**Malta Bend R-V CSIP**

**CSIP Summary**

The Continuous School Improvement Plan (CSIP) is a five-year strategic plan which provides an organization for Malta Bend R-V School District to support the school in supporting the academic achievement of each student. A strategic plan for continuous improvement will allow Malta Bend R-V the structure to evaluate each of the goals of the district many times throughout each school year. The CSIP is the overarching document to connect the vision, mission, beliefs, and goals set forth by the district.

The CSIP was created with input from stakeholders including parents, students, community members, businesses, and staff who share the vision to providethe foundation for students to become functional, productive members of their community. The process of composing the CSIP was structured through a committee involving the analyzing of data and considering recommendations from all stakeholders regarding the goals, objectives, and action steps that will describe what the Malta Bend R-V District will accomplish over the next five years. The CSIP team will be informed of the progress of the CSIP throughout each school year and will meet annually to review and revise the CSIP.

The CSIP will be an active guide to allow us to monitor, change, guide decisions, and strengthen the course of learning in the Malta Bend R-V School District.

**CSIP Development Team**

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| Aaron Feagan | Superintendent |
| John Angelhow | Administrator |
| Mandy Baker-Schull | Board Member/Parent/Community Member |
| Jenna Klinge | Board Member/Business representative |
| Courtney March | Teacher/Parent |
| Kim Bishop | Teacher/Business representative |

**CSIP Timeline**

August 2022 The Board of Education approved the renewing of the CSIP

September 2022 Facilitator, process, and dates were determined

September 2022 CSIP Team was developed

October 2022 The CSIP Team met for SWOT (Strengths, Weaknesses, Opportunities, and Threats) analysis. The current CSIP and available data and resources were reviewed by the committee. The Mission and Vision were starting to be revised.

October 2022 The CSIP Team met again to recommit and revise the mission and vision. The belief statements were developed. Members identified top priorities.

October 2022 The CSIP Team met again and developed SMART goals (Specific, Measurable, Achievable, Relevant, Time-Bound) for each priority. The team then developed action steps for each SMART goal.

October 2022 Central Office met to review and reflect on the information from the CSIP Team.

November 2022 The CSIP plan was constructed.

December 2022 The renewed CSIP plan was presented to the Board of Education and Approved.

The **Mission** of the Malta Bend R-V School District is,

**We will motivate and encourage our students to strive for their maximum potential in a positive learning environment.**

The **Vision** of the Malta Bend R-V School District is

**We will provide the foundation for students to become functional, productive members of their community**.

Malta Bend R-V School District **believes:**

1. **Every student can learn.**
2. **Relevant learning opportunities help students make real-life connections.**
3. **Every student deserves to feel safe and have a sense of belonging.**
4. **In providing whatever it takes for each student to be successful.**
5. **In the importance of attracting, retaining, and growing excellent teachers.**
6. **Malta Bend R-V will thrive for future generations.**

**Top Priorities**

Effective Teaching and Learning

Student Ownership

Academic Relevance

Collaborative Climate and Culture

Family Engagement

Attract and Retain Teachers

**Smart Goals and Action Steps**

1. **Effective Teaching and Learning**

**Student Ownership**

Student and teacher survey results for “student ownership” will increase by 2-3% in strongly agree, agree on an annual basis.

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| Action Step Number | Action Step | Person Responsible | Start Date | Check-in Dates | Resources/  Funding Source |
| 1 | Student leadership roles will be created and carried out by the students. | Mr. Feagan | 8/21/23 | biweekly | Title IV |
| 2 | Students will create learning goals and document them. They will have conversations about their goals in groups weekly | Mrs. March | 8/21/23 | monthly | General Funds |
| 3 | Career night with time for students to practice their interview skills. | Mrs. Guest | 8/21/23 | bimonthly | General Funds |
| 4 | Teach the Seven habits of Highly success people. | Mrs. Guest | 8/21/23 | monthly | General Funds |
| 5 | Begin offering DARE education | Mr. Angelhow | 8/21/23 | monthly | General Funds |
| 6 | Invite Central Bank in to do their Reality Check Program with students each year. | Mrs. Gorrell | 8/21/23 | monthly until complete | General Funds |

**Academic Relevance**

Student growth performance on MAP/EOC state assessments will increase by 2-3% annually.

