

Kingston 42 School District



Maximizing Potential for a Bright Future

CSIP

Continuous School Improvement Plan

2023-2028

Board Adopted: May 16, 2023

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CSIP Planning Team Members

Steve Johnson, NW RPDC Facilitator
Jason Segar, BOE President
Julia Schmitz, Community Member
Kathy Jones - School Board Member/Parent
Nancy Kelly – Community Member
Gabby - Former Student
Ashton Duncan- PK/K Teacher
Crystal Poole - Conservation Agent
Bev Dies- Community Member
Jennifer Noble- Elementary Office

Tiffany Otto, NW RPDC Facilitator
Andrea Hieronymus, Superintendent
Kathy Mott - Grandparent
Kayla McCrary - Parent
Mark Hoerl- Special Education
Erica Lopez - 3/4 Teacher
Malinda Brownfield- 1/2 Teacher
Katy Ellis - 5-8 Teacher
Jocelyn Merservey- NW SPED Coop

Kingston 42 Mission

The Kingston 42 School District strives to maximize potential by creating a stable and empowering learning environment through which to provide students with the skills and knowledge needed for a bright future.

Kingston 42 Vision

To Maximize Potential for all.

Kingston 42 Beliefs

- Our District believes students should be the focus in every decision.
- Our District believes in providing an environment where all students and staff feel safe and supported academically, physically, emotionally, and socially.
- Our District believes that instruction should be high quality, rigorous and engaging to meet the needs of all learners.
- Our District believes that it is important to cultivate passions and help students to reach his/her full potential.
- Our District believes in teaching critical thinking, problem solving, time management skills, independence and the development of leadership qualities, as well as citizenship and work ethic.
- Our District believes in attracting and retaining high quality faculty and staff.
- Our District believes that parents, school staff, students and community members share in the responsibility to educate our youth.

Description of the planning process, and how staff and stakeholders will be informed and engaged in the accountability plan.

The CSIP planning committee began working collaboratively in October 2022. The group engaged in three large group meetings over the course of four months. At the first meeting, each member was assigned to a small group. Each small group was aligned to two of the six strands. These small groups met in between the large group sessions to review data and bring back information to the large group sessions.

The first large group session focused on identifying common values/beliefs. From these values/beliefs, a district mission was developed. The second session centered around strengths and weaknesses each sub-committee found from reviewing various data sources. Areas of growth were listed with the purpose of identifying goals for improvement. The final meeting focused on identifying strategies or action steps for each goal to improve areas of growth, determine the vision of the district, and the completion of the plan.

The CSIP planning team utilized the following data sources through the process to define goals and action steps:

- MSIP6 Guidance Document
- MAP/EOC assessment data
- Local assessment data
 - I-Ready (Math and Reading)
 - DRA
 - DIBELS
- DESE Report Card
 - Enrollment Data
 - Attendance Data
 - Teacher Data
- ASBR
 - District Financial Data
- Culture/Climate Survey Data (locally developed)

The Board of Education will regularly monitor the implementation and outcomes of the CSIP. In addition to the program evaluations that are presented each month, the administration will provide a report at the regularly scheduled Board of Education meeting. Goal 1 will be reported on during the October (or regular meeting following the release of state level achievement data), January, and May meetings. Goal 2 will be reported on during the September and April board meetings. Goal 3 will be reported on during the October and March board meetings. The board will review all district plans annually including, but not limited to the Program Evaluation Plan, ESEA Consolidated Plan, Professional Development Plan, Assessment Plan, Technology Plan, Crises Management Plan, and Facilities Plan.

The CSIP Development Team will be assembled, on an annual basis, during the Spring semester, to review CSIP progress monitoring. The team members will be replaced by a person of similar role, as needed.

The CSIP guides the development and implementation of other plan including but not limited to the Program Evaluation Plan, ESEA Consolidated Plan, Professional Development Plan, Assessment Plan, Technology Plan, and Facilities Plan. These plans will be reviewed throughout the 2023-2024 school year to ensure alignment with the current approved CSIP.

The Kingston 42 Board of Education and Administration will work to allocate sufficient funding to ensure resources are available to meet the needs of all students. Budget planning will reflect the resources needed in all classrooms and allocate funds according to the CSIP goals.

Key issues identified from annual performance data and local assessments.

State assessment data indicates the district performs higher than the State (% proficient and advanced) in ELA over all, but lower than the State (% proficient or advanced) in both Math and Science. Student achievement on state assessments need to improve. Local assessments reveal that students are showing progress in both Math and ELA.

Key issues identified from internal and external factors. (Survey)

Stakeholder group meetings revealed the following concerns:

- Vertical teams need time to work together to refine curriculum.
- It is difficult to hire & retain a highly qualified staff
- There is no formal program to address student well-being.
- Math alignment with learning standards maybe weak.
- Students in grades 5-8 want more time to learn.
- Team-building time for students would be beneficial.
- Ensure higher level thinking and problem solving is used in every classroom.
- Increase community involvement.
- Student attendance.
- Communication to stakeholders could be improved.

A climate/culture survey was given to students, staff, and parents in the Fall of 2022. The locally created surveys included the three essential indicators; 1. The school system assures student voices are heard and respected. 2) The school system provides school culture and climate data and reports periodically to all stakeholders, and 3) Educator teams address positive classroom learning environments. The parent/ family survey was sent to 19 families both digitally and in print. 15 families responded to the survey. All students in grades 5-8 were provided the survey digitally with 100% completing the survey. 100% of staff were provided surveys and responded.

