King City R-I School District



Comprehensive School Improvement Plan
2022-2027

MISSION STATEMENT

The King City R-I School District challenges everyone involved in the educational process to utilize their strengths to find success and grow individually while holding the ideals of education in the highest regard, thereby becoming positive contributors to both community and society.

BATTLE CRY

"COMMITTED TO EXCELLENCE"

VISION STATEMENT

We believe that the most promising strategy for achieving the mission at the King City R-I School District is to develop our capacity to function as a Professional Learning Community. We believe that building relationships with our students is vital to their success. We envision a school in which all stakeholders will work collaboratively to achieve a common purpose and clear goals:

- Utilizing a variety of instructional strategies to promote the academic success of all students.
- Systematically monitoring and evaluating each student's progress through varied assessments and providing interventions to ensure student success.
- Demonstrating personal commitment to the academic success and general well-being of all.
- Aligning and teaching all curriculums in accordance with Missouri State Learning Standards.
- Uniting parents and staff to share resources, strategies, and information to help students succeed.
- Developing and participating in professional development to enhance the skills of all staff.

VALUES AND BELIEFS

- Learning looks different for each student
- Focus on individual student needs
- Systematic Approach
- A student support system needs to be in place
- Encourage all areas of education—Post Secondary, Career and Technical, Work Force Ready
- We believe relationships with students are vital to their success.
- Equal opportunities for success needs to be provided for all students.
- Education is a privilege
- Social development is a vital component of a quality education
- Education is the building block for the future
- All students should be treated fairly and with respect
- The school should have an inviting educational climate
- A growth mindset is crucial.
- We need to create good citizens
- Good and open lines of communication are important
- School should be fun and inviting
- Students should have opportunities to be involved

Monitoring Processes

In an effort to ensure the CSIP is an active document, Goals will be monitored on a rotating basis during monthly Board of Education meetings. The district will continue to update and make changes to existing District Plans, as well as create additional plans to ensure a strong focus on district priorities.

- Professional Development Plan – October 2022
- Annual Budget-
  - Initial Budget – June (annually)
  - Final Budget – October (annually)
- Technology Plan – January 2023
- Assessment Plan – October 2022
- Building Level Plans – February 2023
- Federal Programs Plan – July 2023 (completed annually)
- Early Learning Plan – March 2023

To ensure all stakeholders continue to have an ongoing voice in the CSIP, the CSIP Committee will meet again at the end of each school year to re-evaluate.

Mission/Vision/Belief

The process of writing the 2022-2027 Comprehensive School Improvement Plan (CSIP) began with examining the group thoughts on Beliefs, Mission, and Vision for the King City R-1 School District. Once the CSIP committee came to a consensus on beliefs, the group looked at how current beliefs compared to previous beliefs. What came out of this meeting was that "relationships" and "growth mindset" needed to be added. The CSIP Committee agreed that students performed well at King City R-1 because there was a connection between students and staff because of the relationships that are developed here. Additionally, a growth mindset was viewed as essential because there has been a paradigm shift in thought that student academic growth needs to focus on August to May growth as opposed to April Spring Assessment "snapshot" growth.

The importance of relationships was therefore added to the district Vision Statement, while growth was added to the district Mission Statement.

Goals and Action Steps Development

As the CSIP Committee began looking at Goals and Action Steps to form SMART Goals, the Committee broke down into smaller sub groups to examine:

- Alignment of Standards, Curriculum, and Assessments
- Collaborative Climate and Culture
- Data-Based Decision Making
- Effective Teaching and Learning
- Equity and Access
- Leadership

The CSIP Committee looked for patterns and trends in attendance, discipline, assessments, survey results, and curriculum to identify strengths and weaknesses of the school district. As the group reached consensus, four key priorities emerged:

- Highly-Qualified Teachers and Staff
- The Social and Emotional wellbeing of students and staff
- School-Community Involvement
- Student Success

The CSIP committed acknowledged that highly effective teachers are essential for the King City R-I School District to continue meeting the needs of the student body. At a time when schools are struggling to fill teaching positions, the committee believes prioritizing retaining highly effective educators must be a district priority.

The CSIP felt student success is of paramount importance, but at the same time the district needs to look at student success from a different lens. Where in the past, "Advanced and Proficient" was the ultimate goal of all students, the district failed to adequately acknowledge a growth mindset. Therefore, a priority is being placed on showing student growth from August to May as opposed to a single assessment at the end of the school year.

Social and Emotional Learning (SEL), tied in with mental health, are of extreme importance moving forward. One of the best ways to accomplish SEL is to continue working on relationships with students and providing students with a voice to be heard throughout the educational process.

