Prepared by the North Andrew R-VI CSIP Planning Committee:

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North Andrew R-VI Board of Education:

President: Madison Smith

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North Andrew R-VI Vision:

Every student will achieve excellence, demonstrate strong character, and graduate prepared to succeed in the future.

North Andrew R-VI Mission:

Empower every student to reach their full potential through a personalized, engaging, and supportive learning environment that fosters academic excellence, democratic citizenship, and lifelong learning.

Executive Summary:

The North Andrew R-VI School District is committed to continuous improvement and academic excellence for all students. This Comprehensive School Improvement Plan (CSIP) for the 2026–2027 school year was developed collaboratively by representatives from the Board of Education, administration, faculty, students and the community. The North Andrew CSIP reflects a unified districtwide approach designed to strengthen instructional outcomes, support and develop staff, and ensure every student is prepared for future success.

District Overview:

The district benefits from a strong culture of collaboration, high community engagement, and a learning environment that prioritizes student safety and well-being.

North Andrew serves approximately 295 students across the elementary, middle, and high school levels. Despite statewide funding challenges and staffing pressures, the district demonstrates strong outcomes in several key areas:

- Graduation Rate: 100%
- College & Career Readiness: 100%, with graduates pursuing four-year colleges (40%), two-year colleges (17.1%), or entering the workforce (42.9%)
- MSIP 6 Annual Performance Rating (APR): 92%, exceeding required performance expectations
- ACT Composite Average: 19.9
- Free/Reduced Lunch: 20.4%
- IEP (Special Education): 7.77%
- Average Daily Attendance
    - Elementary: 97.5%
    - Middle School: 93.3%
    - High School: 81%

Academic Performance Snapshot (MAP)

Achievement data show solid elementary performance with identified growth opportunities at the secondary level:

- **ELA Proficiency**
  - Elementary: 78.1%
  - Middle School: 41.8%
  - High School: 50%
- **Math Proficiency**
  - Elementary: 78%
  - Middle School: 64.8%
  - High School: 46.6%
- **Science Proficiency**
  - Elementary: **84.2%**
  - Middle School: **30.9%**
  - High School: **33.3%**

CSIP Planning Process:

School improvement is a continuous process of evaluating progress, achieving goals, and identifying new opportunities for growth. Each year, goals are reviewed and updated as needed. A CSIP Planning Committee, consisting of board members, staff, community representatives, and students, is responsible for identifying district priorities and developing measurable objectives, strategies, action steps, timelines, and accountability measures.

The CSIP Planning Committee meets each April and September to review and update the plan. The revised CSIP is presented to the Board for annual approval in October. The Board then monitors progress and evaluates implementation through quarterly reviews in January, April, and July.

CSIP Monitoring and Accountability:

Progress toward CSIP goals will be monitored through academic data analysis, staff and stakeholder feedback, and regular reporting to the Board of Education. The CSIP will remain a living document and adjusted as needed to ensure continuous improvement.

The North Andrew R-VI CSIP serves as a clear, focused roadmap leveraging district strengths, addressing shared challenges, and aligning efforts to support student success at every level.

This timeline outlines the major milestones for each month of the 2026–2027 academic year. It ensures accountability and clarity when core strategies and actions are executed across the district.

Timeline	Key Actions
August 2026	· Members receive the current plan and begin looking over. Administration starts updating data to reflect new information.
September 2026	· Bi-annual CSIP planning committee meeting to review and make any updates needed to CSIP
October 2026	· Board approval of CSIP · Assess baseline data · Hold parent-teacher conferences · Monitor attendance & interventions
November 2026	· Review staff retention goals · Review of MAP Testing Results
December 2026	· CSIP Planning Committee quarterly CSIP progress check
January 2027	· Mid-year academic data review · Update intervention plans · Board Review of CSIP Plan (approve if any changes made)
February 2027	· Review MSIP progress · Review Staff Climate Survey for Goal #1
March 2027	· CSIP Planning Committee quarterly CSIP progress check
April 2027	· Survey stakeholders for feedback · Prep for MAP testing · Bi-annual CSIP planning committee meeting to review and make any updates needed to CSIP · Board Review of CSIP Plan (approve if any changes made)
May 2027	· End-of-year data review · Celebrate student/staff success
June 2027	· Update Data & begin planning August Meeting
July 2027	· Board Review of CSIP Plan (approve if any changes made)

District-Wide Strengths & Areas of Opportunity:

Academic & Student Support	**Student Enrichment & Activities**	**Student Wellness & Safety**	**Technology & Operations**	**Community & Partnerships**
STRENGTHS				
Tier II Interventions	Cardinal Cup	School Resource Officer	Online Registration	Communication with Parents
Career Ladder/Tutoring	School Incentives	Emergency Medications	Smart Boards in Classrooms	Community Support & Engagement
Multiple Counselors	Accelerated Reading Program	CPR-Trained Staff	Full-Time Maintenance Staff	PTO/Booster Club

