



North Andrew R-VI School District

Comprehensive School Improvement Plan

2025-2026

Prepared by the North Andrew CSIP Committee

Board of Education:

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2025-26 Strategic Planning Document & Improvement Plan

North Andrew R-VI Strategic Planning Committee

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Community – Deb Wehr, Chanler Williams, Cindy Wilson, Donna Roush

Strategic Planning/School Improvement Preface

The contents of this Strategic Plan represent the ideas and opinions of community and school representatives. The focus is on achieving established objectives. Objectives are developed for the purpose of achieving the district mission. The intent is to provide students with ever-improving opportunities to gain basic knowledge, experiences, and skills required for lifelong learning as well as become contributing and responsible members of society.

Description of Planning Process

The school improvement process is ongoing. As goals are accomplished, new ones are identified and developed. There is no end to school improvement. Each year, new goals are established. A committee representing board members, staff, parents, community members, and students was selected by the Superintendent to serve on a Planning Committee. This committee worked to identify District goals and beliefs. They then developed measurable objectives, strategies, action steps, and assigned responsibilities with start and end dates. The committee made recommendations for the revised CSIP to the Board of Education for adoption.

The CSIP committee meets each fall to review and update the plan. The CSIP plan then goes to the Board for approval during the September board meeting. The Board continues to review and evaluate the plan quarterly throughout the school year.

Mission Statement

"To 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."

District Strengths

Elementary Strengths

Small class sizes	Grade Watch
Balanced Literacy Program	Lumen Parent Portal
Document Cameras in all classrooms	Voice Notification System
Nice Facilities	1 to 1 computers
Rubberized Playground Area	All School Play
Communication with parents	Clothes Closet
Teachers working collaboratively	Bus Transportation - First Student
Smart Boards in all classrooms	AED Stations/trained staff
Strong MAP Scores	Scholar Bowl
High Participation at Parent Teacher Conferences	School Resource Officer
High Attendance	Children's Literature Festival
Parents as Teachers	Community Support
Positive Learning Environment	Title Math/Interventionist
PD Plans	Online Registration
Character Education Program	Emergency Medications
Multiple Gym Space	Relationship with local colleges
Multiple Counselors	Career Ladder/Tutoring
Full time Maintenance	Spelling Bee
Tier II Interventions	Rolling Hills Bookmobile
Accelerated Reading Program	Cardinal Cup
Curriculum Revision Schedule	Reading Buddies
CPR Training	Big Smiles
Wonders Reading Program K-5	Nutrition Program
Food Service Program	Marathon Kids
Star Reading Program	Meet the Teacher
School Incentives	Mindful Art Club
After School Daycare	Math Nights
Community Newsletter	PTO/Booster Club
School Website	Life Vac
Additional online supports	

Middle School Strengths

Small class sizes	Scholar Bowl
Nice Facilities	School Resource Officer
Communication with parents	Children's Literature Festival
Teachers working collaboratively	Community Support
Smart Boards in all classrooms	Title Math/Interventionist
High Attendance	Online Registration
Positive Learning Environment	Emergency Medications
PD Plans	Relationship with local colleges

Multiple Gym Space	Career Ladder/Tutoring
Multiple Counselors	Spelling Bee
Full time Maintenance	Cardinal Cup
Tier II Interventions	Big Smiles
Accelerated Reading Program	Marathon Kids
Curriculum Revision Schedule	Mindful Art Club
CPR Training	PTO/Booster Club
Food Service Program	Life Vac
Star Reading Program	Offering of exploratory classes
School Incentives	Extra Curricular Activities
Community Newsletter	Lockers
School Website	ACES Support
Additional online supports	Technology Upgrades
Grade Watch	Drug/Suicide Prevention
Lumen Parent Portal	4 Year Plans/Post Secondary Focus
Voice Notification System	Student Recognition
1 to 1 computers	History/Govt Day
All School Play	Lettuce Dream
Clothes Closet	Mentor/Mentees
Bus Transportation - First Student	Online Learning Opportunities
AED Stations/trained staff	

High School Strengths

Small class sizes	School Resource Officer
Nice Facilities	Children's Literature Festival
Communication with parents	Community Support
Teachers working collaboratively	Online Registration
Smart Boards in all classrooms	Emergency Medications
Positive Learning Environment	Relationship with local colleges
PD Plans	Career Ladder/Tutoring
Multiple Gym Space	A+ Program and support
Multiple Counselors	Cardinal Cup
Full time Maintenance	Big Smiles
Tier II Interventions	PTO/Booster Club
Accelerated Reading Program	Offering of exploratory classes
Curriculum Revision Schedule	Extra Curricular Activities
CPR Training	Lockers
Food Service Program	ACES Support
Star Reading Program	Concussion Testing
School Incentives	Technology Upgrades
Community Newsletter	Drug/Suicide Prevention
School Website	4 Year Plans/Post Secondary Focus
Additional online supports	Student Recognition
Grade Watch	History/Govt Day

