North Platte R-I School District

North Platte R-I is dedicated to empowering all individuals to successfully meet tomorrow's challenges.

CSIP

Continuous School Improvement Plan

2023-2028

North Platte R-I School District 083-001 Grades Preschool-12th Grade

CSIP Planning Team Members

BOE President Kerry Brooke Hyde, Superintendent Karl Matt, Principal Derek Colburn, Principal Kellie Goodlet, Principal Ryan Davis, Special Services Director Kelly Downing High School Teacher Tammy French, Junior High School Teacher Cheryl Rose, Elementary Teacher Mary Sherk, Intermediate School Teacher Amber Bilton, Technology Coordinator Mark Heckman, Parent Ashley Schmidt, Parent Heather Stockbauer, Parent Amber Coons, Parent Kari Schuster Parent Ashley Meyers, Student Courtney Dehn, Student Grace Guyer, Student Jason Stone , Parent Todd Cartwright, Board Member Trace Stone, Board Member Carla Shanks , Community Member Elizabeth Buckner, Non-Profit Organization

North Platte R-I Mission

North Platte R-I is dedicated to empowering all individuals to successfully meet tomorrow's challenges.

North Platte R-I Vision

Through our commitment to excellence, we will develop lifelong learners by creating a positive, thought provoking environment for all learners.

North Platte R-I Beliefs

•1. Our district believes in providing an environment where all students and staff feel safe and supported academically, physically, emotionally, and socially.

•2. Our district believes that instruction should be high-quality, rigorous, and engaging to meet the needs of all learners.

•3. Our district believes the relationship between staff, students, parents, and the community is vital to their success.

•4. Our district will encourage all areas of education: post-secondary, career and technical, and work-force ready.

•5. Our district believes in a shared responsibility among families, staff, students, and community.

•6. Our district believes learning looks different for each student.

•7. Our district believes in the recruitment, retention, and recognition of high-quality teachers and staff.

•8. Our district believes ensuring overall student growth and development is vital for a high-functioning society.

•9. Our district believes all students are capable of learning.

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 May 2023. The group engaged in two large group meetings over the course of the month. At the first meeting, the administration led the group through a presentation of district data, including staff, parent, and student surveys, state assessment results, APR scores, graduation rates, attendance, staff pay comparisons, student attendance, and other relevant data to gain a big picture of statistics related to the district. Following this analysis, the large group was divided into four smaller groups to discuss possible district belief statements and any alterations that may be appropriate to the existing district mission and vision statements. Each group then presented their thoughts on all areas to the group. Following the meeting the group voted on the belief statements that they believed most fit the district philosophy. A needs assessment was also sent to the committee and the entire district staff to be completed before the next committee meeting.

The second session consisted of an analysis of the results of the needs assessment and the development of goals. Once goal areas were identified, the group spent time in small groups discussing methods to achieve the desired goals. The methods were then discussed with the group as a whole. Following the meeting, the administrative team finalized district goals and completed the CSIP rough draft. The rough draft was sent to the committee for their review leading up to the submission of the document.

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
- DESE Report Card
    - Enrollment Data
    - Attendance Data
    - Graduation Data
    - Salary Comparison Data
    - Teacher Data

    ASBR

- District Financial Data

▪ Culture/Climate Survey Data for staff, students, and parents (locally developed but containing required questions)

The Board of Education will regularly monitor the implementation and outcomes of the CSIP. In addition to the monthly 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 February board meeting. Goal 3 will be reported on during the September and April board meetings. Goal 4 will be reported on during the October and March board meetings.
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. (example: when a student graduates, the opening will be replaced by another student).

The CSIP guides the development and implementation of other plans. Program Evaluation Plan, ESEA Consolidated Plan, Professional Development Plan, Assessment Plan, Technology Plan, Grow Your Own Plan, Teacher Retention Plan, ESSER III Plan, and Safety Plan. These plans will be reviewed throughout the 2023-2024 school year to ensure alignment with the current approved CSIP. The Guidance and Technology plans are currently being developed.

