CONTINUOUS SCHOOL IMPROVEMENT PLAN 2023-2027

Cooper County R-IV School District



STRIVING TO PROVIDE OUR STUDENTS THE OPPORTUNITY TO REACH THEIR ACADEMIC POTENTIAL BY WORKING COLLABORATIVELY WITH STUDENTS, PARENTS, AND THE COMMUNITY.

Approved by the CCR-IV School District Board of Education on
May 22, 2025
Updated Aug. 22, 2025

Cooper County R-IV School District Board of Education

May 22, 2025

Justin Hein-President
Ashely Benny-Vice President
Robin Saylor-Secretary
Brian Arnold-Treasurer
Elizabeth Dick-Member
Tim Brandes-Member
David Zimmerman-Member

School District Administrations

Dr. Kathryn Anderson-Superintendent
Brian Emde-High School Principal
Carla Jobe -Student Support and SEL
Karla Wood-School Counselor
Rachel Walker-RootEd Advisor

Continuous School Improvement Stakeholder Committee

Dr. Anderson-Superintendent, Federal Programs Director, Foods Services Director, Special Education Finance Director, PAT Director, Core Data/MOSIS Coord.
Brian Emde-High School Principal, Activities and Athletic Director
Bill Moser-Transportation Director, Head Maintenance, Facility
Carla Jobe-Student Support Services, PAT Provider, DCI/MTSS Coordinator, PBIS/ HomeWorks! Coordinator, Behavior Interventionist, and Special Education Consultant
Karla Wood-School Counselor, PBIS, Dragon Way,
Rachel Walker-A+ Coordinator, RootEd, Testing Coordinator, ICAPS, Graduation Stats
Kim Thompson-Special Education Teacher and Process Coordinator
Russell Mudd-Science Teacher, Basketball and Track Coach
Corissa Hayward-Fifth and Sixth Grade Teacher and Scholar Bowl, Parent
Tammy Ray-Title I Teacher, Academic Testing, Reading Plans, and Parent
Kevin Rentel-English Teacher, Student Council Advisor, Career Ladder Coordinator, Spelling Bee Coordinator, and Department Head
David Zimmerman-Board Member, Parent, Community Member
Robin Saylor-CSIP Committee Chair, Board Member, Parent
Kevin Root- PTO President, Parent
Cindy Rumans-Parent
Justin Hein-School Board President and City Mayor
Addison Ray-High School Student
Daisie Huth-High School Student
Susan Gravitt-School Nurse, Wellness Chair
Jeannie Tuttle-Cook, Safety & Wellness Coordinator and Community Member

School Improvement Plan Leaders- Board of Education/Superintendent

District Core Values:

Student learning needs are the priority of our school district. Through equity and inclusion, our district enhances the educational opportunities for our diverse community. As a school district and community, we commit to high expectations and continuous learning to improve student educational experiences.

Vision:

Cooper County R-IV School District reflects the heritage, values and strengths of our community. We are the heart of the community and our success is in direct correlation to this community support. The school's goal is to meet and exceed the educational expectations of our students, community, state, and nation.

Mission:

Our students will graduate from Cooper County R-IV School District well prepared and confident that they can take their place in society by holding onto their small-town values as they strive to achieve their big-time dreams.

Collective Commitments:

The following actions will be taken to accomplish the vision and mission of the Cooper County R-IV School District:

- Our decisions will be focused on the best interests of students.
- Staff members will act with integrity, while respecting, understanding, and appreciating diversity.
- We will provide opportunities for students to grow as leaders.
- Through professional collaboration, we will implement innovative instructional strategies and assess their effectiveness with continuous evaluation.
- We will collaborate, communicate, and engage with our stakeholders.
- We will prepare students to be college and career ready (PK-12) through rigorous coursework and relevant learning experiences that foster critical thinking.

IDENTIFIED ROLES AND RESPONSIBILITES

STUDENTS will:

1. Acquire optimal skills at each grade level which will provide choices and permit them to function successfully in a democratic society.
2. Aspire to reach their goals through self-motivation.
3. Generate mutual respect among peers, parents, faculty, staff, and administration thereby creating a positive atmosphere for learning.

