-Based Strategy 2 The district actively cooperates with other agencies, parents/guardians, and community groups (e.g. parent/teacher organizations) to provide information related to child development and/or parenting skills.				
Funding Local			MSIP Indicator(s) CC4.C	

Action Steps	Start Date	End Date	Person(s) Responsible	District Plan
1 PTO will be an active entity at the elementary level.	June 2021	June 2026	Elementary principal	
2 Child development activities and parenting skill lessons will be offered through the Hamilton Elementary School.	June 2021	June 2026	Parents as Teachers Instructor	Title 1 Plan
3 The Parents as Teachers position will grow into a full-time position.	June 2021	June 2026	Superintendent, BOE	Personnel Handbook
4 Faith-based organizations will be encouraged to partner with the school system to provide financial support and school supplies for our economically diverse population.	June 2021	June 2026	Superintendent, Administrators	Title 1 Plan
5 Transitional activities will provide an avenue to educate parents on the developmental needs of their respective age child.	June 2021	June 2026	Superintendent, Administrators	

Data-based Decision Making 1

SMART Goal Hamilton R-II staff will annually analyze district-wide assessment data to guide decision-making.					
Data Points & Rationale see Appendix A					
Date of Assessment Analysis each year					
	2021-22	2022-23	2023-24	2024-25	2025-26
Date of District Data Analysis during In-service day	Item Analysis: 9/27/2021 Vertical Teams: 11/01/2021 3/14/2022	Item Analysis: 1/3/23 Vertical Teams: 10/31/22			
Evidence-Based Strategy 1 Improve use of assessment data to promote academic success.					
Funding Local, state				MSIP Indicator(s) DB2.A	
Action Steps	Start Date	End Date	Person(s) Responsible	District Plan	
1 Quarterly in-service time will be scheduled for grade level analysis of benchmark testing and other district assessments.	June 2021	June 2026	Administrators, PDC	District Calendar	
2 Annual in-service time will be scheduled for vertical analysis of district assessments.	June 2021	June 2026	Administrators, PDC	Professional Development Plan	

Data-based Decision Making 2

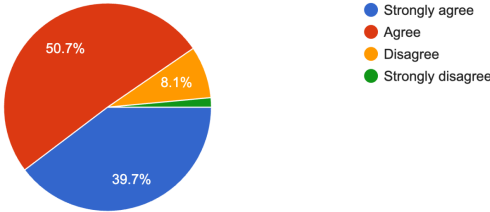
SMART Goal Hamilton R-II staff will gather school climate and culture data from all groups.					
Data Points & Rationale					
	2021-22	2022-23	2023-24	2024-25	2025-26
Dates of Survey Collection		April 3-14, 2023			
Evidence-Based Strategy 1 Utilize survey data to analyze school climate and culture statistics.					
Funding Local, state				MSIP Indicator(s) DB3.C	
Action Steps	Start Date	End Date	Person(s) Responsible	District Plan	
1 Building principals will create and disseminate surveys to parents two times per year (November & March) with regard to school culture and climate.	June 2021	June 2026	MSIP Coordinator, Administrators	MSIP	
2 Building principals will create and disseminate age-appropriate surveys to students attending the Hamilton R-II School District two times per year.	June 2021	June 2026	Administrators	MSIP	
3 Twice per year climate and culture data will be analyzed and reported to the Hamilton R-II Board of Education and made available to all constituents of the district.	June 2021	June 2026	MSIP Coordinator, Superintendent, Administrators & BOE	MSIP	

Alignment of Standards, Curriculum and Assessment 1

SMART Goal 100% of the district curriculum will be written and regularly reviewed according to established district procedures.				
Data Points & Rationale Student success is driven by teacher efficacy. A well-written, regularly reviewed curriculum is a vital component of this.				
Evidence-Based Strategy 1 The district will have written curriculum procedures in place.				
Funding State			MSIP Indicator(s) AS1C, AS1D	
Action Steps	Start Date	End Date	Person(s) Responsible	District Plan
1 A curriculum review process & calendar will be developed and approved by the BOE.	June 2021	May 2022	Curriculum Director	Curriculum Guides
2 A curriculum content checklist will be developed and approved by the BOE.	June 2021	May 2022	Curriculum Director	Curriculum Guides
3 Written curriculum implementation will be evaluated as part of walk through and summative evaluations of faculty.	June 2021	May 2026	Curriculum director & Building Administrators	Personnel Handbook
Evidence-Based Strategy 2 The district curriculum will be written and regularly reviewed for effectiveness.				
Funding Professional Development budget, Title 2A			MSIP Indicator(s) AS1A, AS2F	
Action Steps	Start Date	End Date	Person(s) Responsible	District Plan
1 All district curriculum will be written to align to Missouri Learning standards.	June 2021	May 2026	Curriculum director, building administrators & faculty	Curriculum Guides
2 K-12 vertical content teams will meet bi-annually for curriculum review and/or content-specific PD.	June 2021	May 2026	Curriculum director, PDC	Professional Development Plan
3 All faculty will receive PD on effective, rigorous assessment practices and	June 2021	May 2026	Curriculum director, PDC	Professional Development Plan

