

**2016-2021
COMPREHENSIVE SCHOOL
IMPROVEMENT PLAN
(CSIP)**

Tipton R-VI School District



**Approved by Board of Education
January 11, 2016**

CSIP Committee Members

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CSIP

Planning Process

The Tipton R-VI School District 2015-2020 Comprehensive School Improvement Plan (CSIP) was developed with the collaborative effort between Tipton R-VI School District administrators, faculty, students, and community members. The members of the CSIP Committee met to examine the district's existing mission statement, vision and values. The members also worked on the five-year strategic plan by conducting an internal analysis of district's strengths and weaknesses and reviewing student achievement.

The comprehensive plan represents the vision of the district's staff, parents, students, Board of Education, and community members. It includes goals from the Board of Education, Technology Plan, and A+ Partnership goals. The CSIP Committee set long-range improvement objectives, strategies, and specific actions to be considered over a five-year period. Any objective, strategy or action that requires new policy or appropriation of additional funds will be presented to the Board of Education for approval.

The Tipton R-VI School District Comprehensive School Improvement Plan will be used to guide the development of extended program improvement plans.

Mission Statement

The mission of the Tipton R-VI School District is to provide a safe and orderly environment, which enhances opportunities to acquire the knowledge, technology, and skills to secure a community of responsible life-long learners committed to making a contribution to society.

Philosophy and Vision

The philosophy of Tipton R-VI School District subscribed to by the Board of Education shall be a guide in determining the policies, rules, and regulations of the school district.

Recognizing each student as a unique individual, we believe that education should provide an opportunity for the maximum development of each individual within the limitations of his or her capacities. Through education, it is possible for the individual to discover and endeavor to achieve to the limits of his or her capacities.

The district believes that in a democratic society, education must help the student realize his or her worth as an individual and should lead him or her toward becoming a productive member of society. Strong emphasis must be placed upon values which are important for an effective and satisfying personal and social life.

The role of the teacher in the educational process is to provide opportunities for the individual to achieve at the maximum level of capacity, to create a learning situation in which individual motivation for learning is the stimulus for achievement, and to promote through teaching and example the principles of the democratic way of life.

Parents/guardians have definite responsibilities in education. They need to have a basic confidence in the school, and they need to communicate this confidence to the students. The parents/guardians may do this by cooperating to the fullest with the schools, by encouraging the student to give his or her best efforts to the daily school responsibilities, and by participating in school activities.

Students must have responsibilities in the educational program of the community. The most important of these is attitude. The student is obligated to come with an open mind, equipped with all the necessary materials, ready to fulfill the responsibilities in the learning process. The basic attitude should be that school is an institution of opportunity, staffed with personnel to help the student become a contributing member of society.

The foundation of the district's educational program is based on the development of competencies in the basic fundamentals of reading, or and written communication, and mathematics.

It is therefore, the responsibility of Tipton R-VI School District to provide an educational environment for children of the district, which will promote and accelerate their intellectual, physical, social, and career development.

Tipton R-VI School District CSIP Goals

1. **Student Performance** – Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.
2. **Highly Qualified Staff** – Recruit, attract, develop, and retain highly qualified staff to carry out the LEA (local educational agency)/district mission, goals, and objectives.
3. **Facilities, Support, and Instructional Resources** – Provide and maintain appropriate instructional resources, support services, and functional and safe facilities.
4. **Parent and Community Involvement** – Promote, facilitate, and enhance parent, student, and community involvement in LEA/district educational programs.
5. **Governance** – Govern the LEA/District in an efficient and effective manner providing leadership and representation to benefit the students, staff, and patrons of the district.

District Strengths

- ✓ The level of community support for Tipton R-VI School District is strong with the community having high expectations.
- ✓ The district has high average daily attendance rate.
- ✓ The district offers rigor, relevance, and correlation in all levels of its curriculum.
- ✓ Qualified faculty and staff.
- ✓ Implementation of the A+ Program.
- ✓ Improved facilities across the district.
- ✓ Eminent Summer School Program.
- ✓ High School offers Credit Recovery during summer school.
- ✓ The district Professional Development Plan meets the needs for faculty and staff.
- ✓ Safety is a primary focus for the Board of Directors, Administrators, and Faculty.
- ✓ Improved classroom technology across the district.
- ✓ Active Professional Learning Community in Elementary building.
- ✓ Positive Behavioral Support System implemented in Elementary building.

District Concerns

- ✓ Continuous assurance to close the achievement gap in the area of the Missouri Assessment Program, End of Course Test and ACT.
- ✓ The continued effort to stay abreast of the new technology needs of the district.