PARENTS will:

1. Ensure an atmosphere of positive motivation.
2. As primary educators, model responsible study habits.
3. Demonstrate fair-minded advocacy for education.
4. Respond positively to student-faculty issues.

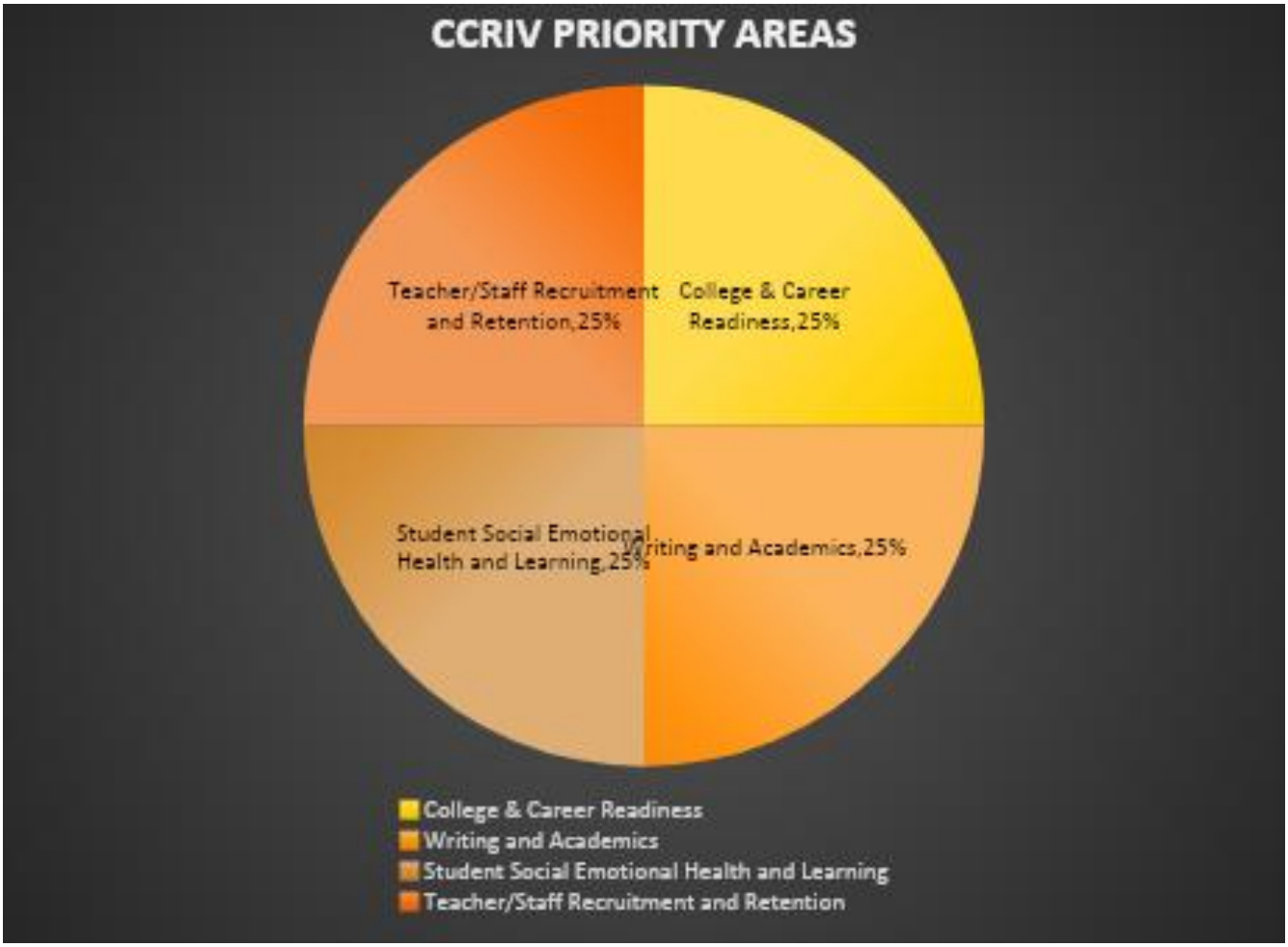
FACULTY will:

1. Model appropriate classroom preparation and behavior by demonstrating evidence of current professionalism.
2. Teach respect for self, others, our school, our community, our country, and its environment.
3. Respond equitable to the needs and aspirations of individuals.
4. Provide instructional opportunities for individual learning styles.

