

COMPREHENSIVE SCHOOL IMPROVEMENT PLAN



RICHMOND R-XVI

2022-2026

IMPROVEMENT PLAN SUMMARY

The Continuous School Improvement Plan (CSIP) is a five-year strategic plan which provides a framework through which the Richmond R-XVI School District will support the schools in ensuring the academic success of each student. Strategic planning is a requirement for evaluation as dictated by the Missouri School Improvement Process (MSIP). The District's CSIP is a vital part of the evaluation process and is the driving document which links the vision, mission and goals set forth by the District, with the school improvement plans developed by the buildings. Although the CSIP undergoes a comprehensive review on a five-year cycle, the plan is reviewed and progress is evaluated annually. If new information, specifically student performance data, indicates mid-cycle revisions are necessary, revisions will be incorporated into the current plan. This strategic plan is founded in thoughtful input from stakeholders including parents, students, community members and dedicated education professionals who share a common mission – to assure a focused and challenging curriculum that will monitor progress and provide a comprehensive system of support to prepare all students for their next level of learning. The process was structured through a committee. The group was charged with analyzing data such as; NWEA scores, the district report card, ACT data, Humanex survey results, student surveys, stakeholder surveys, SWOT analysis of the district's needs and input from all stakeholder representatives regarding various goal areas. Measurable objectives were then drafted which describe what the District should accomplish over the next five years. The committee will continue to meet on an annual basis to update the CSIP based on updated data. The CSIP will guide the building committees in development of their annual building improvement plans and by school administration in development of the operating budget and capital improvement needs. The building improvement plans will be reviewed on a quarterly basis

during building leadership team meetings and at board meetings during the building level academic reports to the school board. On a quarterly basis the board of education will review the process of the CSIP plan in addition to the building improvement plans. Furthermore, the board will review the budget quarterly to analyze the budget needed to support the implementation of the CSIP plan. This document will be a living guide that will set a direction for changing and energizing the course of learning in the Richmond R-XVI School District.

CSIP Meeting Information

Member Name	Stakeholder Role	Committee Meeting Dates	Committee Meeting Times
Bethany Best	Middle School Parent	January 10, 2023	4:45-8:15
Melissa Holloway	Middle School Parent	January 12, 2023	4:45-8:15
Carrie Knutter	Elementary Parent	January 17, 2023	4:45-8:15
Lindy and Chris Burk	Elementary/Middle School Parent	January 24, 2023	4:45-8:15
Megan Wilson	Elementary/Middle School Parent		
Olivia Hockemeier	Elementary Parent		
Chris Peuster	Elementary Parent		
Heather Logsdon	High School Parent		
Rachel Nichols	Elementary Parent		
Lacie Bozarth	High School/Middle School Parent		
Aaron & Whitney Hicks	High School Parents		
Sara Terrill	Sunrise Principal		
Marlaine Boyd	Dear Principal		
Brandon Quick	High School Principal		
Tim Quinn	Assistant High School Principal		
Bryan Copple	Superintendent		
Cindy Quinn	Special Services Director		
Ginger Jones	Assistant Superintendent		
Tammy Kugler	Gifted Teacher/Elementary Parent		
Kerra Bowers	Elementary Teacher		
Jon Dana	School Board President		
Karmen Dooley	School Board Member		
Wes Maxwell	School Board Member		
Mallory Cole	Middle School Teacher		

RICHMOND R-XVI MISSION

The mission of the Richmond R-XVI School District is to prepare and empower each student to reach their own personal potential and thrive in an ever-changing world.

RICHMOND R-XVI VISION

The vision of the Richmond R-XVI School District is to be a premier district committed to excellence.

RICHMOND R-XVI BELIEFS

1. We believe that every student has a purpose.
2. We believe that everyone can learn to their highest potential
3. We believe in retaining, developing and recruiting high qualified staff at all levels.
4. We believe every learner deserves a safe climate and culture that fosters learning in engaging and relevant ways.
5. We believe in fostering a positive and collaborative relationship between the school and community.

Priority Area: Collaborative Culture, Positive Climate and Community Partnerships

SMART Goal #1: The Richmond R-XVI School District will achieve and maintain 75% positive responses on culture climate surveys completed by all stakeholders; parents, staff, community members, and students.

Action Steps Year One 2022-23 School Year <ul style="list-style-type: none"> • Second Semester <ul style="list-style-type: none"> ○ Focus on areas of concern from the student survey results (SEL, student safety). 	Person Responsible Building principals	Funding Source Building level budget	Start/Completion Dates February 2023 ongoing on an bi-annual basis.
Action Steps Year Two 2023-24 School Year <ul style="list-style-type: none"> • First Semester <ul style="list-style-type: none"> ○ Measure the culture and climate of the staff using the Humanex Culture survey. ○ Administer the stakeholder survey. • Second Semester <ul style="list-style-type: none"> ○ Measure the culture and climate of the staff using the Humanex Culture survey. 	Superintendent Building principals Humanex	District budget	Humanex survey administered: October 2021 October 2022 October 2023 October 2024 October 2025 Stakeholder Survey administered February 2023.
Action Steps Year Three 2024-25 School Year <ul style="list-style-type: none"> • First Semester <ul style="list-style-type: none"> ○ Increase opportunities for staff connection and celebration across the district. • Second Semester <ul style="list-style-type: none"> ○ Analyze staff and student needs on an annual basis. 	District administrative team Building principals	Building level budget	August 2024 May 2025
Action Steps Year Four 2025-26 School Year <ul style="list-style-type: none"> • First Semester <ul style="list-style-type: none"> ○ Create goals based on the annual survey results from the staff, stakeholder, and student surveys. • Second Semester 	Superintendent Building principals	NA	June 2025 May 2026

Priority Area: District Operations: Facilities, Finances, Safety, Security, Technology

SMART Goal #1: By 2025, we will reduce the number of out of school suspensions of 10 days or more by 20%.

