

MO DEPT ELEMENTARY AND SECONDARY EDUCATION

CSIP SCHOOL YEAR: 2018-2019

DISTRICT: 094-083 NORTH ST. FRANCOIS CO. R-I

MISSION STATEMENT: "Hand In Hand – Educating Our Students For Success"

VISION/BELIEF STATEMENT:

- We will provide a collaborative educational environment for the maximum development of all students within the limitations of their own capabilities;
- We will provide additional time and support to help every student be successful, realize their worth as individuals and lead them toward becoming productive members of society;
- The role of the teacher is to advocate for every student and provide opportunities for the students to achieve to their maximum level;
- The role of the parent is to be a support partner in their child's education;
- The role of the school board is to develop policies that will support the function of the administration, faculty, and staff while serving the community;
- The role of the student is to accept provided opportunities and take responsibility in the education process: all students will learn.

PLANNING PROCESS: The district CSIP committee met to identify the needs of the district. A variety of methods were used to help with this process. Both, internal and external factors were analyzed to identify the areas of improvement. The CSIP committee will meet annually to evaluate and revise the plan. The CSIP will be modified annually and the major goals will be revised on a five year cycle.

DATA ANALYSIS: The district uses the following to gather data:

- The district uses data from Common Formative Assessments, USA test prep and Moby Max in individual buildings to help assess student progress on the Missouri Learning Standards.
- The district uses USA Test prep and STAR to monitor progress and to help implement RtI.
- The district uses the Developmental Reading Assessment (DRA) and STAR to assess reading levels.
- The district gives pre-tests and post-tests in each subject area and benchmarks in ELA, Math, and Science.
- MAP/EOC results are analyzed from the past three years.
- ACT and ASVAB scores are evaluated.
- The attendance rates for each building are evaluated for the past three years.
- The four and five year graduation rates are evaluated for the past three years.
- MAP-A data is evaluated for the past three years.
- The number or advanced, dual credit, vocational courses are analyzed.
- The district surveys the graduates with a 180 day graduate follow up.

GOAL I: Improve the academic achievement of all students in the North County School District. MSIP Performance Standard 1.

- A. Objective: 75% of all students will achieve a MAP/EOC test result that places them in the Advanced and/or Proficient categories of the ELA, Math, Science and Social Studies assessments by the conclusion on the 2019-2020 school year. MSIP Standard 1.**

Progress Measure:

School Year	Baseline	Progress	Target	All Targets Met
2015-2016	364.0 ELA/335.5 MA 354.9 SC/351.2 SS		385.7 ELA/392.8 MA 352.8 SC/375 SS	NO
2016-2017	361.7 ELA/341.7 MA 359.5 SC/393.5 SS		385.7 ELA/392.8 MA 352.8 SC/ 375 SS	NO
2017-2018	345.2 ELA/325.5 MA 000.0 SC/364.5 SS		382.1 ELA/378.0 MA 000.0 SC/375 SS	NO

Comments: Target met in Science 2016, and 2017. Social Studies met the target in 2017. There are no scores for Science in 2018 due to a field test.

- 1. Strategy:** Administration, Instructional Coaches and Counselors will analyze MAP/EOC achievement data, including, but not limited to, Common Formative Assessments, Item Benchmark Descriptions, Longitudinal Studies, and Disaggregated Data Reports, to determine areas of concern.

MSIP Performance Standard: 1 and 2

Persons Responsible: Assistant Superintendent, Principals, Counselors, Academic Coaches

Funding Source Name: Local and Federal Funds

Date to Implement Strategy: 08/01/14

Date of Completion: 06/30/20

- a. Action Step:** The administration, instructional coaches, and teachers will analyze data each year to determine areas of weakness. Students who are identified as needing improvement will receive mandatory tutoring, RTI, and other remedial services.
- b. Action Step:** The district will provide instructional coaches in each building to help teachers and students improve their achievement data.

- 2. Strategy:** Each building will continue implementation of Consolidated Works, RTI, PLCs, and PBIS.

MSIP Standard: 1 and 2

Persons Responsible: Principals

Funding Source Name: Local and Federal Funds

Date to Implement Strategy: 09/01/14

Date of Completion: 06/30/20

- a. Action Step:** The district will provide professional development to train teachers to implement research based instructional strategies outlined in John Hattie’s “Visible Learning.”
- b. Action Step:** The district will provide training in the implementation of RtI in each building.