COMMUNITY will:

1. Recognize that the school is a nucleus for understanding.
2. Provide financial support.
3. Interact in the support of school and community activities.
4. Recognize that the partnership of students, parents, faculty, and the community is critical in the educational process.

The 2022-2023 CSIP committee collectively identified the following priority areas as illustrated by the graphic below.



CSIP Purpose

In the MSIP 6 Comprehensive Guide (page 55, 2022), the Missouri Department of Elementary and Secondary Education explains the importance of a district's CSIP by stating, "The LEA improvement plan (CSIP) is each LEA's strategy, understanding of strengths and opportunities, and planning development that is relevant to their LEA and their students." The Cooper County R-IV School District believes the Continuous School Improvement Plan (CSIP) is a critical component of the on-going efforts to improve our school district.

MSIP 6 requires:

- (L3-B) The local board of education ensures that the CSIP focuses on the academic preparation and well-being of each student.

- (L3-C) The CSIP contains:

-
    - Clear standards of mission and vision
    - Limited number of focused goals and objectives
    - Evidence-based action steps and strategies
    - Timelines for implementation and monitoring
    - Persons responsible for implementation and monitoring
    - Funding sources
    - Any other information needed to implement the plan

- (L3-D) The local board regularly monitors the implementation and outcomes of the CSIP and reviews progress towards those goals monthly. All local board decisions are consistent with CSIP.
-
- (L3-E) The CSIP guides the development and implementation of other plans. Evidence indicates that CSIP processes and progress are reflected in all plans that govern the LEA (L3-E)

CSIP Planning Process

The Continuous School Improvement Plan (CSIP) is a five-year strategic plan which identifies both short and long-range improvements related to student achievement and describes the evidence-based actions that will be implemented. The CSIP represents the actual commitment by the district to make improvements.

Continuous school improvement planning is a requirement for evaluation as part of MSIP 6 and impacts district accreditation. The Cooper County R-IV School District engaged in the CSIP planning process throughout the 2022-23 school year to rewrite a CSIP that will drive the district towards improvement in student achievement and serve as guide for overall school improvement over the next five years.

In August, 2022, district administration formed a CSIP planning committee which included administrators, teachers, board members, students, parents, and community members. This committee worked with many stakeholders throughout the 2022-23 school year to analyze the district needs, identify strengths and weaknesses, and draft a new CSIP. In accomplishing this task, the following activities were facilitated by district staff:

- Student Climate and Culture Survey
- Staff Climate and Culture Survey
- Faculty Climate and Culture Survey
- Parent Climate and Culture Survey
- Two Stakeholder Meetings
- District-wide needs assessment/reflective activity
- Review of historic demographic and achievement data
- Attend Regional CSIP Planning Meetings with our area supervisor
- Quarterly CSIP Planning Updates to the Board of Education

Analysis of the following factors were utilized in the creation of this CSIP.

Internal Factors	External Factors
APR	Curriculum alignment with DCI and MTSS initiatives
MAP, EOC, ACT, ASVAB, ACCUPLACER, ,	Curriculum and course alignment with ACT indicators
DIBELS, DIAL 4, ASQ, ASQ-SE, PSL Screening Tool, KEA, iReady Diagnostics Tools	Enrollment Trends
Attendance	Inconsistencies/revisions in state testing
Disciplinary incidents	Climate and Culture, Staff PD
Demographic trends	Changing technology and AI
Course grades	Supply chain and teacher shortages
College and Career Readiness	Follow- up records, CTE and Vocational
Available technology and infrastructure	Connectivity Grant and One-to-One Initiative; Rotation Schedule
Staff certifications and assignments	Teacher Recruitment and Retention
Title Programs Parent Survey	Schoolwide Plan, Parents Right to Know, and Shared Survey Results