Curriculum Revision Schedule		Positive Learning Environment	Nice Facilities	Relationship with Local Colleges
Professional Development Plans			Multiple Gym Spaces	School Website
Star Reading Program			Food Service Program	Teachers Working Collaboratively
Additional Online Support				Bus Transportation (First Student)
Small Class Sizes				Clothes Closet
AREAS OF OPPORTUNITY				
Retain and attract quality staff members: Salary limitations			Campus Upgrades	Lack of Businesses in community
State Funding			Transitions from Building to Building	
Substitute Teacher/Substitute Bus Drivers				

Elementary Strengths & Areas of Opportunity:

Academic & Student Support	Student Enrichment & Activities	Student Wellness & Safety	Technology & Operations	Community & Partnerships
STRENGTHS				
Balanced Literacy Program	Reading Buddies	After-School Daycare	Document Cameras in All Classrooms	Parents as Teachers Program
Wonders Reading Program (K-5)	Marathon Kids	Rubberized Playground Area		Meet the Teacher Events
Strong MAP Scores				Rolling Hills Bookmobile
Title Math/ Interventionist	Spelling Bee			High Parent-Teacher Conference Participation
	$5^{th}/6^{th}$ Scholar Bowl			
	Children's Literature Festival			
	All School Play			
	Character Education Program			
	Math Nights			
AREAS OF OPPORTUNITY				

Add Preschool				

Middle School Strengths & Areas of Opportunity:

Academic & Student Support	Student Enrichment & Activities	Student Wellness & Safety	Technology & Operations	Community & Partnerships
STRENGTHS				
Grade Watch	Scholar Bowl	Drug/Suicide Prevention	1:1 Computers	
ACES Support	Art Club	Student Recognition	Technology Upgrades	
Title Math/ Interventionist	Spelling Bee	Mentor/Mentee Program	Lumen Parent Portal	
	Children's Literature Festival	AED Stations/Trained Staff	Voice Notification System	
	All School Play		Online Learning Opportunities	
	History Day			
	Lettuce Dream			
	Exploratory Classes			
	Extracurricular Activities			
AREAS OF OPPORTUNITY				
Improved MAP/EOC Scores				Improve Attendance at Parent Teacher Conferences
Lack of At-Risk Program				Communication between Teachers and Parents

High School Strengths & Areas of Opportunity:

Academic & Student Support	Student Enrichment & Activities	Student Wellness & Safety	Technology & Operations	Community & Partnerships
STRENGTHS				
A+ Program	Scholar Bowl	Drug/Suicide Prevention	1:1 Computers	Hillyard Tech Partnership
Dual Credit Opportunities	Art Club	Student Recognition	Technology Upgrades	College Fair

Weighted Classes	All School Play	Mentor/Mentee Program	Lumen Parent Portal	Scholarship Resources
4-Year Plans/Post-Secondary Focus	Government Day	AED Stations/Trained Staff	Voice Notification System	
	Lettuce Dream	Concussion Testing	Online Learning Opportunities	
	Exploratory Classes			
	Extracurricular Activities			
AREAS OF OPPORTUNITY				
Improved MAP/EOC Scores				Improve Attendance at Parent Teacher Conferences
Lack of At-Risk Program				Communication between Teachers and Parents

North Andrew R-VI | 2026-27 CSIP District Goals:

1. Retain & Recruit Talent

By the end of the academic year, North Andrew will strengthen retention, recruitment, professional development, and MSIP-aligned systems by hiring certified, innovative educators and retaining at least 90% of current teaching staff through competitive compensation, mentorship programs, and access to high-quality resources that promote instructional quality and organizational stability.

R = Responsible, A = Accountable, C = Consulted, I = Informed

Retain & Recruit Talent | Evidence of Completion Tracker							
Action/Strategy	**Board of Edu.**	**Super.**	**Principals**	**Teachers& Staff**	**PD Com**	**Salary Com**	**Timeline + Milestone**
Maintain competitive compensation and benefits	A	A/R	C	I	C	R	March, Board Approval
Benchmark salaries and benefits annually	I	R	C	I	C	R	March, Board Approval & Salary Comparison Report
Strengthen retention of experienced educators	I	A	R	I	C	C	Ongoing

Implement mentorship and onboarding programs	I	A	R	C	C	I	Ongoing
Align professional development with district priorities	I	A	C	C	R	I	
Support educator growth and leadership opportunities	I	A	R	C	R	I	Nov & May TAB Mtgs, PD Plans & Certificates
Ensure access to instructional resources and technology	C	A	R	I	C	I	Aug-May, Budget request list
Monitor recruitment and retention metrics	I	R	C	I	I	C	Ongoing
Review annual progress toward 90% retention goal	A	R	C	I	I	I	May
Baseline	**85%**						
Annual Target	**90%**						
Actual Result	**92%**						
Funding Source	**Fund 1 & Fund 2**						
Status	**Met**						

2. Academic Achievement (K–12)

By the end of the 2026-2027 school year, North Andrew will improve overall student academic achievement through a vertically aligned curriculum, data-driven instruction, and tiered interventions across all grade levels, with a targeted focus on middle and high school students. Success will be measured by student proficiency outcomes in reading and mathematics.