Monitoring & Evaluation of Comprehensive School Improvement Plan

Tipton R-VI Administrators and the Superintendent will be the persons responsible for monitoring improvement of the CSIP goals and objectives. It will be the responsibility of each administrator to ensure that the strategies are implemented as outlined, annual actions or activities are identified, timelines are met, and appropriate data are collected and assimilated to determine whether or not objectives have been accomplished. Adjustments as needed to strategies and actions will be ongoing.

A committee composed of parents, students, community members and district personnel will review the plan each year evaluating the progress of objectives, strategies, and actions annually. Their findings, including any recommendations for revisions, will be reported to the Board of Education.

Student Performance – Goal 1

Objective 1.1: The districts APR indicator for College Placement & Career Education will be “Met” by modifying, developing and expanding curriculum, assessment and instructional programs to address the various educational needs of students.

MSIP 5 Standard: 6.1

Progress Measure: APR

Strategy 1.1.1: Within five years implement district programs that expand learning opportunities for students to enter post-secondary education, job market, or military service.

MSIP 5 Standard: 6.3

Persons Responsible: Building Principals, School Counselors, and Teachers

Funding: Local/Grants/PDC

Action Step	Description of Action Step	Date Implemented	Date Of Completion
1.1.1.1	Identify essential skills in core areas.	Ongoing	Ongoing
1.1.1.2	Continue to implement a 4-year career plan for Junior and Senior High students. Students will be introduced to different career fields in attempt to match their interest.	Ongoing	Ongoing
1.1.1.3	Continue High Schools That Work initiative and A+ Program.	July 2004	Ongoing
1.1.1.4	Ensure district Professional Development Plan provides increased time for professional learning and collaboration that will help enhance student learning.	Ongoing	Ongoing
1.1.1.5	District students will continue to be placed on a Vocational Track which will identify the necessary courses to proceed from high school onto college, technical school, or the workforce.	August 2007	Ongoing

Student Performance – Goal 1

Objective 1.2: The districts Graduation Rate will be "MET" with students completing a selection of rigorous coursework and be prepared to enter post secondary education or workforce.

MSIP 5 Standard: 9.5

Progress Measure: APR

Strategy 1.2.1: The districts APR (Annual Progress Report) indicator for Graduation Rate will be "Met" or Exceeded with students completing a selection of rigorous coursework and for which there are identified learning expectations.

MSIP 5 Standard: 9.4

Persons Responsible: Principals, School Counselors, A+ Coordinator

Funding: Local

Action Step	Description of Action Step	Date Implemented	Date Of Completion
1.2.1.1	Early intervention for students at risk of dropping out will begin at the early childhood/elementary level with much parent involvement in their progress. A+ Goal	Ongoing	Ongoing
1.2.1.2	Alternative strategies in education/discipline will be used to increase the graduation rate in Junior High and Senior High. A+ Goal	Ongoing	Ongoing
1.2.1.3	Curriculum and course offerings will address needs for all students based on their post-secondary career goals and learner objectives identified. A+ Goal	Ongoing	Ongoing
1.2.1.4	A+ students' will provide tutoring for students who are struggling. A+ Goal	August 2007	Ongoing
1.2.1.5	A+ available to all so students are able to obtain its financial incentive for post-secondary training. A+ Goal	Ongoing	Ongoing
1.2.1.6	All levels in the district will have an Advisement Period (TEAM) throughout the year providing mentorship to all students. HSTW Goal	August 2006	Ongoing
1.2.1.7	All students will be encouraged to join clubs and activities.	Ongoing	Ongoing

Student Performance – Goal 1			
Objective 1.3: The district will maintain average daily attendance at or above 95%. A+ Goal			
MSIP 5 Standard: 9.6			
Progress Measure: APR			
Strategy 1.3.1: Building Level Plans			
MSIP 5 Standard: 9.6			
Persons Responsible: Administration, Faculty & Staff			
Funding: Local			
Action Step	Description of Action Step	Date Implemented	Date Of Completion
1.3.1.1	Parents will be called by 10:00 a.m. for every absence.	Ongoing	Ongoing
1.3.1.2	Student’s homes will be visited when there are excessive absences.	Ongoing	Ongoing
1.3.1.3	Parents and students will be required to have a conference with the building principal after there have been excessive absences.	Ongoing	Ongoing
1.3.1.4	Verbal contacts as well as letters will be sent to the parents when their child has reached benchmark absences throughout the year.	Ongoing	Ongoing
Strategy 3.2: Incentives			
Persons Responsible: Building Principal			
1.3.2.1	Held Harmless	Ongoing	Ongoing
1.3.2.2	Tipton R-VI School District Renaissance or PTO will award students for perfect attendance.	Ongoing	Ongoing
1.3.2.3	Students will receive awards at the end of the year.	Ongoing	Ongoing
Strategy 3.3: Deterrents			
Persons Responsible: Building Principal			
1.3.3.1	Students will lose credit.	Ongoing	Ongoing
1.3.3.2	Students will be retained.	Ongoing	Ongoing
1.3.3.3	Students will do credit or time recovery.	Ongoing	Ongoing

Student Performance – Goal 1

Objective 1.4: The districts MAP (Missouri Assessment Program) scores will be increased for students moving into proficient and advanced levels in addition, students moving out of Step 1 and Progressing levels will be “Met”.