Parent-Teacher Conference attendance records	FALL AND SPRING increase attendance for high school parents in the Fall and schoolwide spring parent attendance
Homeworks! PAT and Outreach	Increase family touches through various initiatives to support families, student growth, and attendance
SIS access	MOSIS and Core Data
Facilities assessment	Greenbelt Certified Engineer Inspection and present facility needs to BOE
PDC and PLC needs assessment	SEL and SEM Coordinator, Spring 2026
Teacher evaluations & Administrator evaluations	Missouri Educator Evaluation System- Growth Guide, Evidence, Improvement Plans and Standards Based Instruction

Strengths and Growth Opportunities

Area	Strengths	Opportunities for Improvement
Attendance	**The elementary attendance has increased from 93.8% for 22-23 school year to 95.3% for 23-24 school year and yet again to 95.7% for the 24-25 school year.**	**Despite remaining open throughout the majority of the COVID pandemic, we saw an overall decline in attendance.** **Attendance continues to be a struggle–the high school has a 93.9% for the 23-24 school year and 93.6% for the 24-25 school year.**
ACT		**Within .7 point of state average on the ACT.**
iReady		
MAP/EOC	**The 3rd Grade ELA was 54% proficient compared to 23% for the state average with 69% scoring proficient or advanced.** **The 7th grade Comm. Arts was 4% above the state in either proficient or advanced.** **Government EOC 50% of students were proficient or advanced.**	**Decrease 3rd-8th grades overall scores in both Comm. Arts and Mathematics.** **In Biology, Comm. Arts, and Algebra EOC scores are below the state average.** **There's an increasing percentage of students scoring Basic and Below Basic on the Math and ELA MAP tests.** **There's an increasing percentage of students scoring Basic on the EOCS (or the percentage of Proficient or Advanced students is gradually decreasing.**
Grades	**Ninety-six percent of our students in grades 9-12 passed all semester courses for the Spring 2022.** **Ninety-nine percent of our students in grades 9-12 passed all semester courses for the Fall 2024.**	**18% of middle school and 23% of high school students overall are attending required study hall sessions for low academic performance, negatively affecting their GPA and extracurricular participation.**

Graduation Rate	**The graduation rate continues to remain consistent at 99% rate over the past 5 years.** **Our graduation rate has been 97% or greater since 2014-2015.** **We had a 100% graduation rate for the 23-24 and the 24-25 school year.**	**We anticipate a 100% graduation rate this year. Due to our small population, if even one student does not graduate, it will reduce our percentage below the state expectation.**
Behavior	**District leadership and staff continue to receive professional development on character education and bullying, and consistently implement training with students.**	**There is an increase of disciplinary referrals at the elementary level and the middle school leave, with a handful of repeat offenders.**
Technology	**Diversity of available technologies - provides opportunities to learn in multiple platforms** **Initiation of rotation for major technology purchases to ensure continuity of technology upgrades** **Fiber connectivity between buildings.** **Wifi capable locations throughout the district to support students in times of distance learning**	**Student one-to-one devices are showing neglect and wear and tear.** **Chromebooks are going to be purchased new in for third and ninth graders.** **New infrastructure, servers, access points and fiber are all needed.** **Google Fiber would help spotty connectivity and prevent critical interruptions to the learning environment.**
Communication	**There is strong communication with school and knowledge of how their child is performing via use of Common Goal TeacherEase and Apptegy systems.** **Community support is strong as shown in parent and student climate and culture surveys.**	**The website is in a state of continuous growth due to multiple advisors and coordinators. The district has also changed providers (from School Insights to Apptegy) and the new coordinator is in training.**

Parent Involvement	**Supportive PTO in elementary is starting back up.** **Strong support from Bunceton Booster Club and Bunceton Community Betterment, and Alumni.**	**Low parent attendance at middle school and high school Parent-Teacher conferences**
Facilities	**Have a long-range facilities improvement plan with short term objectives.**	**District improvement plans prioritized due to shortages of funds available.**

CSIP Goals/Objectives and Action Steps

Focus Area: College and Career Readiness

Goal: By the 2026-2027 school year, 70% of students in each grade level will produce a proficient (3) writing piece as measured by district generated rubric.
Objective: The Cooper County R-IV School District will establish a learning environment that will ensure at least 95% of students are Success Ready Students, by knowing their career path and its requirements, prior to graduation 2027.