The parent survey indicated a high level of satisfaction with the majority of the questions. The question that had less than 80% agreement was related to the district having a strong media presences. The staff survey did not reveal any areas of high concern, with the lowest agreement being 83.3%. Students (16) responded they wish they had more time to learn. These results were shared on the school website, in the district newsletter, and during the October regular school board meeting. The district will repeat this survey on an annual basis.

Prioritized Needs for the LEA

1. Student learning and success
2. Retaining high quality teachers and staff
3. Safety and Security for students and staff (physical and emotional)

SMART GOALS

- 1) Student achievement:
 - a. Annually, students will show a 3% achievement increase in the percent of proficient and advanced scores on the state assessment in each content/grade level by Spring 2027.
 - b. District MAP/EOC scores will be at or above the state average on an annual basis, by Spring 2027.
- 2) By the fall of 2027, the district will attract or retain 100% 'highly qualified' staff per DESE certification standards.
- 3) By the spring of 2025, 100% of students and staff will be provided strategies to support social and emotional wellbeing.

Priority: Student Learning and Success

SMART Goal/Objective 1:

Student achievement:

- a. Annually, students will show a 3% achievement increase in the percent of proficient or advanced scores on the state assessment in each content/grade level by Spring 2027.
- b. District MAP/EOC scores will be at or above the state average on an annual basis, by Spring 2027.

Purpose: To utilize local and state achievement data to track student performance and growth at multiple points throughout the year. Data will be collected, communicated, and utilized by data teams to make instructional decisions and adjustments, as needed.

Monitoring: This SMART goal will be reviewed and adjusted, as needed, by the Board of Education during the regular monthly meeting immediately following the release of local and state level student achievement data, January and May of each fiscal year.

Engagement: Student learning data will be communicated to parents following each local benchmark assessment. This will be communicated through reports made available to each parent of a child being assessed. Per DESE requirements, MAP and EOC achievement data will be communicated to parents when it becomes available each year. Achievement data will be shared with parent/guardian(s) three times a year.

Action Steps/Strategies	Person(s) Responsible	Funding Source(s)	Projected Completion Date	Plan Alignment
Develop and implement an incentive based system for student attendance.	Administration Board	Local State	Fall 2023	
Update curriculum and pacing guides to ensure alignment to the Missouri Learning	Principal Teachers	Local State	Spring 2024	
Develop and implement an incentive based award system for student growth on state testing.	Administration Teachers	State Local	Spring 2024	
Utilize research-based strategies to focus on foundational skills grades PK-8 in both ELA and math. (Marzano)	Teachers, Title I Teacher, Administration	Local State	Spring 2026	ESEA Consolidated Plan
Continue to develop vertically aligned curriculum and District Assessment Plan	Principal, Assessment Coordinator,	Local State	Spring 2027	Assessment Plan
Improve reading scores through professional development of teachers on the science of reading	Administrator Board	Local State	Spring 2025	PDC Plan ESEA Consolidated Plan

Priority: Retaining high quality teachers and staff				
SMART Goal/Objective 2: By the fall of 2027, the district will attract or retain 100% 'highly qualified' staff per DESE certification standards.				
Purpose: To ensure the district is attracting and retaining high quality teachers to positively impact student learning and achievement levels.				
Monitoring: This SMART goal will be reviewed and adjusted, as needed, by the Board of Education during the regular monthly meeting in September and April of each fiscal year.				
Engagement: The district will engage staff by encouraging and supporting further educational opportunities to build capacity that will lead to higher levels of instructional impact and student engagement.				
Action Steps/Strategies	Person(s) Responsible	Funding Source(s)	Projected Completion Date	Plan Alignment
Provide to staff members professional development opportunities that supports innovative teaching that is aligned to research based best practices (Marzano, Hattie, Rutherford, etc) to increase student learning capacity.	PD Committee, Principals	State PD 1%	Spring 2024	PD Plan
Provide teachers access to support to allow academic intervention for students who are performing below expectations	Teacher Superintendent Board	Title I Title IV Local	Spring 2024	Title I plan Title IV plan
Provide a competitive salary schedule.	Superintendent Board	Local State	Spring 2025	
Enhance the teaching experience by providing extended plan time, and small class sizes	Superintendent Board	Local State	Spring 2027	

Priority: Safety and Security for students and staff (physical and emotional)

SMART Goal/Objective 3:

By the spring of 2025, 100% of students and staff will be provided strategies to support social and emotional wellbeing.

Purpose: To ensure adequate support and resources are equitably disseminated to all students and staff to support social and emotional well-being across the district.

Monitoring: This SMART goal will be reviewed and adjusted, as needed, by the Board of Education during the regular monthly meeting in October and March of each fiscal year.

Community Engagement: Communicate with parents/community regarding completion of emergency drills; staff training; awareness programs (Signs of Suicide, etc.) completed with students. The district will communicate the community by posting on the website resources available to families that may need support outside of the school environment.

Action Steps/Strategies	Person(s) Responsible	Funding Source(s)	Projected Completion Date	Plan Alignment
Provide social enrichment activities for students.	Student Council Administration	Local	Fall 2023	
Provide training for staff and community including trauma informed care and on SEL available resources.	Principal Counselor PD Committee	Local State PD 1%	Spring 2024	PD Plan
Annual update the district crises management plan	Superintendent Board Safety committee	Local State	Spring 2024	Crises management plan
Provide school counseling services to support the career, academic, and social/emotional development of 100% of students.	Superintendent Board	Local State	Spring 2025	