Grundy County R-V School District



Comprehensive School Improvement Plan

2022-2027

Board Approved December 14, 2022

Board Adjustments November 19, 2025

CSIP Planning Team Members

Phil Fox, Superintendent

Jennifer Dyer, Elementary Principal

Lydia Shiflett, K-12 Counselor

Maggie Roeder, Elementary Teacher

Angie McAtee, Elementary Teacher

Lindsey Rhodes, Elementary Teacher

Jerry Kiger, High School Teacher

Doug Yates, High School Teacher

Tiffany Carver, High School Parent

Leetta Fordyce, Community Member

Jenny Gann, Community Member

Bob Shipley, Retired Teacher

Carson Kasinger, High School Freshman

Tiffany Otto, MS/HS Principal

Mary Lentz, School Board Member

Shelly Searcy, District Bookkeeper

Taylor Jarman, Elementary Teacher

Haley Hanes, Elementary Teacher

Chelsie Stanley, Middle School Teacher

Amy Axtell, High School Teacher

Bailey Kasinger, Elementary School Parent

Kristi Burkeybile, High School Parent

Jeni Moore, High School Parent

Mindi Clark, Retired Librarian

Gene Schreffler, Community Member

Scott Maberry, High School Freshman

Grundy County R-V Mission

Grundy R-V is dedicated to preparing all students to be productive members of society, empowered with life-long learning skills.

Grundy County R-V Vision

The vision of Grundy County R-V is to prepare well rounded motivated leaders who are capable of reaching high standards to become independent members of society.

Grundy County R-V Beliefs

- Grundy County R-V believes in preparing students for life beyond high school.
- Grundy County R-V believes in differentiating teaching styles that ensure students are successful.
- Grundy County R-V believes in meeting students where they are and moving them forward.
- Grundy County R-V believes in producing functioning members of society with good work ethics.
- Grundy County R-V believes in creating independent thinkers and problem solvers.
- Grundy County R-V believes in creating a positive learning environment where students, staff, and parents feel safe and welcomed.
- Grundy County R-V believes in building lasting relationships among students and staff.
- Grundy County R-V believes in producing students who are motivated, responsible, and persevering.
- Grundy County R-V believes in students who have effective oral and communication skills.

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

The Grundy County R-V School District began writing the District CSIP Plan in August 2022. The planning process was facilitated by Steve Johnson and Tiffany Otto, Northwest RPDC Consultants.

A CSIP Committee was formed in September of 2022. Committee members included administrators, teachers, parents, community members, and business partners. Committee Chairs were Phil Fox, Matt Rayl, Angie McAtee, Amy Axtell, Lydia Shiflett, and Jerry Kiger.

In early October 2022 at our first large group session, each member was assigned to a small group that aligned to the 6 different strands. Each committee reviewed our values and beliefs and decided on a new mission statement. These are the six committees:

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

In late October 2022 in our second large group session we looked at the district's strengths and weaknesses. We established four smart goals to address the areas in which the District CSIP Committee would like to see growth.
Committees looked at:

- MAP/EOC Scores
- Climate and Culture Student, Staff, and Parent Surveys
- Core Data
- NEE Teacher Evaluations
- Attendance Data
- Graduation Rate
- ACT Scores
- Local Assessment Data
- Salary Comparison Data
- 4 Day School Week Data

In November 2022 the committee had its final meeting and discussed action steps for each goal to improve areas of growth. A new vision statement was also created.

The School Board approved the CSIP plan in December 2022 and will be monitored on a monthly basis. The CSIP plan guides the District Assessment Plan, Technology Plan, Professional Development Plan, School Wellness Plan, ESSER Plan, and Long Range Facility Plan. The Administration Team will create additional plans if needed to meet the needs of the district. The School Board will review all plans throughout the 2023-2024 school year to ensure alignment with the current approved CSIP. The CSIP committee will meet annually in May to monitor and or adjust the CSIP goals. The school board will use CSIP as a guide in developing the budget each year.