Lumen Parent Portal	Lettuce Dream
Voice Notification System	Weighted Classes
1 to 1 computers	Dual Credit
All School Play	Hillyards
Clothes Closet	Mentor/Mentees
Bus Transportation - First Student	Online Learning Opportunities
AED Stations/trained staff	College Fair
Scholar Bowl	

District Concerns

Elementary Concerns

Retain and attract quality staff members: Salary limitations	Transitions from Building to Building
State Funding	Substitute Teacher/Sub Bus Drivers
No Preschool	Lack of Businesses in community
Campus Upgrades	

Middle School Concerns

Retain and attract quality staff members: Salary limitations	Transitions from Building to Building
State Funding	Improve Attendance at Parent Teacher Conferences
Campus Upgrades	Substitute Teacher/Sub Bus Drivers
Increase student MAP/EOC Scores	Lack of Businesses in community
Lack of At Risk Program	

High School Concerns

Retain and attract quality staff members: Salary limitations	Transitions from Building to Building
State Funding	Substitute Teacher/Sub Bus Drivers
Campus Upgrades	Lack of Businesses in community
Increase student MAP/EOC Scores	Communication between Teachers and Parents
Lack of At Risk Program	

SMART Goals

1. **Recruitment & Retention**

By the end of the academic year, North Andrew will hire certified, innovative educators and retain 90% of the current teaching staff by enhancing recruitment strategies, offering professional development opportunities, and supporting educators through mentorship programs.

2. **Reading Proficiency**

By the end of the academic year, 90% of North Andrew students will read grade-level material with 90% accuracy at the instructional level, as measured by quarterly reading assessments and supported by targeted interventions.

3. **MSIP 6 Performance**

By the end of the annual review period, North Andrew will achieve a score of at least 85% on the MSIP Review by implementing targeted strategies in academic achievement, student attendance, and other performance indicators, with quarterly progress reviews to ensure continuous improvement.

4. **Math Proficiency**

By the end of the academic year, 75% of North Andrew students will demonstrate grade-level math proficiency as measured by benchmark and state assessments, supported by differentiated instruction, interventions, and instructional resources.

Strategy Area: Recruitment and Retention of Teachers

- • Provide a competitive salary and benefit package
- • Improve the salary schedule for veteran teachers
- • Enhance teaching through professional development
- • Provide effective resources, especially technology

Strategy Area: Reading Improvement

- • Provide reading interventions
- • Use assessment tools to measure reading progress
- • Implement instructional materials and techniques
- • Encourage positive reading experiences

Strategy Area: MSIP 6 Readiness

- • Teacher/Faculty Readiness
- • Student Readiness
- • Parental Involvement
- • Incentive Recognition Program
- • Assessment and Monitoring of Curriculum

Action Step Plans

Recruitment and Retention of Teachers – Objective 1

Strategy 1: Provide a competitive salary and benefit package

- • Conduct a review of beginning salaries in similar-sized NW Missouri schools.
- • Meet and confer with the salary/welfare committee on salary/benefits for the upcoming year.
- • Establish a competitive base salary with other schools in NW Missouri.
- • Present a mutually acceptable proposal to the Board of Education for adoption.

Strategy 2: Improve the salary schedule for veteran teachers

- • Review salary schedules from comparable NW Missouri schools with focus on veteran teacher pay.
- • Meet and confer with the faculty salary/welfare committee on revisions.
- • Present revised salary schedule to the Board of Education.

Strategy 3: Enhance teaching through professional development

- • Each teacher will set annual professional development goals.
- • PDC committee will align goals with staff needs and interests.
- • Teachers will apply for enhancement grants to support professional growth.

Strategy 4: Provide effective resources, especially technology

- • Teachers will submit annual resource and material requests.
- • Administration will review and discuss resource needs with teachers.
- • Board will review proposed resource budget for adoption.

Reading Improvement – Objective 2

Strategy 1: Provide reading interventions

- • Continue to offer full-day kindergarten.
- • Maintain Title I reading services for K-5 students.
- • Support Parents as Teachers for children from birth up to age 5.

Strategy 2: Use assessment tools to measure reading progress

- • Utilize quarterly STARR and grade level tests at the elementary level.
- • Administer annual standardized achievement tests (MAP and Terra Nova).
- • Incorporate informal written and oral comprehension assessments (performance tasks).

Strategy 3: Implement instructional materials and techniques

- • Ensure access to quality, grade-level literature for all classrooms.
- • Provide instruction on multiple reading strategies.
- • Use varied instructional methods (performance tasks and multiple intelligence).
- • Communicate reading achievement with families through newsletters and test scores.