Sub-Goal 2.1: Reading Proficiency

By May 2027, 90% of North Andrew students will read grade-level material with at least 90% accuracy at the instructional level, as measured by assessments and supported through targeted interventions.

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Academic Achievement | Reading Proficiency | Evidence of Completion Tracker					
Action/Strategy	**Board of Education**	**Super.**	**Principals**	**Teachers/ Staff**	**Timeline + Milestone**

Strengthen early literacy foundations through early childhood, kindergarten, and elementary reading support programs	A	A/R	R	C	Aug-May,
Implement targeted intervention systems to identify and support struggling readers.	I	A	R	R	Aug-May, Intervention data
Monitor student progress through regular assessment and data analysis to inform instructional decisions.	I	A	R	R	
Establish student growth goals and use data to drive continuous improvement in reading achievement.	I	A	R	R	
Ensure consistent use of high-quality instructional materials and evidence-based literacy practices.	I	A	R	R	
Provide differentiated reading instruction to meet the needs of all learners.	I	A	R	R	
Build educator capacity through ongoing professional learning and collaboration focused on literacy instruction.	I	A	R	C	Ongoing, Agenda, sign-in sheets
Promote literacy engagement through family partnerships, library resources, and school-wide reading opportunities.	I	A	R	R	Ongoing, District comms channels
Review Reading Proficiency Progress and CSIP Outcomes	A	R	C	I	

Baseline	**80%**
Annual Target	**90%**
Actual Result	**79%**
Funding Source	**Fund 1**
Status	**NOT MET**

Sub-Goal 2.2: Mathematics Proficiency

By May 2027, 75% of North Andrew students will demonstrate grade-level proficiency in mathematics, as measured by district and classroom assessments, supported through data-driven instruction and targeted interventions.

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Academic Achievement | Mathematics Proficiency | Evidence of Completion Tracker					
Action/Strategy	**Board of Education**	**Super.**	**Principals**	**Teachers/ Staff**	**Timeline + Milestone**
Use assessment data to guide mathematics instruction and support.	I	A	R	R	Aug, Dec & May, Reporting, PLC meetings minutes
Monitor student progress toward math proficiency goals.	I	A	R	R	Ongoing, Curriculum review documents, committee meeting minutes, revised pacing guides
Provide targeted interventions for struggling learners.	I	A	R	R	Ongoing, Intervention data and plans
Develop individualized support plans for at-risk students.	I	A	R	R	Ongoing, Lesson plans, walkthrough data, obser. notes
Deliver differentiated, research-based mathematics instruction.	I	A	R	R	Ongoing, Lesson plans, walkthrough data, obser. notes
Utilize technology and instructional resources to enhance learning.	I	A	R	R	Ongoing, classroom observations, tech usage reports, lesson plans
Strengthen instructional practices through professional learning and collaboration.	I	A	R	R	Ongoing, PD agendas, sign-in sheets, teacher implementation
Engage families in supporting student achievement and growth.	I	A	R	R	Oct & Mar, Parent Teacher Conferences, Progress reports
Review curriculum alignment, student outcomes, and CSIP progress.	A	R	C	I	Ongoing, Annual data report, CSIP review documentation, school improvement meeting minutes
Baseline	**63.13%**				
Annual Target	**75%**				
Actual Result	**70.33%**				
Funding Source	**Fund 1**				
Status	**Not Met**				

3. Financial Stability & Facilities

North Andrew R-VI will maintain a fiscally responsible district reserve balance while strategically investing in facility improvements that address safety, instructional needs, deferred maintenance, and long-term sustainability.

R = Responsible, A = Accountable, C = Consulted, I = Informed

Financial Stability & Facilities							
Action/Strategy	**Board of Education**	**Super.**	**Principals**	**Teachers/ Staff**	**Facilities Com**	**Facilities Safety Inspection Group**	**Timeline + Milestone**
Monitor District Reserve Balances	**I**	**A/R**	**I**	**I**	**C**	**C**	**Quarterly**
Review and update District Facility Improvement List	**I**	**R**	**A**	**I**	**C**	**C**	**Annually**
Prioritize facility projects based on safety, instructional needs, deferred maintenance and long term sustainability.	**A**	**R**	**C**	**I**	**C**	**C**	**Annually**
Monitor status of completed facility projects	**I**	**A/R**	**C**	**I**	**R**	**C**	**Ongoing as completed**
Review facility project costs and budget compliance.	**I**	**A/R**	**I**	**I**	**C**	**I**	**Ongoing as needed**
Conduct regular facility safety inspections and identify needed improvements	**I**	**A**	**C**	**I**	**C**	**R**	**Yearly MUSIC Safety Inspection, Routine walkthroughs**

Report progress on financial stability and facility improvements to board and CSIP.	**A**	**R**	**C**	**I**	**C**	**C**	**Ongoing Quarterly**

Baseline	**52.73%**
Annual Target	**40%**
Actual Result	**61.03%**
Funding Source	Fund 1 & Fund 4
Status	**Met**