Develop district wide curriculum in ELA aligned to the Missouri Priority Standards to include teaching & assessing to proficiency of standards.

Evidence-based Strategy: Teachers will continue to participate in collaborative teams for professional development, curriculum writing and revision, data-based decision making, and implementation of effective teaching and learning practices specific Success Ready Students.				
Evidence-based Action Steps	**Start Date**	**Person Responsible**	**Funding**	**Complete Date**
Plan annual professional development calendar	**Annually each Spring beginning 2024**	**Administration Team** **Professional Development Committee**	**Local** **Professional Development**	**Board approved annually in June beginning 2023**
MO Connections training and implementation	**Fall 2024**	**Administration team** **Individual teachers** **Heart of MO RPDC**	**Free service from MO RPDC**	**Summer 2024**

Retain a RootEd Adviser to work with juniors and seniors on post-secondary placement and plans	**August 2024**	**Administration** **RootEd Advisor** **Teachers**	**Local** **RootEd Grant**	**Summer 2027**

Continue to utilize Pre-Employment Transition Services (Pre-ETS)	**August 2024**	**Administration** **Special Education Teachers** **Teachers** **College and Education Human Development at MU**	**Free resource from University of Missouri College & Education Human Development**	**Summer 2027**
FAFSA Frenzy **Junior/Senior Planning Night**	**Fall 2024**	**Administrations** **School Counselor** **RootEd Adviser**	**Local**	**Fall 2027 (Held annually each in the fall)**
BUILD Your Future Event	**Fall 2024**	**Administration** **School Counselor** **RootEd Adviser** **Special Education Teacher** **Moberly Area Technical Center**	**Local** **State**	**Fall 2027 (Attend annually each in the fall)**

Career Readiness Curriculum Implementation **REALL Poverty & EverFi real life simulations**	**Fall 2024**	**Administration** **School Counselor** **Technology Coordinator** **Teachers**	**Local** **State** **Free service from EverFi** **Free service from Central MO Community Action**	**Spring 2024**
Research and implement courses, pathways, and opportunities that contribute to life ready success	**Fall 2022**	**Administration team** **Teachers** **Counselors**	**Local** **State**	**Spring 2027**
Host a Career Fair	**Spring 2024**	**Administration** **RootEd Adviser** **School Counselor** **Teachers**	**Local** **State** **RootEd Grant**	**Spring 2027 (Held annually each in the spring)**
Rural Youth Apprenticeship	**Fall 2025**	**Administration** **RootEd Adviser** **School Counselor** **Community**	**Local** **State**	**Spring 2027**

Focus Area: Student Academic and Technology Learning

Goal: By the 2026-2027 school year, 70% of students in each grade level will produce a proficient (3) writing piece as measured by district generated rubric.
Objective: The Cooper County R-IV School District will establish a learning environment that will ensure at least 95% of students are Success Ready Students, by knowing their career path and its requirements, prior to graduation 2027.

Develop district wide curriculum in ELA aligned to the Missouri Priority Standards to include teaching & assessing to proficiency of standards.

Evidence-based Strategy: Teachers will continue to participate in collaborative teams for professional development, curriculum writing and revision, data-based decision making, and implementation of effective teaching and learning practices specific Success Ready Students.