Strategy 4: Encourage positive reading experiences

- • Provide professional development for reading instruction.
- • Organize story time in the library to promote a love of reading.
- • Encourage teacher collaboration on projects using library resources.

MSIP 6 Readiness – Objective 3

Strategy 1: Teacher/Faculty Readiness

- • Ensure continuous professional development with personalized learning opportunities.
- • Promote research-based teaching practices for all faculty members.
- • Provide ongoing support, feedback, and reflective practices for teachers.
- • Foster leadership development opportunities.

Strategy 2: Student Readiness

- • Prepare students for state testing through structured test preparation.
- • Monitor academic growth consistently throughout the year.
- • Ensure students maintain consistent attendance for better academic outcomes.
- • Prepare students for future careers with academic and career readiness programs.

Strategy 3: Parental Involvement

- • Improve communication with parents on student progress and school activities.
- • Create meaningful partnerships to enhance student academic and social development.
- • Encourage active participation in school events and decision-making processes.

Strategy 4: Incentive Recognition Program

- • Develop incentive programs to celebrate student achievements.
- • Motivate students with rewards for academic and personal growth.
- • Encourage a growth mindset through recognition programs.

Strategy 5: Assessment and Monitoring of Curriculum

- • Conduct ongoing formative and summative assessments.
- • Use data-driven analysis to evaluate curriculum effectiveness.
- • Align curriculum to state and national standards.
- • Involve stakeholders in the curriculum review process for continuous improvement.

Reading Improvement – Objective 2

Strategy 1: Provide Reading Intervention Opportunities

- • Continue to provide full-day kindergarten programs.
- • Maintain and expand Title I Reading services for grades K-5.
- • Sustain Parents As Teachers programs for children from birth to 5 years old.

Strategy 2: Provide Assessment Tools

- • Utilize STARR and grade-level tests quarterly at the elementary level.
- • Administer annual standardized achievement tests (MAP and Terra Nova) across all grade levels.
- • Incorporate informal written and oral comprehension assessments (performance tasks and coursework).

Strategy 3: Enhance Reading Instruction

- • Ensure all classrooms have access to quality and varied grade-level literature.
- • Provide professional development on multiple reading strategies and instructional methods.
- • Encourage varied instructional practices including performance tasks and multiple intelligences approaches.
- • Facilitate regular home/school communication to support reading achievement (e.g., sharing test scores, newsletters).
- • Offer professional development workshops (e.g., LTRS training) focused on effective reading instruction.
- • Allocate Title I, II, and V funds for necessary materials and equipment.
- • Organize story time sessions in the library to promote a love of reading.
- • Promote teacher collaboration using library resources for project development.

MSIP 6 Readiness – Objective 3

Strategy 1: Teacher/Faculty Readiness

- • Implement targeted professional development programs to enhance teaching effectiveness.
- • Offer personalized learning opportunities and evidence-based practices.
- • Provide ongoing support, feedback, and leadership development opportunities.
- • Encourage reflective practices among educators.

Strategy 2: Student Readiness

- • Develop comprehensive test preparation programs for state assessments.
- • Promote academic growth through targeted interventions.
- • Encourage consistent attendance and monitor progress closely.
- • Integrate career readiness activities and guidance.

Strategy 3: Parental Involvement

- • Strengthen partnerships with parents through effective communication channels.
- • Engage parents actively to support student academic and socio-emotional development.
- • Facilitate collaborative involvement between parents and school staff.
- • Promote an improved school climate through enhanced parental engagement.

Strategy 4: Incentive Recognition Program

- Implement programs to celebrate student achievements both academic and extracurricular.
- Motivate students through incentive-based recognition.
- Foster a growth mindset by recognizing continuous improvement.
- Ensure recognition programs are inclusive and celebrate diversity.

Strategy 5: Curriculum Assessment and Monitoring

- Conduct ongoing formative and summative assessments to evaluate curriculum effectiveness.
- Utilize data-driven analysis to inform instructional improvements.
- Align curriculum with state standards and student needs.
- Engage stakeholders (teachers, parents, community) in the evaluation process.
- Support continuous professional development based on assessment outcomes.

The following charts highlight key metrics supporting district goals.