The North Platte Board of Education and Superintendent 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 that while the district performs lower than the state (% proficient or advanced) in a few areas, the district as a whole scores above state averages. Student achievement on state assessments can be improved the most in mathematics. Local assessments reveal that students have been making progress in both ELA and mathematics and we are hopeful to see even better results from the 2022-2023 school year.

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

Stakeholder group meetings revealed the following concerns:

- We do not currently have a gifted program. However, plans are in place to begin identifying gifted students in 2023-2024 and to begin the actual program in 2024-2025.
- We need a more structured RTI program throughout the district, but most specifically in the high school setting..
- Vertical teams need time to work together to identify curriculum gaps and learning losses that occurred during the pandemic.
- It is difficult to hire & retain a highly qualified staff. It is getting increasingly hard to fill certified positions with qualified applicants.
- We need to address the concept of giving students more of a voice in our schools. That was addressed on several survey questions and shows that some parents and students believe they should have multiple avenues to provide input in their education.
- Our elementary school building is most in need of overall upgrades, including a tornado safe room, a new gymnasium, new windows, and new HVAC units. Our high school/junior high campus needs roof replacement on two areas of the campus, which is roughly 15% of the overall roofing of the building.
- While we believe we are offering a good selection of opportunities for career and work-force readiness, it is still an area to continue to address.
- We need to continue to motivate our students to achieve at high levels. Higher-order thinking skills development is an area of concern.
- We continue to look for more opportunities and avenues to communicate with parents and the community as a whole.

Our counseling department is overworked and needs either an additional counselor or social worker to assist in the case load.

A climate/culture survey was given to students, staff and parents. The 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 survey indicated an overall fairly high level of satisfaction with the majority of the questions. The questions that had the least agreement were relating to student voices being heard, all students being treated fairly, children being treated with respect by their peers, adequate communication with parents, and student overall pride in their work and school. These areas were not overly low, but were the lowest scoring indicators in the survey.

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/ACT scores will be at or above the state average on an annual basis, by Spring 2027. 2) Beginning with the 2024 graduating class, the District will provide post-secondary preparation which will result in 100% of North Platte graduates being college and career ready, according to post-secondary surveys. 3) By the fall of 2027, the district will attract or retain 100% 'highly qualified' staff per DESE certification standards. 4) By the spring of 2026, 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 2028.

b. District MAP/EOC/ACT scores will be at or above the state average on an annual basis, by Spring 2028.

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
Update curriculum and pacing guides to ensure alignment to the Missouri Learning Standards.	Principal Teachers	Local State	Fall 2023	
Utilize progress monitoring, benchmark and formative assessments to drive instruction at all levels.	Teachers, Principal	Local State	Spring 2024	

Offer tutoring to all students and strongly encourage tutoring for students on the D/F list.	Teachers, Principal	State	Fall 2023	Career Ladder
Develop and implement multi-tier systematic supports at all levels, including monthly data team meetings to analyze data and determine instructional strategies. (Natl Center on RTI)	Principal Teachers Title I Teacher Counselor	Local State	Spring 2024	
Utilize research-based strategies to focus on foundational skills grades PK-8. (Marzano)	Teachers, Title I Teacher	Local State	Spring 2024	
Continue to develop vertically aligned curriculum and District Assessment Plan	Principal, Assessment Coordinator, Teachers	Local State	Spring 2024	Assessment Plan
Develop a gifted/enrichment program, including the process for identifying students who are gifted.	Principal	Local State	Fall 2024	

Priority: Student Learning and Success
SMART Goal/Objective 2: Beginning with the 2025 graduating class, the District will provide post-secondary preparation which will result in 100% of North Platte graduates being college and career ready, according to post-secondary surveys.
Purpose: To ensure the district is providing equitable access to career and college exploration to support student decision making processes for future planning.