Evidence-based Action Steps	Start Date	Person Responsible	Funding	Complete Date
Teachers will submit two student writing pieces per year for collaboration and calibration within the writing leadership team.	**Annually each Spring beginning 2024**	**Administration Team** **Professional Development Committee**	**Local** **Professional Development**	**Board approved annually in June beginning 2024**
Create a writing leadership team comprised of teachers across all grade levels.	**Fall 2024**	**Administration team** **Individual teachers** **Heart of MO RPDC**	**Free service from MO RPDC, DCI & MTSS Initiative**	**Summer 2026**
Teachers will submit two student writing pieces per year for collaboration and calibration within the writing leadership team.	**August 2024**	**Administration** **RootEd Advisor** **Teachers**	**Local**	**Summer 2027**

	August 2024	**Administration** **Special Education Teachers** **Teachers** **College and Education Human Development at MU**	**Free resource from University of Missouri College & Education Human Development**	**Summer 2027**
	Fall 2024	**Administrations** **School Counselor** **RootEd Adviser**	**Local**	**Fall 2027 (Held annually each in the fall)**
	Fall 2024	**Administration** **School Counselor** **RootEd Adviser** **Special Education Teacher** **Moberly Area Technical Center**	**Local** **State**	**Fall 2027 (Attend annually each in the fall)**

Focus Area: Student Academic and Technology Learning

Goal: By 2026-2027 school year, the CCR-IV School District will increase the number of students who score at or above the state average for proficient or advanced on ELA MAP/EOC assessments by 3%.
Objective: Develop district wide curriculum in ELA aligned to the Missouri Priority Standards to include teaching & assessing to proficiency of standards.

Develop district wide curriculum in ELA aligned to the Missouri Priority Standards to include teaching & assessing to proficiency of standards.

Evidence-based Strategy: Teachers will continue to participate in collaborative teams for professional development, curriculum writing and revision, data-based decision making, and implementation of effective teaching and learning practices specific Success Ready Students.

Evidence-based Action Steps	Start Date	Person Responsible	Funding	Complete Date
Analyze iReady, MAP and EOC ELA data annually and adjust instruction according to data results.	**Annually each Spring beginning 2024**	**Administration Team** **Professional Development Committee**	**Local** **Professional Development**	**Board approved annually in June beginning 2024**
Teachers will administer growth monitoring assessments monthly within iReady in grades K-6. Data Teams will meet to review RTI groups based on quarterly results.	**Fall 2024**	**Administration team** **Individual teachers** **Heart of MO RPDC**	**Free service from MO RPDC, DCI & MTSS Initiative**	**Summer 2026**

Continuation of literacy coaching with DCI Consultants for Alignment of Priority Standards for all Bunceton ELA Teachers	**August 2024**	**Administration** **RootEd Advisor** **Teachers**	**Local**	**Summer 2027**

Focus Area: SMH & SEL-Attendance, Climate and Culture

Goal: ***By the 2026-2027 school year, students will increase overall K-12 attendance to 95.5%***				
Objective: Organize an attendance committee comprised of teachers and administrators to establish safety nets for students with at-risk attendance.				
Evidence-based Strategy: District-wide trauma informed training and professional development to support mental health needs, use of community resources available, build positive relationships with students and community, having the tools needed to triage students in crisis				
Evidence-based Action Steps	**Start Date**	**Person Responsible**	**Funding**	**Complete Date**
Provide regular professional development on mental health, suicide prevention and awareness, mental fatigue and self-care.	**Fall 2022**	**Administration team** **School Counselor** **Burrell Behavioral Health** **Local LPC** **Teachers**	**Professional Development** **Local** **State** **Federal**	**Annually each Fall through 2027**
Implement character education instruction through the school guidance program. **Add character education for middle school students.**	**Fall 2022** **Spring 2025**	**Administration team** **Teachers** **Counselors** **PDC**	**Local** **State** **Federal**	**Spring 2027** **Spring 2027**

Bullying prevention and education assembly	**Fall 2022**	**Administration** **School Counselor** **Teachers**	**Local**	**Annually in the Fall through 2027**
Conduct annual Signs of Suicide Training and Columbia Suicidality Scale.	**Fall 2022**	**Administration** **School Counselor** **Burrell** **Local LPC**	**Local** **State**	**Annually through 2027**
Refer at-risk students for outside treatment and counseling	**August 2022**	**Administration** **School Counselor** **Burrell** **Local LPC** **Teachers** **TherapyLog**	**Local** **State** **Federal** **TherapyLog (service provided through MSBA's Center for Educational Safety)**	**2027**
CyberCrimes Assembly	**Fall 2025**	**Administration** **School Counselor** **Boone County Cyber Crimes Task Force**	**Professional Development** **Boone County Task Force**	**Annually in fall through 2027**