Action Steps Year One 2022-23 School Year <ul style="list-style-type: none"> • Second Semester <ul style="list-style-type: none"> ○ Communicate behavior expectations to stakeholders in the district. 	Person Responsible Building principals	Funding Source NA	Start/Completion Dates April 2023
Action Steps Year Two 2023-24 School Year <ul style="list-style-type: none"> • First Semester <ul style="list-style-type: none"> ○ Create a behavior intervention team in each building. • Second Semester <ul style="list-style-type: none"> ○ BLT Teams will research strategies that will help teachers build relationships with their students 	Building principals Building Leadership Teams	Extra duty stipends already in the current budget.	August 2023 May 2024
Action Steps Year Three 2024-25 School Year <ul style="list-style-type: none"> • First Semester <ul style="list-style-type: none"> ○ Develop consistent student expectations between buildings. Second Semester <ul style="list-style-type: none"> ○ Teachers will develop a consistent plan for parent contact. 	Building principals Classroom teachers	NA	August 2024 May 2025
Action Steps Year Three 2025-26 School Year <ul style="list-style-type: none"> • First Semester <ul style="list-style-type: none"> ○ Establish a consistent behavior system at the elementary and secondary levels. • Second Semester <ul style="list-style-type: none"> ○ Evaluate the effectiveness of the behavior system implementation. 	District administrative team	NA	August 2025 May 2026

Priority Area: District Operations: Facilities, Finances, Safety, Security, Technology

SMART Goal #2: Become financially prepared to sustain growth in student enrollment by building the unrestricted fund balance to 25 to 30% by 2025.

Action Steps Year One 2022-23 School Year <ul style="list-style-type: none"> • Second Semester <ul style="list-style-type: none"> ○ Research ways to increase funds. 	Person Responsible Superintendent	Funding Source NA	Completion Date July 2023
Action Steps Year Two 2023-24 School Year <ul style="list-style-type: none"> • First Semester <ul style="list-style-type: none"> ○ Evaluate the budget • Second Semester <ul style="list-style-type: none"> ○ Evaluate the budget 	Superintendent	NA	June 2023 May 2024
Action Steps Year Three 2024-25 School Year <ul style="list-style-type: none"> • First Semester <ul style="list-style-type: none"> ○ Maximize grant opportunities • Second Semester <ul style="list-style-type: none"> ○ Evaluate the effectiveness of current resources 	Superintendent Building principals	NA	June 2024 July 2025
Action Steps Year Three 2025-26 School Year <ul style="list-style-type: none"> • First Semester <ul style="list-style-type: none"> ○ Evaluate the progress of a 25% fund balance. • Second Semester <ul style="list-style-type: none"> ○ Evaluate the budget. 	Superintendent	NA	June 2025 July 2026

Priority Area: Student Learning, Success & Academic Achievement

SMART Goal #1: By October 2027 the percentage of students scoring Basic, Proficient, and Advanced will increase by 10% per year as measured by ELA and Math MAP and EOC scores.

Action Steps Year One 2022-23 School Year <ul style="list-style-type: none"> • Second Semester <ul style="list-style-type: none"> ○ Test Preparation strategies ○ Practice MAP and EOC tests ○ Elementary tier 2 & 3 interventions for math and reading 	Person Responsible Classroom teachers Title 1 Teachers Math & reading interventionists	Funding Source NA	Start/Completion Dates April 2023 May 2024
Action Steps Year Two 2023-24 School Year <ul style="list-style-type: none"> • First Semester <ul style="list-style-type: none"> ○ Implement evidence based interventions and supports for students based on academic performance (NWEA, classroom assessments, Exact Path, etc.). • Second Semester <ul style="list-style-type: none"> ○ A minimum of 2 parents academic involvement opportunities per building per school year. 	Building principals Building teachers Building counselors	NA	August 2023 May 2024
Action Steps Year Three 2024-25 School Year <ul style="list-style-type: none"> • First Semester <ul style="list-style-type: none"> ○ Professional development opportunities to support staff implementation of literacy and math strategies within the classroom. • Second Semester <ul style="list-style-type: none"> ○ Professional development opportunities for staff to implement intervention strategies within the school day. 	Superintendent Building principals Professional Development Committee Building intervention teams	Professional development budget.	April 2024 May 2025
Action Steps Year Four 2025-26 School Year <ul style="list-style-type: none"> • First Semester <ul style="list-style-type: none"> ○ Data collection and analysis by classroom teachers in conjunction with building intervention teams. 	Building principals Building teachers Building level data teams	NA	August 2025 May 2026

**continuation of the district attendance
incentive program.**