Monitoring: Student ICAP information will be monitored. Percentage of completed ICAP's and results of post-secondary surveys will be reported to the Board of Education during the regular monthly meeting in February of each fiscal year.				
Engagement: The district will facilitate students sharing ICAP information with his/her parents. The district will invite parents, community members and alumni to share career experiences with students.				
Action Steps/Strategies	**Person(s) Responsible**	**Funding Source(s)**	**Projected Completion Date**	**Plan Alignment**
Maintain graduate follow-up survey six (6) months post graduation.	Counselor, RootEd Grant Advisor	State Post-Secondary Grant	Fall 2023	Guidance Plan
Provide opportunities for secondary testing preparation based on student needs per individual student ICAP plans (ASVAB, PSAT, ACT, etc.)	Principal, Counselor,	Local State	Spring 2024	Assessment Plan
Ensure all students know attending vo-tech is an option for Juniors and Seniors and school to work is available for seniors.	Counselor,	Local	Fall 2023	
Provide pre-graduation counseling and post-secondary planning.	Counselor,	State	Fall 2023	Guidance Plan
Provide opportunities for students to visit work places, colleges, tech schools, and career fairs. Arrange guest speakers to come into the school.	Counselor,	Local State	Spring 2024	

Explore more course offerings in career readiness experiences for students.	Principal, Counselor,	Local State	Spring 2027	Guidance Plan

Priority: Retaining high quality teachers and staff				
SMART Goal/Objective 3: 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**
Conduct exit survey/interview for departing district staff.	Superintendent	Local State	Fall 2023	
Provide to staff members professional development opportunities that support individualized learning and are aligned to research based best practices (Marzano, Hattie, Rutherford, etc) to increase student learning capacity.	PD Committee, Principals	State PD 1%	Fall 2023	PD Plan

Enhance orientation program for teachers who are new to the district.	PD Committee, Principals	Local State Career Ladder	Fall 2023	PD Plan, Mentoring Plan
Work to continue to boost salary schedules to be competitive with area districts when the budget allows.	Superintendent, Principals	Local, State, Career Ladder	Fall 2023	Teacher Retention Grant
Develop/maintain a strong relationship with area college and university teacher preparation programs.	Superintendent, Principal	Local State	Fall 2023	
Improve the Teacher Mentoring Program to include observations of veteran teachers and monthly support meetings.	PD Committee, Principals	Local State Career Ladder	Spring 2024	PD Plan, Mentoring Plan
Review/evaluate job descriptions on an annual basis in order to clarify job responsibilities.	Superintendent	Local State	Spring 2024	Job Descriptions

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

SMART Goal/Objective 4:
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 (D.A.R.E., Signs of Suicide, etc.) completed with students. The district will communicate to the community by posting on the website resources available to families that my need support outside of the school environment.

Action Steps/Strategies	Person(s) Responsible	Funding Source(s)	Projected Completion Date	Plan Alignment
Educate students/families on digital safety each school year.	Principal Technology Director	Local State	Fall 2023	
Provide training for staff on how to identify students who need additional social and/or emotional services.	Principal Counselor PD Committee	Local State	Fall 2023	PD Plan
Provide staff training on trauma informed care and provide strategies to be a first responder.	Principal Counselor PD Committee	Local State PD 1%	Fall 2023	PD Plan
Create a safety committee to meet annually and make amendments to safety procedures.	Principal Superintendent Safety Coordinator	Local State	Fall 2023	Safety Plan
Provide school counseling services to support the career, academic, and social/emotional development of 100% of students. Add an additional staff member in this area.	Principal Counselors	Local State	Fall 2023	Safety Plan

The North Platte Literacy Plan revisions were adopted in the summer of 2023. A copy of the plan can be found below.

https://cdnsm5-ss10.sharpschool.com/UserFiles/Servers/Server_20825374/File/North%20Platte%20Literacy%20Plan.pdf