review classroom assessments for effectiveness & rigor.				
4 The district calendar will allow sufficient time for curriculum development, curriculum review & vertical learning.	June 2021	May 2026	Superintendent	District Calendar

Equity and Access 1

SMART Goal Hamilton R-II will work to further build community relationships that foster collaboration and open dialogue with respect for multiple perspectives.														
Data Points & Rationale														
Climate & Culture Data–April 2023 Responses on the parent survey to the question: I am comfortable talking to teachers at this school. 136 responses														
 <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Strongly agree</td> <td>39.7%</td> </tr> <tr> <td>Agree</td> <td>50.7%</td> </tr> <tr> <td>Disagree</td> <td>8.1%</td> </tr> <tr> <td>Strongly disagree</td> <td>1.5%</td> </tr> </tbody> </table>					Response	Percentage	Strongly agree	39.7%	Agree	50.7%	Disagree	8.1%	Strongly disagree	1.5%
Response	Percentage													
Strongly agree	39.7%													
Agree	50.7%													
Disagree	8.1%													
Strongly disagree	1.5%													
Evidence-Based Strategy 1 A representative of the district will attend the local Chamber of Commerce meetings to be the liaison between the community and school.														
Funding Local			MSIP Indicator(s) EA4.C											
Action Steps	Start Date	End Date	Person(s) Responsible	District Plan										
1 The Superintendent will schedule administrators (on a rotating basis) to attend the Chamber of Commerce meetings to act as liaison between the school and community.	June 2021	June 2026	Superintendent	Communications Plan										
Evidence-Based Strategy 2 CSIP teams will be maintained for continual re-evaluation of school programs for a BOE report every two years.														
Funding Local			MSIP Indicator(s) EA4.C											
Action Steps	Start Date	End Date	Person(s) Responsible	District Plan										
1 CSIP teams will design and implement a protocol for regular input by team members.	June 2021	June 2026	CSIP Domain Facilitators	Community Partnership Plan										
2 Annually a community	June 2021	June 2026	Superintendent	Community										

survey will be conducted to assess what types of human resources are available in our small community.				Partnership Plan
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Equity and Access 2

SMART Goal Students in the Hamilton R-II school district, who attend grades 9-12 in the district, will graduate at a rate of 100%.

Data Points & Rationale

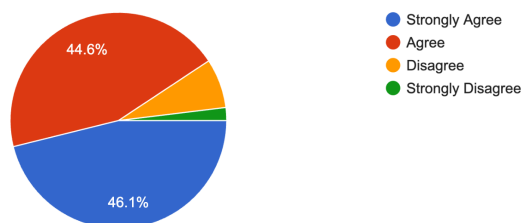
	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26
PHS grad rate	95.12%	97.56%				
State grad rate	89.3%	89.73%				

Climate & Culture Data–April 2023

Responses on the 6-12 grade student survey to the question:

I have goals and plans for the future.

258 responses



Evidence-Based Strategy 1 Student-teacher relationships will be fostered.

Funding Local, State, Federal			MSIP Indicator(s) EA2.A	
Action Steps	Start Date	End Date	Person(s) Responsible	District Plan
1 Check & Connect will be expanded to include the middle school.	June 2021	June 2026	MS Principal	
2 Develop a welcome packet for students and families new to the district.	June 2021	June 2026	Student Council Members & Advisor	

Evidence-Based Strategy 2 Graduation requirements will be reviewed annually.