Internal/External Analysis

Review of the information from all the data collected showed many areas of strengths and some areas for improvement.
Strengths and areas for improvement included:

Strengths

1. Added a PreSchool to District
2. Technology
3. Curriculum aligned in Elementary
4. VoTech Opportunities
5. Small Class Sizes
6. Social Worker to District
7. 100% Graduation Rate the last 3 years
8. A high number of students entering post-secondary education

Weaknesses

1. The inconsistent curriculum between schools
2. Professional Development Opportunities
3. EOC scores
4. Staffing for non-core subjects
5. Community Involvement
6. No district assessment plan in place
7. The transition between buildings

Prioritized Needs for the LEA

1. Student learning and success
2. Retaining highly qualified teachers and staff
3. Social and emotional support for students and staff
4. School and Community Involvement

SMART GOALS

#1: The percentage of students scoring proficient or advanced on state testing will increase by 3-4% annually reaching 75% of the students meeting or exceeding state averages on the MAP, EOC, ACT tests by spring of 2027.
#2*: By the Spring of 2027, 80% of students would meet their growth goal in reading each year.*
#3: By Fall of 2027, Grundy R-V will attract or retain 95% “highly qualified” staff per DESE certification standards.
#4: By spring of 2024, Grundy County R-V School District will provide programs, support, and training designed to promote Social and Emotional Learning for 100% of students and staff.
#5: The Grundy County R-V School District will increase positive school-community involvement to 75% collectively by 2027.

Priority: Student Learning and Success				
SMART Goal #1: The percentage of students scoring proficient or advanced on state testing will increase by 3-4% annually reaching 75% of the students meeting or exceeding state averages on the MAP, EOC, ACT tests by spring of 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. Each fall EOC and MAP data will be shared with teachers to modify academic instruction for students for the upcoming year.				
Action Steps/Strategies	*Person/Team Responsible*	*Funding Source(s)*	*Projected Completion Date*	*District Plan*
Update Curriculum to align with Missouri Learning Standards	Building Administrators Teachers	Local State	Spring 2027	Assessment Plan
Continue to monitor and update the District Assessment Plan for student growth and achievement	Building Administrators Teachers	Local State	Fall 2023 *Ongoing through 2027*	Assessment Plan
Provide an ACT Prep Course for high school students	HS Principal Counselor Math Teacher	Local State	Fall 2026	Assessment Plan
Vertical Alignment of Curriculum between elementary and middle school	Building Administrators Teachers	Local State	Spring 2027	Assessment Plan
Students will be given incentives for performing well on local and state assessments as well as making the honor roll - continue in the elementary, initiate in the high school	Building Administrators Counselor	Local	Spring 2026	Assessment Plan
Students provided recognized for effort on spring state assessments	*Building Administrators* *Counselor*	*Local*	*Spring 2026*	*Assessment Plan*
Provide after school tutoring for middle and high school students who are struggling academically	Counselor Teachers	State Federal	Fall 2025	Assessment Plan

Increase student readiness, motivation, and performance on state assessments by implementing a coordinated system of supports, communication, incentives, and monitoring.	*Building Administrators Counselor School Food Service*	*Local*	*Spring 2026 and ongoing*	*Assessment Plan*

Priority: Student Learning and Success *NEW GOAL*				
SMART Goal #2: By the Spring of 2027, 80% of students would meet their growth goal in reading each year.				
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. Each fall EOC and MAP data will be shared with teachers to modify academic instruction for students for the upcoming year.				
Action Steps/Strategies	*Person/Team Responsible*	*Funding Source(s)*	*Projected Completion Date*	*District Plan*
Junior high and high school teachers will administer quarterly benchmark assessments in core subjects using IXL Diagnostic and IXL Analytics to measure student growth, identify skill gaps, and guide instructional planning, and intervention placement.	*Building Administrators Teachers*	*Local State*	*Spring 2027*	*Assessment Plan*
Elementary teachers will administer the i-Ready diagnostic 3 times per year in reading and math. Based on the i-Ready baseline score, individualized growth goals will be set for students to achieve by the end of the year..	*Building Administrators Teachers*	*Local State*	*Spring 2027*	*Assessment Plan*
A person or group will be identified in the junior high and high school to train on supporting students with reading success plans in the event the student support is required.	*HS Principal Teachers*	*Local State*	*Fall 2027*	*Assessment Plan*
Elementary students will complete reading i-Ready lessons, based on their diagnostic assessment, that address each student's specific skill gaps or areas of weakness.	*Building Administrators Teachers*	*Local State*	*Spring 2027*	*Assessment Plan*