SMART Goal Matrix

Goal Area	Specific	Measurable	Achievable	Relevant	Time-Bound
Recruitment & Retention	Hire certified, innovative educators and retain 90% of current staff	Retention rate and new hires tracked annually	Through enhanced recruitment, mentorship, and PD	Supports teacher quality and student success	By the end of the academic year
Reading Proficiency	90% of students will read at instructional level with 90% accuracy	Quarterly reading assessments	Targeted reading interventions and support	Addresses core literacy development	By the end of the academic year
MSIP 6 Performance	Achieve 85% on MSIP Review	MSIP scoring and quarterly progress reviews	Through academic, attendance, and readiness strategies	Aligns with state accountability requirements	By the end of the annual review period
Math Proficiency	75% of students will demonstrate grade-level math proficiency	Benchmark and state math assessments	Through interventions, differentiated instruction, and tools	Essential for college and career readiness	By the end of the academic year

North Andrew R-VI School District

Executive Summary – CSIP 2025–2026

The North Andrew R-VI School District is committed to continuous improvement and excellence in education.

This Comprehensive School Improvement Plan (CSIP) for 2025–2026 was developed collaboratively with input from the Board of Education, administration, faculty, students, parents, and community members.

It reflects a unified vision to empower all students to reach their full potential through strategic planning and data-driven goals.

The district's mission is to create a personalized, engaging, and supportive learning environment that fosters academic excellence, democratic citizenship, and lifelong learning. To realize this mission, the CSIP outlines four major SMART goals with specific strategies and action steps.

Key Goals Include:

1. Recruitment & Retention – Hire certified, innovative educators and retain 90% of current staff by enhancing recruitment, professional development, and mentorship efforts.
2. Reading Proficiency – Ensure 90% of students read grade-level material at the instructional level (90% accuracy) through targeted interventions, progress monitoring, and literacy support.
3. MSIP 6 Readiness – Achieve a minimum score of 85% on the MSIP Review by focusing on student achievement, attendance, assessment strategies, and stakeholder engagement.
4. Math Proficiency – Increase the percentage of students achieving grade-level math proficiency to 75% by implementing differentiated instruction, math interventions, and effective use of assessments.

This plan outlines specific strategies, timelines, and monitoring processes to ensure implementation is aligned with district values and state standards. The CSIP serves as a roadmap for measurable success and continuous growth at all grade levels.

District Data Dashboard

The following key performance indicators help guide the focus of the CSIP goals and strategies:

Metric	2024-25 Data (Data based on FY 24)
Student Enrollment	295
Free/Reduced Lunch	22%
IEP (Special Education)	8%
ELL Population	0%
Average Daily Attendance	84.9%
Graduation Rate	100%
ELA Proficiency (MAP)	78.1%-Elem 41.8%-MS 50%- HS
Math Proficiency (MAP)	78%- Elem 64.8-MS 46.6%- HS
Science Proficiency (MAP)	84.2%- Elem 30.9%- MS 33.3%- HS
4-Year College & Career Readiness	100% <ul style="list-style-type: none">• 40% 4 year college• 17.1% 2 year college• 42.9% Workforce
MSIP 6 APR	92%
ACT	19.9 Composite Avg

Implementation Timeline

This timeline outlines the major implementation milestones for each quarter of the 2025–2026 academic year. It ensures accountability and clarity on when core strategies and actions are executed across the district.

Timeline	Key Actions
August 2025	CSIP Team yearly meeting to review and make any needed updates.
September 2025	Board approval of CSIP; Host 'Meet the Teacher' Launch CSIP goals; Assess baseline data
October 2025	Hold parent-teacher conferences; Monitor attendance & interventions
November 2025	Review staff retention goals;
December 2025	Quarterly CSIP progress check;
January 2026	Mid-year academic data review; Update intervention plans
February 2026	Review MSIP progress
March 2026	Quarterly Progress Review
April 2026	Survey stakeholders for feedback; Prep for MAP testing
May 2026	End-of-year data review; Celebrate student/staff success

Monitoring and Evaluation

To ensure the CSIP is effectively implemented and leads to continuous school improvement, the district will engage in regular monitoring and evaluation of all goals, strategies, and actions. This process allows for data-driven decision-making, early identification of challenges, and timely adjustments.

Monitoring Structure

- Quarterly CSIP Review Meetings with administration and building leadership teams.
- Mid-year and end-of-year academic data reviews (MAP, benchmark assessments, attendance, and grades).
- Board of Education quarterly updates on CSIP progress.
- Staff meetings and PLCs will discuss and document progress on school-level strategies.

Evaluation Methods

- Use of key performance indicators (KPIs) aligned to each SMART goal.
- Annual staff, student, and parent surveys to assess climate, instruction, and engagement.
- Review of retention, attendance, and intervention effectiveness by subgroup.
- Comparison of annual performance to state benchmarks and MSIP standards.

Accountability Roles

- Superintendent: Overall accountability and board reporting.
- Building Principals: Day-to-day implementation and teacher support.
- CSIP Committee: Advises, reviews data, and updates plan annually.
- Teachers: Executes instructional strategies and collects student-level data.