Funding Local, State, Federal		MSIP Indicator(s)
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Action Steps	Start Date	End Date	Person(s) Responsible	District Plan
1 Class availability will be modified annually in response to evolving post-secondary goals, curriculum revision, and labor market needs.	June 2021	June 2026	Curriculum director	
2 Labor market needs will be reviewed annually with all students beginning no later than fall of their eighth-grade year.	June 2021	June 2026	Middle/High school counselors	
3 Data will be gathered annually on why students failed to meet graduation requirements, looking at individual student ICAPs and at-risk characteristics.	June 2021	June 2026	A+ Coordinator, High school counselor, Building principal	

Local–Facility Improvements 1

SMART Goal By school year 2023-24, PHS students will attend classes in a 100% new or thoroughly renovated facility.				
Data Points & Rationale Our current high school facility has sewer issues, no warm running water, no heat in the hallways, and a foundation that is not supporting the building. It was built in 1954 and is in desperate need of renovations or a new build.				
Evidence-Based Strategy 1 The Superintendent and High School Principal will pursue plans to renovate or new build a high school.				
Funding Local			MSIP Indicator(s): N/A	
Action Steps	Start Date	End Date	Person(s) Responsible	District Plan
1 Conduct research into the expenses of renovating as opposed to building a new facility.	June 2021	September 2021	Superintendent	
2 Inform public of the results of building research and campaign for no-tax increase bond.	September 2021	April 2022	Superintendent, Administrators, Faculty	
3 Begin taking bids and finalizing plans for high school building.	April 2022	August 2022	Superintendent, Board of Education	
4 Execute building renovations or new build.	August 2022	August 2023	Superintendent	

Local–Facility Improvements 2

SMART Goal By school year 2024-25, Hamilton R-II School District will have an all-weather track for students, staff and community.				
Data Points & Rationale In a survey of district needs, — of respondents who included staff, students and community expressed a desire for an all-weather track. This is driven in part by the fact that we are the only school in our conference that does not have an all-weather track, but more by the fact that many, many members of our community use our current chat track as a walking facility.				
Evidence-Based Strategy 1 The Superintendent and High School Principal will explore plans for installing an all-weather track.				
Funding Local			MSIP Indicator(s): N/A	
Action Steps	Start Date	End Date	Person(s) Responsible	District Plan
1 Conduct research into the expenses of an all-weather track.	June 2021	September 2021	Superintendent, High school principal, and Athletic Director	
2 Inform public of the results of all-weather track research.	September 2021	April 2022	Superintendent, Administrators, Faculty	
3 Begin taking bids and finalizing plans for track installation.	April 2022	August 2022	Superintendent, Board of Education	
4 Build track.	August 2022	August 2023	Superintendent	

Appendix A

Hamilton R-II MAP Assessment Results

English Language Arts

District All-grades % Proficiency 2022 = 46%

Percent Advanced & Proficient by Grade Level

	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26
3	64.4	42				
4	41.31	51				
5	37.78	27.3				
6	36.95	30.2				
7	44.18	38				
8	39.53	21.9				
ENG 2	65.39	65.4				

Mathematics

District All-grades % Proficiency 2022 = 42.2%

Percent Advanced & Proficient by Grade Level

	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26
3	55.56	50				
4	54.35	55.1				
5	40	22.7				
6	36.96	27.8				
7	37.21	48				
8	51.17	48.7				
Alg. 1	35.3	49				

Science

District All-grades % Proficiency 2022 = 42.2%

Percent Advanced & Proficient by Grade Level

	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26
5	35.56	22.7				
8	46.51	41.5				
Biology	47.17	49.1				

Social Studies

District All-grades % Proficiency 2022 = 52.1%

Percent Advanced & Proficient by Grade Level

	2021-22	2022-23	2023-24	2024-25	2025-26
Gov't	52.1				

Appendix B

Acronyms found in CSIP 2021-2025

Acronym	Title
BOE	Board of Education
CSIP	Comprehensive School Improvement Plan
ELA	English Language Arts
F/R	Free & Reduced Lunch students
iCAP	Individual Career & Academic Plan
IEP	Individualized Education Program
LPC	Licensed Professional Counselor
MAP	Missouri Assessment Program
MLS	Missouri Learning Standards
MSIP	Missouri School Improvement Program
PBIS	Positive Behavioral Interventions & Supports
PHS	Penney High School
PTO	Parent/Teacher Organization
RTI	Response to Intervention

Appendix C

MSIP Standards & Indicators

Missouri's School Improvement Program Standards and Indicators may be found [here](#) on the DESE website.