

Valley R-VI Public Schools

CSIP Plan

2023-24

Board Approved 5/18/23

Mission

Preparing Students Today For The Challenge of Tomorrow

Vision

At Valley R-6 School District, we believe it is our responsibility to work with all stakeholders to ensure our students receive an education that will provide them with the skills to be successful not only at school, but in life.

Valley R-VI School District

Continuous School Improvement Plan

- The Valley R-VI school board and superintendent directed a process that involved extensive stakeholder input. The school board engaged the Education Governance and Leadership Association to conduct the stakeholder input.
- All employees of the district were granted an opportunity to be interviewed and respond to a survey. The results were synthesized by members of the E.G.L. team. Questions were asked of employees regarding the direction of the district and items employees wanted to see addressed in the future of the district. Further, E.G.L. facilitated a steering committee meeting consisting of students, parents, patrons, and staff to further solicit input.
- In addition, an electronic survey was made available to external stakeholders of the district. The survey questions results have been maintained as documentation for the district.
- An electronic survey was sent to all 3rd through 12th grade students in the school district. The students were asked questions regarding how the district could better serve the students that follow them.

Valley R-VI School District

Continuous School Improvement Plan

- Members of the E.G.L. team took the results of the interviews and surveys and synthesized this information into priorities that were coupled with the information gathered from the Data Dive. The Data Dive was conducted by members of the E.G.L. team and consisted of all documents, plans and resources that are considered required and/or Best Practice.
- The Priorities were shared with the leadership team of the district. Subsequently, members of the E.G.L. team developed objectives and S.M.A.R.T. goals. The priorities, objectives and S.M.A.R.T. goals were shared with the leadership team of the district and subsequently with the school board.
- The financial impact of the Continuous School Improvement Plan adopted by the school board will only occur as plans that are created are implemented. The CSIP guides the district budget and is referenced in the budget message approved by the Board of Education. In other words, other than current expenditures of the district, this is not an immediate financial impact on the district.
- The S.M.A.R.T. Goals contained in this document consist of the Continuous School Improvement Plan adopted by the school board on May 18, 2023.

Valley R-VI

Observed Strengths

- **Small Tight-Knit Community with Small Class Sizes**
- **Collaborative and Supportive Staff**
- **Student First Focus**
- **Culture of High Expectations**

Governing Priorities

- **Leadership (7)**
- **Effective Teaching and Learning (4)**
- Collaborative Culture and Climate
- **Data Based Decision Making (1)**
- Equity and Access
- **Alignment of Standards, Curriculum and Assessment (1)**

MSIP Standard: Leadership - Safety and Security

CSIP Goal 1: *Enhance and improve the district safety and security*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time-Bound
The Superintendent or designee, direct a process to enhance the safety and security systems of the district. This plan includes all technology security.	<p>The Superintendent, or designee, with the assistance of outside consultants, will enhance and improve the safety plan.</p> <p>District technology safety and security of the system will be enhanced and updated.</p>	A written plan will be prepared for the school board.	Current personnel, with outside consultants, can conduct the analysis and make the recommendations in a written format.	The plan that is produced is vital in helping protect the safety and security of all individuals on the campuses of the Valley R-IV School District and comports with Board regulation 5240 and Best Practice. M.S.I.P.6. L10, A and B	<p>January 2024</p> <p>The Superintendent will present the plan to the school board.</p>

CSIP Goal 1

- **Funding Sources:**

- Embedded in district budget message, no special budget planning expected

- **Success Indicators:**

- Initial plan is presented in October 2023.

- **Other Action Steps:**

- Using M.U.S.I.C the district will conduct a safety analysis of processes, facilities and procedures including technology / data security

MSIP Standard: Leadership - Facilities Planning

CSIP Goal 2: *Create a comprehensive long-range facility plan.*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time-Bound
The Superintendent, or designee and board approved architectural firm will engage stakeholders and develop a process in order to prepare a long-range facilities plan.	With assistance of the approved districts architecture firm, the district will create a written plan that will address the needs of the district from 2024-2034.	A written report will be finalized by the Superintendent and subsequently presented to the school board.	This report can be completed by accessing information that is available internally and externally, and by consulting with existing personnel. External consultants may be utilized.	This information will help the school district with fiscal and facilities planning. This plan will enable the Superintendent and the school board to create a long-range facilities plan. Stakeholder Input indicated a strong desire to understand the future facility plans of the school district. In addition, this goal addresses M.S.I.P. 6, L3E L.4. B.	December 2023 The Superintendent will present a Draft long-range facilities plan to the school board. February 2024 The school board will adopt a long-range facilities plan. 2024-2034 Implementation of the 10-year plan