Priority : High Qualified Teachers and Staff				
SMART Goal #3: By Fall of 2027, Grundy R-V will attract or retain 95% “highly qualified” staff per DESE certification standards.				
Purpose: To continue to attract and retain high-quality teachers and staff who positively impact student learning.				
Monitoring: The Board of Education will review monthly the action steps taken below.				
Engagement: The District will continue to build a positive working environment where teachers feel valued and appreciated.				
Action Steps/Strategies	*Person/Team Responsible*	*Funding Source(s)*	*Projected Completion Date*	*District Plan*
Continue a 4-Day school week to retain and recruit high-quality teachers	Superintendent	Local State	Spring 2027	Wellness Plan
Provide to staff members professional development opportunities that support individualized learning and are aligned to research-based best practices to increase student learning, *are tailored to small schools and the individualized needs of staff*	PD Committee Building Administrators	State PD	Spring 2027	PD Plan
Provide technology training to staff on new programs	Building Administrators	Local State	Fall 2027	Technology Plan
Continue and expand Career Ladder into the District *through a committee*	Superintendent	Local State	Spring 2027	PD Plan
Professional development provided for beginner and new teachers to the district	Building Administrators Mentors	Local State	Fall 2027	PD Plan
Evaluate the staff salary schedule to reduce compression	*Superintendent* *Building Administrators*	*Local* *State*	*Fall 2027*	

Priority : Social and Emotional Wellbeing				
SMART Goal #4: By spring of 2024, Grundy County R-V School District will provide programs, support, and training designed to promote Social and Emotional Learning for 100% of students and staff.				
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 December and May of each fiscal year.				
Engagement: Communicate with parents/community regarding completion of emergency drills; staff training; awareness programs completed with students. The district will communicate to the community through social media and school website resources available to families that may need support outside of the school environment.				
Action Steps/Strategies	*Person/Team Responsible*	*Funding Source(s)*	*Projected Completion Date*	*District Plan*
Fund a Social Worker after the ESSER money has run out	Superintendent	State Federal	Fall 2025	ESSER Plan
Provide Trauma Informed Training to all Staff	Building Administrators Counselor Social Worker	Local State Federal	Spring 2027	PD Plan
Form an At Risk Committee to recognize students who are struggling and need help	Building Administrators Counselor Social Worker	Local State	Fall 2026	PD Plan
Create a Student Crisis Plan	Building Administrators Counselor Social Worker	Local State	Spring 2026	PD Plan
Provide Awareness Assemblies to students on different topics such as Suicide Prevention, Bullying, Digital Safety and other topics that are needed	Building Administrators Counselor	Local State	Fall 2027	ESSER Plan
Develop social-emotional learning opportunities for all students through character development, bullying awareness, and social awareness	*Building Administrators* *Counselor* *Teachers*	*Local* *State*	*Fall 2027*	*Building Plans*

Priority : Positive Community Involvement			
SMART Goal #5: The Grundy County R-V School District will increase positive school-community involvement to 75% collectively by 2027.			
Purpose: To increase community involvement in the school district and to build positive relationships with parents, business partners, and community members.			
Monitoring: The school board will review the action steps taken below and conduct a climate and culture survey at the end of each school year.			
Engagement: The district is dedicated to maintaining an ongoing dialog with everyone involved with the education of the students of the Grundy County R-V School District.			
Action Steps/Strategies	*Person/Team Responsible*	*Funding Source(s)*	*Projected Completion Date*
The district will publish a monthly newsletter and share school calendar events and activities with the community *through a new website and communication platform.*	Building Administrators Secretaries Yearbook Students	Local State	Spring 2026
The district will give school organizations the opportunity and funding to complete community service projects.	Building Administrators Club Sponsors	Local State	Fall 2023
A career day will be established to bring in local community members and alumni to talk about businesses in the community, *and provide opportunities for junior high and high school students to attend job related events outside of the community.*	Counselor Teachers	Local State Federal	Spring 2026
The community will be invited to the various assemblies presented throughout the year at school.	Building Administrators Teachers	Local	Spring 2025
The district will provide special entry nights at sporting events for a reduced price or free.	Athletic Director	Local	Fall 2023
The district will create quarterly opportunities for elementary and high school students and staff to come together in order to build relationships and strengthen a community-centered school culture.	*Building Administrators Teachers*	*Local*	*Fall 2025*