Lastly, the CSIP Committee believes the ultimate success of the school will come from a joint commitment between school and home. The School will prioritize providing the community with a voice in school matters as well as provide communication and tools for families to make informed decisions about the growth and development of their child.

Priority: Highly-Qualified Teachers and Staff

Goal: By fall of 2027, 100% of the King City R-I certified staff will be considered "highly qualified" per DESE certification standards.

Purpose and Monitoring: To continue to attract and retain high quality teachers and staff who will positively impact student learning and achievement. Quarterly updates will be provided to the Board of Education regarding progress towards the action steps listed below.

Engagement: The District will continue to build a meaningful and competitive work environment that will help maintain high quality teachers and staff members.

Action Steps	Person(s) Responsible	Funding Source	Projected Completion Date	Plan Alignment
The District will recruit, retain, and support staff through a competitive compensation package. The District will increase base salary to $40,000 by 2027.	Building Administrators, Teachers,	Local State	Worked on annually in the Spring of the year, prior to setting the salary schedule.	District Budget
The District will continue to participate in Career Ladder.	Building Administrators, Teachers	Local State	Summer 2023	District Budget
The District will provide a longevity stipend to teachers who have worked within the King City R-I School District for a minimum of 10 years.	Building Administrators, Teachers, Staff, Students	Local State	Summer 2023	District Budget
The District will provide up to $514 per month for staff health insurance.	Building Administrators, Teachers, Staff, Students	Local State	Summer 2023	District Budget
The District will conduct an annual survey of all staff regarding pay, benefits, and climate of the district.	Building Administrators	Local State	Spring 2023	District Budget
The District will provide funding for staff to participate in highly effective research based professional development.	Building Administrators	Local State	Fall 2022	District Budget
The District will develop 'Grow Your Own' candidates to combat the shortage of educators facing the profession.	Building Administrators	Local State	Fall 2022	District Budget

Priority: Student Success

Goal: The percentage of students scoring proficient or advanced on state testing will increase by 2-3% annually reaching 70% of students meeting or exceeding state averages on the Missouri Assessment Program (MAP), End of Course (EOC), and ACT by 2028.

Purpose and Monitoring: Research based programs will be utilized and MAP/EOC data will be utilized to track student growth at multiple intervals throughout the year. Data will be collected, shared, and utilized by data teams to make adjustments as deemed necessary. Building principals will present student data to the Board of Education following fall, winter, and spring benchmark assessments.

Engagement: Student learning data, including MAP and EOC, will be communicated to parents following each benchmark assessment. Teachers will collaborate with parents during fall and spring conferences, as well as other times deemed necessary throughout the year, regarding their child's assessment data.

Action Steps	Person(s) Responsible	Funding Source	Projected Completion Date	Plan Alignment
PreK-12 will administer benchmarks aligned to Missouri Learning Standards beginning, middle, and end of year. Results of the data will be shared with the board at the board meeting the following month.	Building Administrators, Teachers	Local State	Annually *October *January *April	Building Plan
District data teams will meet three times a year to analyze local and state data.	Building Administrators, Teachers	Local State	Annually *October *January *April	Building Plan
Provide MAP/EOC training annually for staff and students.	Building Administrators, Teachers	Local State	Annually Each Spring	Assessment Plan
Provide annual ACT prep courses to students preparing to take the ACT assessment.	Building Administrators, Teachers	Local State	Annually	Assessment Plan
Embed staff collaboration time to discuss Virtical Instruction and Benchmark Assessments	Building Administrators, Teachers	Local State	Winter 2023 Annually in following years	Building Plan
The board of education will have MAP/EOC data presented annually at the October Board meeting.	Building Administrators, Teachers	Local State	October 2022 and annually each October	Assessment Plan
The high school transitioned to an 8 hour school day to provide students with 4 additional course opportunities during their high school career.	Building Administrators, Teachers	Local State	Fall 2024	Building Plan
A realignment of the district calendar, will allow more frequent Professional Development days for staff members to collaborate.	Building Administrators, Teachers	Local State	Fall 2025	Building Plans

Priority: Literacy

Goal: The district will reduce the number of students on Reading Success Plans by 2% annually.

Priority Standard: Literacy- The King City R-I School District will develop Reading Proficiency standards to ensure that all students have literacy skills necessary to move successfully throughout their elementary, secondary, and post graduate lives.

Engagement: The district will create a process by which teachers have the necessary tools to teach reading with fidelity and students are provided instruction, intervention, and/or enrichment to become strong independent learners.