CSIP Goal 2

- **Funding Sources:**

- Regular operating budget planning, possible capital projects fund

- **Success Indicators:**

- secure architectural consultants
- develop 10-year long range plan

- **Other Action Steps:**

- School Board approval of RFP process for architectural services
- Selection of architectural consultant
- School board approves long range facility plan
- Communication to all district stakeholders

MSIP Standard: Leadership - Operations & Resource Management

CSIP Objective 3: *Proactively budget for major capital expenditures.*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time-Bound
The Superintendent will direct an evaluation of all major capital equipment and facilities currently in place, and major equipment and facilities needed, in order to budget for future expenditures.	The Superintendent will direct administrative staff to create a detailed plan to address projected needs and a timeline and financial method for addressing the identified needs. A written report will be prepared that outlines all major capital equipment and facilities, the life expectancy of the equipment and facilities, and a time and cost estimate to replace and maintain the equipment and facilities.	A written report will be prepared and presented to the superintendent and subsequently to the school board.	The administration and maintenance staff of the District, with outside consultants, can prepare this plan. If a vendor is utilized to help gather the information, there may be a budgetary impact.	This plan will significantly aid the District in anticipating major expenditures. Capital expenditures can become a significant drain on the budget, especially when they are not budgeted in advance. This report will become a part of the budgeting process. This goal address M.S.I.P. 6, L.4. B and is a Best Practice.	March 2024 A written report will be presented to the school board.

CSIP Goal 3

- **Funding Sources:**

- Regular budget

- **Success Indicators:**

- Board passes policy based on minimum fund balance recommendation
- Cross referenced to 10-year long range facilities plan for capital expenditures (other than buses)

- **Other Action Steps:**

- Facilities analysis – through long range plan
- Maintenance planning – short term
- Bus fleet analysis - ongoing
- Technology plan
- Safety plan

MSIP Standard: Leadership - Professional Learning

CSIP Goal 4: *The District Leadership Team will engage in professional development planning in order to improve leadership effectiveness.*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time-Bound
The Superintendent or designee will design a process to create a Professional Development Plan for the Leadership Team of the district.	The Superintendent or designee, will work with the administrators of the district to develop a Professional Development Plan for the leadership team that is aligned to the CSIP.	The Superintendent will develop a that will be presented for approval by the school board.	The Superintendent with the assistance of the administrators of the district, and potentially outside consultants can develop this plan for Professional Development.	The Leadership Team of a district is crucial in the success of the district. A Leadership Team should possess extensive experience and a honed skill set. This goal aligns with MSIP 6 L9 and TL8.	May-June 2024 The Superintendent will share this plan with the school board. July 2024 The plan will be fully implemented.

CSIP Goal 4

- **Funding Sources:**

- Regular PD Budget

- **Success Indicators:**

- After initial plan is presented in May-June of 2024. Updates will be shared from leadership team per the PD and CSIP process.

- **Other Action Steps:**

- Communication from principals with faculty/staff,
- Communication from Superintendent with leadership team school board and faculty/staff

MSIP Standard: Leadership - Professional Learning

CSIP Goal 5: *The Board of Education will engage in professional development and self-evaluation planning in order to improve district governance.*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time-Bound
Develop a School Board Professional Development Plan and a self evaluation.	The Board President and Vice President will present a professional development plan to the entire school board for consideration. A board self-evaluation and additional input from board members will be considered.	A written professional development plan will be presented to the school board.	Based on a board self-evaluation and additional input from the board, information can be attained to help develop areas of interest that would be addressed in the plan.	This goal addresses stakeholder input, and MSIP 6, L.1.C and D.	November 2023 A School Board Professional Development Plan will be presented to the school board.

CSIP Goal 5

- **Funding Sources:**

- Regular PD Budget

- **Success Indicators:**

- After initial plan is presented in May-June of 2024. Updates will be shared by BOE per the PD and CSIP process.