- c. **Action Step:** The district will continue to support the collaboration of teachers in PLC groups. Each building will continue to receive training in how to have an effective PLC team.
- d. **Action Step:** The district will continue to train staff in the PBIS model. Teachers will be given effective research based strategies in how to handle student discipline.
- e. **Action Step:** The district's teachers will develop five common formative assessments per year that are related to the research based instructional strategies of feedback, reciprocal teaching, spaced vs. massed practice, and assessment capable learners.
- f. **Action Step:** The District will provide MRI training for staff in grades PK-6.

3. Strategy: The district will revise curriculum to align with the Missouri Learning Standards.

MSIP Standard: 1

Persons Responsible: Assistant Superintendent, Principals

Funding Source Name: Local Funds, TITLE II.A, Career Ladder

Date to Implement Strategy: 07/01/16

Date of Completion: Ongoing

- a. **Action Step:** K-12 will "map" instruction for the year. Teachers will develop a yearly outline of units to be taught, objectives, and Missouri Learning Standards.

Date to Implement Action Step: 07/01/14

Date of Completion: Ongoing

- b. **Action Step:** Strategies will be researched and implemented district-wide to increase instructional Depth-Of-Knowledge and to improve students' critical thinking skills.

Date to Implement Action Step: 08/01/14

Date of Completion: 06/30/20

- c. **Action Step:** The district will offer a one to one initiative for grades 5-12.

Date to Implement Action Step: 08/01/16

Date of Completion: 06/30/20

B. Objective: 75% of all students who fall in a sub-group will achieve a MAP/EOC test result that places them in the Advanced and/or Proficient categories of the ELA, Math, Science and Social Studies assessments by the conclusion on the 2019-2020 school year. MSIP Standard 2

Progress Measure

School Year	Baseline	Progress	Target	All 2020 Targets Met
2015-2016	340.3 ELA/310.5 MA		385.7 ELA/392.8 MA	NO
	339.3 SC/310.6 SS		352.8 SC/375 SS	
2016-2017	338.8 ELA/317.9 MA		385.7 ELA/392.8 MA	NO
	339.5 SC/379.2 SS		352.8 SC/ 375 SS	
2017-2018	325.7 ELA/305.0 MA		382.1 ELA/378.0 MA	NO
	000.0 SC/348.5 SS		000.0 SC/375 SS	

Comments: 2020 target met for Social Studies in 2017.

- 1. Strategy:** Students K-12 will receive instruction for the purpose of enrichment and remediation with requirements based upon individual school performance standards.

MSIP Standard: 2

Persons Responsible: Assistant Superintendent, Principals

Funding Source Name: Local and Federal Funds

Date to Implement Strategy: 09/01/14

Date of Completion: 06/30/20

- a. **Action Step:** Each building in the district will develop a list of students who need extra help and provide the students with tutoring.
 - b. **Action Step:** Each building will implement RtI and identify students who are in Tier I, II, or III. Research based instructional strategies will be developed and used for each tier.
 - c. **Action Step:** A web based assessment tool will be used to help identify students who fall behind and need extra help.
 - d. **Action Step:** The School Leadership Team (SLT) will develop a Pyramid of Interventions to help identify appropriate interventions for students who are at-risk of educational failure. The Pyramid of Interventions will be a guide of intervention strategies available at each level to help struggling students before considering a referral for special services or an alternative learning program.
 - e. **Action Step:** The SLT will meet at least once a month to review referrals, determine interventions to be implemented, and monitor progress of SLT students.
2. **Strategy:** The district will create pre-school opportunities for students with the greatest needs.

MSIP Standard: 2

Persons Responsible: Assistant Superintendent, Principals

Funding Source Name: Local and Federal Funds

Date to Implement Strategy: 09/01/14

Date of Completion: 06/30/20

- a. **Action Step:** The district will review grant opportunities that will help with pre-school expansion.
 - b. **Action Step:** The district added an addition on to the current Primary Elementary School to house the pre-school program and enable possible expansion.
 - c. **Action Step:** Pre-school staff will be trained in the Project Construct curriculum model.
 - d. **Action Step:** The district will provide a PAT program and services will be provided based on greatest need. The district will maintain affiliate status.
3. **Strategy:** The district will implement the co-teaching model.

MSIP Standard: 2

Persons Responsible: Assistant Superintendent, Principals

Funding Source Name: Local and Federal Funds

Date to Implement Strategy: 09/01/14

Date of Completion: 06/30/20

- a. **Action Step:** The district will provide professional development for the staff in how to have a successful co-teaching classroom.
- b. **Action Step:** The district will send staff to another school who has successfully implemented the co-teaching model.