PureFreedom-relationship, sexual abuse, and sexual risk avoidance	**Spring 2025**	**Administration** **School Counselor**	**Local** **State**	**Annually in spring through 2027**
Parent ProTech Online Support	**Fall 2025**	**Administration** **School Counselor** **MUSIC Insurance**	**MUSIC Insurance**	**Summer 2027**

Goal: The Cooper County R-IV School District will develop and enhance quality educational/instructional programs to ensure ongoing improvement in student Social, Emotional, and Behavioral Learning.				
Objective: The Cooper County R-IV School District will implement by 2027.				
Evidence-based Strategy: Teachers will continue to participate in collaborative teams for professional development, curriculum writing and revision, data-based decision making, and implementation of effective teaching and learning practices.				
Evidence-based Action Steps	**Start Date**	**Person Responsible**	**Funding**	**Complete Date**

Establish a first meeting to set long and short-term goals and review previous assessment data.	**Fall 2022**	**Administration** **Teachers** **School Counselor**		**Winter 2022**
		Testing Coordinator		
Restructure middle and high school advisory schedule and purpose	**Spring 2023**	**Administration** **School Counselor** **Teachers**	**Local**	**August 2023**
Revise and rewrite curriculum	**Fall 2022**	**Administration** **Teachers** **Professional Development Committee**	**Local** **State** **Professional Development**	**Spring 2027 (one subject per year)**
Utilize A+ students for tutoring and teacher assistants.	**Fall 2023**	**Teachers** **School Counselor**	**Local** **State**	**Annually through 2027**
Participate in professional development opportunities which focus on effective teaching and learning practices.	**Fall 2023**	**Administration** **Teachers** **Professional Development Committee**	**Local** **Professional Development**	**Summer 2027**

Train teachers in LETRS & ASPIRE instruction	**Fall 2023**	**Administration** **Teachers** **Professional Development Committee** **RPDC**	**Local** **State** **Federal**	**Spring 2025-Initial employees trained** **Ongoing with new hires until 2027**
Provide tutoring to middle school students	**Fall 2024**	**Administration** **Teacher**	**Local**	**Annually until 2027**
for at no cost to the District				
Incorporate Title Math in the elementary.	**Fall 2023**	**Administration** **Teachers**	**State** **Federal**	**May 2027**
Analyze MAP & EOC data to drive instruction	**Winter 2025**	**Administration** **Teachers** **RPDC**	**Local** **Professional Development**	**Summer 2027**
Establish Lunch Check-ins for extra support on learning objectives	**Spring 2025**	**Administration** **Teachers**	**Local**	**Summer 2027**

Focus Area: Facility and Transportation

Goal: The Cooper County R-IV School District will provide and maintain appropriate, modern, and safe facilities and transportation.				
Objective: The Cooper County R-IV School District will continue to complete facility improvements to make sure the facilities provide a clean and safe environment that is conducive to learning by completing 75% of a prioritized list for facilities improvement by 2027.				
Evidence-based Strategy: Continual evaluation of facilities and progress towards planned projects				
Evidence-based Action Steps	**Start Date**	**Person Responsible**	**Funding**	**Complete Date**
Establish first meeting to set long and short-term goals, review previous assessment facilities data	**Spring 2023**	**Head of maintenance** **Superintendent**		**Summer 2023**
		Board of Education		
Prioritize improvements/ upgrades	**Summer 2023**	**Head of maintenance** **Superintendent** **Board of Education**		**Fall 2023**

Report meeting results to CSIP committee	**Spring 2023**	**Head of maintenance** **Superintendent** **Board of Education**		**Spring 2023**
The Board of Education will establish and implement both short and long-term facility improvement plans.	**Summer 2023**	**Superintendent** **Board of** **Education**		**Summer 2027**