- **Other Action Steps:**

- Communication from BOE to stakeholders

MSIP Standard: Leadership - Personnel

CSIP Goal 6: *The District will improve staff retention rates, improve recruitment strategies and reward highly qualified personnel.*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time-Bound
The Superintendent or designee will gather exit data for all departing employees in order to identify and mitigate factors that may improve employee recruitment and retention.	The Superintendent or designee and members of the leadership team, will research and design an exit process to systematically capture pertinent data in order to improve employee retention.	Data will be collected and analyzed, and an exit process established and presented in a written format to the Superintendent. The Superintendent will subsequently share this information with the school board.	District personnel and team members can research existing processes, which can be used to design a system for the school district. Unless a tool is purchased/created to gather this information, there will not be a budgetary impact.	A concern related to employee turnover was reported among stakeholders. Understanding the variables that contribute to employee departures will allow the District to address controllable factors to improve employee recruitment and retention. This goals addresses M.S.I.P.6 L9.	February 2024 The research and the creation of an exit process will be created and presented to the Superintendent. March 2024 The Superintendent will present the information to the school board. 2024-2027 School Year Implement the process, present the data analysis and findings on a regular basis.

CSIP Goal 6

- **Funding Sources:**

- Regular

- **Success Indicators:**

- Exit data and staff turnover data shared with the school board
- Forecast retirement impact for projected staffing needs

- **Other Action Steps:**

- Establish staff compensation ranking group and goal within the ranking
- Determine budget needed to support goal

MSIP Standard: Leadership - Communication

CSIP Goal 7: *The District will create a communications plan.*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time-Bound
The Superintendent or designee will review and refine the communication plan and include detailed strategies to increase understanding and support for the District with internal and external stakeholders.	The Superintendent or designee, with a team representative of the District (Possibly a Board member, teacher's organization president, teachers from each building, support staff, community members and elected leaders), will create a written multifaceted plan with detailed strategies that identifies the person(s) responsible for each strategy, including a timeline.	A written plan will be developed and presented to the Superintendent, who will subsequently present the plan to the school board.	The Superintendent's designee, with a designated team, can create and execute a multi-faceted communication plan that reaches internal and external stakeholders. The creation of this plan does not have a budgetary impact. The plan may create requirements for additional materials, programs or personnel that could create a budgetary impact.	Stakeholders identified communication as a need to address the needs and desires of the school community, In addition, this goal addresses M.S.I.P. L.8. A-B.	March 2024 A detailed and multi-faceted communication plan to increase understanding and support for the District will be created and presented to the school board for approval.

CSIP Goal 7

- **Funding Sources:**
 - Regular Budget
- **Success Indicators:**
 - Increasing scores on perceptual surveys
- **Other Action Steps:**

MSIP Standard: Effective Teaching and Learning - High Quality Career Education

CSIP Goal 8: *The District will expand opportunities in career exploration for students at all grade levels.*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time-Bound
The Superintendent or designee, will lead the implementation of curriculum offerings and experiences that align with High Quality Career Education Standards.	The Superintendent or designee, will lead the implementation of providing access to career centered experiences. The district will implement broad based elementary and middle level career awareness and exploration programs.	A written plan will be developed, communicated, and implemented district-wide.	The Superintendent or designee has knowledge and access to a range of resources to study and implement framework. Consultants may be needed for training or technical assistance.	This was an area of focus in Stakeholder Input and addresses M.S.I.P. 6, TL3 B and C.	Fall 2023 If a designee is utilized, the Superintendent will be updated regarding this work. Winter 2024 The Superintendent will update the school board. 2024-2027 The implementation and evaluation of the results will continue.

CSIP Goal 8

- **Funding Sources:**
 - Part of building budgets
 - Explore funding from grants or programs
 - RPDC free programming
- **Success Indicators:**
 - Student surveys
 - Success Ready Students measurement
 - Graduate Follow-up data
- **Other Action Steps:**

MSIP Standard: Effective Teaching and Learning

CSIP Goal 9: *Student academic achievement in literacy will improve.*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time-Bound
Student academic achievement in literacy as measured on state, local & national assessments will continue to improve.	The district will form a literacy team and develop a district literacy plan to provide evidenced-based literacy instruction for students and training for all teachers. With the goal being for 100% of students reading at or above grade level.	Using multiple measures of academic success including MAP, EOC and DESE approved literacy assessments, the percentage of students scoring proficient in ELA will meet or exceed state requirements for adequate yearly progress.	Using DESE guidance, the district will form a literacy team and develop a Literacy Plan to provide training in Science of Reading or approved evidence-based methods for teachers throughout all grades.	<p>Student achievement remains an area of focus for the school district. This is a goal of the district and is contained within M.S.I.P. 6, Standard TL6.A..</p> <p>Literacy Planning is a DESE initiative and central to increasing student achievement in all grades and content areas.</p>	<p>Fall 2023 APR – School Board report</p> <p>Fall 2024 APR with Continuous Growth</p>