GOAL II: The North County R-I School District will ensure that all students graduate college and career ready.

A. Objective: 71.5% of students will score at or above the state average on the ACT, COMPASS, and/or ASVAB.

Progress Measure School Year	Baseline	Progress	Target	2020 Target Met
2015-2016	65.9%		71.5%	No
2016-2017		76.7%	71.5%	Yes
2017-2018		69.3%	71.5%	NO

1. Strategy: The district will increase the number of students who score at or above the state average on the ACT.

MSIP Standard: 3

Persons Responsible: Assistant Superintendent, Principals

Funding Source Name: Local Funds

Date to Implement Strategy: 09/01/14

Date of Completion: 6/30/20

- a. **Action Step:** The district will develop an ACT prep course and require that all 11th graders take the course.
- b. **Action Step:** The district will provide professional development for the instructors to prepare them to teach the ACT prep course.
- c. **Action Step:** The district will create a seventh grade Algebra I course to encourage students to prepare for advanced studies in High School.
- d. **Action Step:** The district will allow eighth grade students to take Algebra II and Geometry.

2. Strategy: The district will increase the number of students who score at or above the state average on the COMPASS.

MSIP Standard: 3

Persons Responsible: Assistant Superintendent, Principals

Funding Source Name: Local Funds

Date to Implement Strategy: 09/01/14

Date of Completion: 6/30/20

- a. **Action Step:** The district will offer a fee reimbursement to any student who takes the COMPASS and obtains a qualifying score.
- b. **Action Step:** The district will provide professional development for the instructors to prepare them to teach the COMPASS prep course.

3. Strategy: The district will increase the number of students who score at or above the state average on the ASVAB.

MSIP Standard: 3

Persons Responsible: Assistant Superintendent, Principals

Funding Source Name: Local Funds

Date to Implement Strategy: 09/01/14

Date of Completion: 6/30/20

- a. **Action Step:** The district will require all 10th grade students to take the ASVAB.
- b. **Action Step:** The district will provide professional development for the instructors to prepare them to teach test taking strategies for the ASVAB.

B. Objective: 47.8% of students will score at or above the state average by earning a qualifying score or grade on an AP or IRC assessment or AP, dual credit, dual enrollment or early college course.

Progress Measure

School Year	Baseline	Progress	Target	Target Met
2015-2016	63.7%		47.8%	Yes
2016-2017		73.7%	47.8%	Yes
2017-2018		75.7%	47.8%	Yes

1. **Strategy:** The district will increase the number of students enrolled in a dual credit course.

MSIP Standard: 3

Persons Responsible: Assistant Superintendent, Principals

Funding Source Name: Local Funds

Date to Implement Strategy: 09/01/14

Date of Completion: 6/30/20

- a. **Action Step:** The district will create an environment that celebrates academic achievement by offering incentives to encourage dual credit and/or dual enrollment.
- b. **Action Step:** The district will increase the number of courses that are dual credit.

2. **Strategy:** The district will increase the number of students scoring at or above the state average on the industry recognized credential exams for career focused areas.

MSIP Standard: 3

Persons Responsible: Assistant Superintendent, Principals

Funding Source Name: Local Funds

Date to Implement Strategy: 09/01/14

Date of Completion: 6/30/20

- a. **Action Step:** The district houses the area vocational technical school and the curriculum will be aligned with industry recognized standards in each career pathway that is offered.

3. **Strategy:** The district will allow students to dual enroll with Mineral Area College.

MSIP Standard: 3

Persons Responsible: Assistant Superintendent, Principals

Funding Source Name: Local Funds

Date to Implement Strategy: 09/01/14

Date of Completion: 6/30/20

- a. **Action Step:** The district will allow students to attend classes on the Mineral Area Campus while still in High School.
- C. Objective: 90% of students will attend post-secondary education or training, will join the military, or be employed in an occupation that is related to the Career Education program they followed while in High School within six months of graduation.**

Progress Measure

School Year	Baseline	Progress	Target	Target Met
2015-2016	99.5%		90%	Yes
2016-2017		95.5%	90%	Yes
2017-2018		98.2%	90%	Yes

1. Strategy: A follow up of seniors will be completed after graduation.

MSIP Standard: 3

Persons Responsible: Assistant Superintendent, Principals

Funding Source Name: Local Funds

Date to Implement Strategy: 09/01/14

Date of Completion: Annually by 02/28.