Action Steps	Person(s) Responsible	Funding Source	Projected Completion Date	Plan Alignment
Assess all student enrolled in kindergarten through grade three at the beginning and end of each school year for their level of reading passed on state approved reading assessments.	Building Administrators, Teachers,	Local State	Spring 2024	District Budget
Assess newly enrolled students in grades one through five for their level of reading on a state reading assessment.	Building Administrators, Teachers	Local State	Fall 2023	District Budget
Develop reading success plans for student who exhibit a substantial deficiency in reading or has been identified as being at risk of dyslexia.	Building Administrators, Teachers, Staff, Students	Local State	Fall 2024	District Budget
Develop and review the district's comprehensive reading plan annually.	Building Administrators, Teachers, Staff, Students	Local State	Spring 2024	District Budget
Elementary staff members will participate in Language Essentials for Teachers of Reading and Spelling (LETRS) training.	Building Principal, Elementary Teachers	Local State	Spring 2027	District Budget

Priority: Social/Emotional Wellbeing

Goal: By spring of 2027, King City R-I School District will provide programs, support, and training designed to promote SEL for 100% of students and staff.

Purpose and Monitoring: Adequate support and resources will be equitably disseminated to all students and staff to support social and emotional wellbeing throughout the district. Biannual updates will be provided to the Board of Education by the counseling department.

Engagement: Resources provided to students and staff will be communicated to parents through building newsletters and social media. The district will continue to assist with available resources for families in need of support outside of the school environment.

Action Steps	Person(s) Responsible	Funding Source	Projected Completion Date	Plan Alignment
Community focus groups will be established within PreK-6 to help build individual student Social Emotional Learning and establish relationships outside the classroom that will give students a system of support when needed.	Elmentary Principal, Teachers,	Local State	April 2023 September and April annually in the following years.	District Wellness Plan
The District will continue to provide annual training to staff and students through Ruby Payne, DFS, Signs of Suicide, Sexual Assault Prevention, Think First, Guidance lessons, and intruder drills.	Building Administrators, Teachers, Staff, Students	Local State	Annually *August *January	Professional Development Plan
Staff members will engage with students outside the classroom through learning opportunities at sporting events, field trips, community involvement/activities, etc.	Building Administrators, Teachers, Staff, Students	Local State	October of 2022. Quarterly activities moving forward.	District Wellness Plan
Embed collaboration time for staff to discuss At-Risk students.	Building Administrators, Teachers, Staff, Students	Local State	Spring 2023	District Wellness Plan
The school nurse will work with stakeholders to update the Wellness Plan.	School Nurse	Local State	Spring 2025	District Wellness Plan
Elementary students will received weekly guidance with SEL objectives.	Elementary Counselor	Local State	Spring 2025	District Wellness Plan
SEL/Character building will continue to be promoted in 7-12 through abbreviated school calendar days.	Building Administrators, Teachers, Staff, Students	Local	Fall 2025	District Wellness Plan
SEL activities will be provided no less than three times a year outside of the normal school day.	Building Administrators, Teachers, Staff, Students	Local State	Spring 2025	District Wellness Plan
The district will seek opportunities to provide counseling services to students who need services unaffiliated with the school.	Building Administrators, Grant Providers	Grants	Fall 2025	District Wellness Plan

Priority: School-Community Involvement				
Goal: The King CIty R-I School District will increase school-community involvement to 75% collectively by 2027 as measured by parent-teacher conference attendance, survey completions, & Infinite Campus utilization.				
Purpose and Monitoring: Ongoing and thorough communication with all stakeholders is vital to the continued success of the King City R-I School District				
Engagement: The district is dedicated to maintaining an ongoing dialog with everyone involved with the education of the students of the King City R-I School District.				
Action Steps	**Person(s) Responsible**	**Funding Source**	**Projected Completion Date**	**Plan Alignment**
The district will submit surveys to families, student, and teachers two times a year, organize data collected, and reflect on patterns recognized.	Building Administrators, Teachers,	Local	Biannually 1. Fall Parent Conferences 2. During the month of March	District Plan
The Superintendent will implement a community Superintendent Advisory Committee that meets two times per year to provide and receive feedback to parents and stakeholders.	Superintendent	Local	Annually *October *January *April	District Plan
The Superintendent will implement a student and a staff Superintendent Advisory Committee that meets two times per year to provide and receive feedback to parents and stakeholders.	Superintendent	Local	Quarterly *September *December *February *April	District Plan
The District will create and distribute/promote to the public an Infinite Campus YouTube training video giving parents a better understanding of the school information system where they can monitor and be involved in their child's academic progress.	Technology Coordinator	Local	Annually Spring 2023	District Plan Technology Plan
The King City R-I School District will launch a new website to better provide communication to the community.	Technology Coordinator	Local	Spring 2025	District Plan Technology Plan