CSIP Goal 9

- **Funding Sources:**

- Regular Budget
- DESE provided resources

- **Success Indicators:**

- Development and regular review of a district literacy plan
- Identification and RSP for students displaying dyslexia and system for progress monitoring
- Community awareness of the plan
- Teacher training completion
- Local, State and National Assessments

- **Other Action Steps:**

- Provide intervention services
- Celebrate student successes
- Site-based reading events
- Community organizations support

MSIP Standard: Effective Teaching and Learning

CSIP Goal 10: *The District will develop and implement responsive, inclusive programs and services to meet the needs of ALL students.*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time-Bound
The Superintendent will designate administrators to develop a process that will evaluate the needs of ALL students and the responsiveness of the district.	The Superintendent's designee will establish a stakeholder engagement process to review District data and existing systems of support to meet the current and projected academic, physical, and social-emotional needs of students. The committee will report findings and make recommendations, as indicated. The recommendations will focus on ALL students. A MTSS will assist in meeting the needs of students.	A written report will be submitted to the Superintendent and subsequently presented to the school board.	The Leadership Team of the district is skilled to examine the needs of ALL students, report student achievement data, examine emerging trends, and review current research to develop recommendations regarding the systems of support for ALL students. The recommendations will be specific in relation to ALL students.	This goal was a consistent theme in Stakeholder Input and addresses M.S.I.P. 6 EA 4.	December 2023 The representative team will present the report to the Superintendent. February 2024 The Superintendent will present the report to the school board.

CSIP Goal 10

- **Funding Sources:**

- Regular Budget

- **Success Indicators:**

- Development of gifted courses
- Refinement of MTSS
- Implement and improve upon student/staff/parent/guardian food service satisfaction surveys

- **Other Action Steps:**

- Possible Addition of Elementary Counselor
- Continue to look for ways to assist students with food security concerns

MSIP Standard: Alignment of Standards, Curriculum & Assessment

CSIP Goal 11: *The District will align curriculum & assessment to the priority standards within the Missouri Learning Standards.*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time-Bound
Through the District Continuous Improvement (DCI) process, the district will continue to review and update the vertical alignment of curriculum and assessments in Math, ELA, Science & Social Studies	<p>The Superintendent and/or designee(s) including the District Leadership Team will actively participate and support the vertical alignment of curriculum and assessment of Math, ELA, Science & Social Studies</p> <p>This goal is for the review of the plan currently in place to ensure for collaboration and consistency vertically and horizontally between the elementary, junior high and high school.</p>	The written implementation plan will be regularly reviewed, updated, communicated, and implemented District-wide per DCI processes.	The Superintendent and/or designee(s) with the district leadership team will support the work through the professional development plan.	DCI protocols and MSIP6 AS1 & 2 and Board Policy IL require an assessment plan be developed and implemented as a result of broad-based involvement of staff.	<p>2023- 2024-Vertical alignment in Math and ELA</p> <p>2024-2025 – Vertical alignment in Science and Social Studies</p>

CSIP Goal 11

- **Funding Sources:**
 - Regular budget
- **Success Indicators:**
 - Success measured through the creation of a curriculum revision and alignment plan
- **Other Action Steps:**
 - Updates to curriculum alignment plan provided and presented to the school board
 - Annual review and update the assessment plan as provided by the district CSIP
 - Establish a comprehensive and ongoing curriculum and resource review cycle

MSIP Standard: Data-Based Decision Making

CSIP Goal 12: *The District will annually solicit input from stakeholders and assess climate and culture data.*

SMART Goal	Specific	Measurable	Attainable	Relevant	Time-Bound
The Superintendent will design a process to gather Climate and Culture Data.	<p>The Superintendent will work with the administrators to design a process that will gather evidence-based Climate and Culture Data from all stakeholder groups, analyze the data, and make recommendations to the school board for strategies to keep the district on the continuous cycle of improvement.</p> <p>Efforts will be made to increase opportunities for student input.</p>	The Superintendent will develop a written report that analyzes the results and makes specific recommendations for improvement.	The Superintendent will ensure stakeholder input is gathered in a confidential manner. There will be a budgetary impact, if outside resources are utilized.	Culture and Climate concerns did not emerge as a theme in Stakeholder Input. This goal aligns with the requirements of M.S.I.P. DB 3.	Spring 2023 The Superintendent will share the results with the school board.

CSIP Goal 12

- **Funding Sources:**
 - Regular Budget
- **Success Indicators:**
 - Perceptual Survey Results
- **Other Action Steps:**