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| Action Step Number | Action Step | Person Responsible | Start Date | Check-in Dates | Resources/  Funding Source |
| 1 | Have a MAP and EOC family night to prepare families and students for the testing expectations. | Classroom  Teachers | 2/1/23 | bimonthly | General Funds |
| 2 | Hold motivational assemblies. | Mr. Feagan | 8/21/23 | bimonthly | Professional Development |
| 3 | Writing curriculum that is aligned to the Missouri Learning Standards with a focus on the power standards. | Mr. Feagan | 8/21/23 | monthly | Professional Development  Federal ESSA |
| 4 | Educate our parents and students on the curriculum and standards, so they become a focused part of daily learning. | Mr. Feagan | 8/21/23 | monthly | ESSER III |

Student growth performance on local assessments will increase by 2-3% annually.

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| Action Step Number | Action Step | Person Responsible | Start Date | Check-in Dates | Resources/  Funding Source |
| 1 | Implement effective Data Teams so Data Based Decision making drives learning. | Mr. Feagan | 8/21/23 | biweekly | General Funds  DCI |
| 2 | Implement Common Formative assessments and use their data to drive our daily Response to Intervention Time. | Mr. Feagan | 8/21/23 | weekly | General Funds  DCI |

Student attendance will be no lower than 90% quarterly.

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| Action Step Number | Action Step | Person Responsible | Start Date | Check-in Dates | Resources/  Funding Source |
| 1 | Increase and emphasize School Spirit activities | Mrs. Bishop | 8/21/23 | monthly | General Funds |
| 2 | Improve Clubs and extra-curricular opportunities to reach more students | Mr. Feagan | 8/21/23 | monthly | General Funds  DCI |
| 3 | Amend the attendance policy | Mr. Feagan | 7/1/23 | monthly | General Funds |

1. **Collaborative Climate and Culture**

**Family Engagement**

Parent and teacher survey results for “family engagement” will increase by 2-3% in strongly agree, agree on an annual basis.

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| Action Step Number | Action Step | Person Responsible | Start Date | Check-in Dates | Resources/  Funding Source |
| 1 | Feed our community for no reason with open gym and family games available. | Mr. Angelhow | 8/21/23 | bimonthly | General Funds |
| 2 | Monthly family night | Mr. Feagan | 8/21/23 | biweekly | General Funds  ESSA |
| 3 | Start having a Grandparents Day celebration during school hrs. | Mrs. Guest | 8/21/23 | monthly | General Funds |
| 4 | Muffins with mom, Cookies with dad activities during the school day. | Mrs. March | 8/21/23 | semester | General Funds |
| 5 | 7ty grade orientation | Mrs. Guest | 8/1/23 | semester | General Funds  ESSA |
| 6 | Parent FAFSA Night | Mrs. Guest | 1/1/24 | 2nd semester | General Funds |
| 7 | Kindergarten Boo-Hoo Breakfast | Mr. Angelhow | 8/1/23 | semester | General Funds |

The percentage of families participating in school events will increase by 2-3% annually.

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| Action Step Number | Action Step | Person Responsible | Start Date | Check-in Dates | Resources/  Funding Source |
| 1 | Get the word out early and then remind the community about school activates | Classroom Teachers | 8/21/23 | weekly | General Funds |
| 2 | Put information on Facebook | Mrs. March | 8/21/23 | weekly | General Funds |
| 3 | Put information on our website | Mr. Prusinski | 8/21/23 | weekly | General Funds |
| 4 | Make phone calls home to parents | All Staff | 8/21/23 | weekly | General Funds |
| 5 | Put activities on the announcements daily. | Mr. Feagan | 8/21/23 | daily | General Funds |

**Attract & Retain Teachers**

The district will retain 85% of staff it intends to rehire annually.

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| Action Step Number | Action Step | Person Responsible | Start Date | Check-in Dates | Resources/  Funding Source |
| 1 | The Administration will offer more team building activities during DCI and around the holidays. | Mr. Feagan | 8/21/23 | biweekly | General Funds |
| 2 | Fun offsite faculty activities such as an escape room, bowling and other experience that will bring the faculty together. | Mr. Feagan | 8/21/23 | biweekly | General Funds |

Salaries, wages, and benefits will rank in the top 50% of comparable area districts annually.

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| Action Step Number | Action Step | Person Responsible | Start Date | Check-in Dates | Resources/  Funding Source |
| 1 | Entertain a 4 day week with all stakeholders. | Mr. Feagan | 1/1/23 | monthly | General Funds |
| 2 | Bump our tax rate back up to 4.75 as allowed over the next couple years. | The School Board | 9/1/23 | monthly | General Funds |
| 3 | Ask the voters to raise the tax rate to 4.99 | The School Board | 1/1/25 | monthly | General Funds |