- a. **Action Step:** Graduates will receive a survey prior to graduation asking what the student plans to do upon graduation. The students who do not indicate an appropriate plan will receive counselling before they graduate.
- b. **Action Step:** Graduates will be contacted in the early fall to check up on their post-graduation status. Strategies will be implemented to assist students who need help getting started with their careers.
- c. **Action Step:** 8th grade students will create a four year plan and beyond.

2. Strategy: Career Education programs will place 90% of students in post-secondary training program or an occupation related to the program of study.

MSIP Standard: 3

Persons Responsible: Assistant Superintendent, Principals

Funding Source Name: Local Funds

Date to Implement Strategy: 09/01/14

Date of Completion: Ongoing

- a. **Action Step:** The Unitec Career Center and High School will host a job fair with potential employers.
- b. **Action Step:** The Unitec Career Center and High School will provide students with extra-curricular opportunities that are job and career related.
- c. **Action Step:** The Unitec Career Center will provide on-site educational opportunities for students.

GOAL III. The North County School District will improve student attendance.

A. Objective: At least 90% of students will attend school 90% of the time.

Progress Measure:

School Year	Baseline	Progress	Target	Target Met
2015-2016	92.9%		90%	Yes
2016-2017		91.0%	90%	Yes
2017-2018		91.0%	90%	Yes

- 1. Strategy:** School personnel will notify parent/guardians when a student is absent without verification and/or when students have missed a benchmark number of days (4, 6, 8, & 10 days absence in a semester).

MSIP Standard: 4

Persons Responsible: Assistant Superintendent, Principals

Funding Source Name: Local Funds

Date to Implement Strategy: 09/01/14

Date of Completion: Ongoing

- a. Action Step:** School social workers will do a daily report of absences, including those that are unverified and any students who have reached a "step" or benchmark number of day's absence within a semester (4, 6, 8, & 10).

Date to Implement Action Step: 05/01/14

Date of Completion: 06/30/20

- b. Action Step:** A Blackboard Connect message will be sent out to all students who have been earmarked as unverified or reaching a new step every day.

Date to Implement Action Step: 09/01/14

Date of Completion: Ongoing

- c. Action Step:** Summer School, READ, Saturday School, before and/or after school tutoring, and credit recovery will be offered as options for students who exceed the attendance policy.

Date to Implement Action Step: 05/01/14

Date of Completion: 06/30/20

- 2. Strategy:** Attendance incentives will be used to recognize students for maintaining an appropriate attendance rate as determined by each school.

MSIP Performance Standard: 4

Persons Responsible: Principal, Secretary, Teachers

Funding Source Name: Local Funds

Date to Implement Strategy: 08/01/14

Date of Completion: 06/30/20

- a. Action Step:** Each building will develop an attendance incentive plan to recognize students on a regular basis.

Date to Implement Action Step: 09/01/14

Date of Completion: 06/30/20

- b. **Action Step:** The incentive plan will be submitted to the Superintendent for approval. Once approved, the plan will be included in the building level Student/Parent handbook for BOE approval.

Date to Implement Action Step: 09/01/14

Date of Completion: 06/30/20

GOAL IV: The North County School District will improve the four, five, six and/or seven year graduation rate.

- A. **Objective: The district will implement strategies to help increase the percentage of students who graduate with their respective cohorts.**

Progress Measure:

School Year	Baseline	Progress	Target	Target Met
2015-2016 5yr	94.5%		92%	Yes
2016-2017 5yr		93.4%	92%	Yes
2017-2018 5yr		91.6%	92%	Yes

- 1. **Strategy:** The North County School District will maintain an Alternative education center for students who are at risk of dropping out of school due to chronic discipline, poor attendance, and/or academic failure.

MSIP Performance Standard: 4

Persons Responsible: Principal, Secretary, Teachers

Funding Source Name: Local Funds

Date to Implement Strategy: 08/01/14

Date of Completion: 06/30/20

- a. **Action Step:** The Alternative School will provide students with an online course program (A-plus) to help with credit recovery.

- b. **Action Step:** The Alternative School will provide counseling and other services for students to encourage them to remain in school and work toward graduation.

- c. **Action Step:** An Alternative School was added for students in grades 5-8.

- 2. **Strategy:** The North County School District will enable students to graduate with their ninth grade cohort.

MSIP Performance Standard: 4

Persons Responsible: Principal, Secretary, Teachers

Funding Source Name: Local Funds

Date to Implement Strategy: 08/01/14

Date of Completion: 06/30/20

- a. **Action Step:** Students will develop a four year plan during the spring semester of their eighth grade year.

- b. **Action Step:** Courses will be available for students to take during the summer school.