MSIP 5 Standard: 9.2

Progress Measure: MAP

Strategy 1.4.1: Curriculum will be revised to include performance assessments and instructional strategies in all curricular areas.

MSIP 5 Standard: 6.1

Persons Responsible: Administration

Funding: Local/PDC

Action Step	Description of Action Step	Date Implemented	Date Of Completion
1.4.1.1	Curriculum will be continually evaluated and revised by the district administrative team.	August 2013	Ongoing
1.4.1.2	The Missouri Learning Standards will be incorporated at each grade level.	August 2013	Ongoing
1.4.1.3	Common assessments will be developed to monitor student achievement. A+ Goal	Ongoing	Ongoing
1.4.1.5	Technology objectives will be incorporated into the curriculum.	Ongoing	Ongoing
1.4.1.6	Building Principals will observe and support classroom instruction by conducting formal and walk through observations.	Ongoing	Ongoing
1.4.1.7	The district will incorporate eValue learning software in grades 3-8	September 2015	Ongoing

Student Performance – Goal 1

Objective 1.5: All students in the district will read at or above grade levels (K-8) and as identified by the Tipton R-VI School District High Schools Literacy Plan measured by the Missouri Assessment Program.

MSIP 5 Standard: 9.2

Progress Measure: MAP, APR

Strategy 1.5.1: Each building will develop an improvement plan that will result in Reading Performance Index (RPI) point increases to receive a “Met” on its Reading Index for the MSIP Annual Performance Report.

MSIP 5 Standard: 6.2

Persons Responsible: Administration, Faculty & Staff

Funding: Local/Title I/PDC

Action Step	Description of Action Step	Date Implemented	Date Of Completion
1.5.1.1	The district will compose and implement Reading First in the elementary grades.	August 2009	Ongoing
1.5.2.1	The district will continue to implement the Literacy Plan in grades 7-12.	August 2013	Ongoing
1.5.3.1	The district PDC will support teachers in their continual efforts to improve instruction so that each student will achieve at a high level using data to analyze and monitor student reading achievement on a continuous basis.	Ongoing	Ongoing
1.5.4.1	The district will continue “Sustained Silent Reading” Programs appropriate for each level followed in conjunction with “Cardinal Book Club” and “Mark Twain Readers”.	August 2014	Ongoing
1.5.5.1	The district Media Center will provide a program that integrates information literacy skills into the curriculum areas with focus on access, evaluation, and use of information from a variety of print and non-print resources.	Ongoing	Ongoing
1.5.6.1	The district will incorporate eValuate learning software in grades 3-8	September 2015	Ongoing

Student Performance – Goal 1**Objective 1.6:** The districts “drop-out” rate will remain below 4%.**MSIP 5 Standard:** 9.5**Progress Measure:** APR**Strategy 1.6.1:** Each building will develop an improvement plan, with support of parents and community that will result in a decrease in the dropout rate to receive a “Met” on the dropout performance standard for the MSIP Annual Performance Report.**MSIP 5 Standard:** 10.1**Persons Responsible:** Administration**Funding:** Local/PDC/Community Donations

Action Step	Description of Action Step	Date To Implement	Date Of Completion
1.6.1.1	Through professional development the faculty and staff will be trained in the identification of risk factors associated with behaviors of adolescents who might show warning signs of dropping out.	Ongoing	Ongoing
1.6.2.1	Early intervention for students at risk of dropping out will begin at the elementary level by receiving individual counseling; participate in small support groups and extra help in class instruction. A+	Ongoing	Ongoing
1.6.3.1	Peer support activities through TEAM (advisory periods) will be conducted for goal setting, career and vocational education.	August '06 HS August '09 ES	Ongoing
1.6.4.1	Students who begin to show signs of failing grades or who are failing will be encouraged to receive extra help during Study Block, tutoring, attend summer school or credit recovery resources. A+	January 2009	Ongoing
1.6.5.1	The A+ Program will be used to provide incentives and educational assistance to at-risk students.	Ongoing	Ongoing
1.6.6.1	Maintain a mentorship program, Cardinal Comrades, with the high school and junior high to encourage a positive school experience academically and socially.	September 2014	Ongoing

Highly Qualified Staff – Goal 2

Objective 2.1: The district will identify and implement effective practices for the recruitment, selection, and compensation of personnel which will carry out the districts mission and goals.

MSIP 5 Standard: 8.4

Progress Measure: APR

Strategy 2.1.1: A variety of recruiting, retention, and training techniques will be developed and implemented with the approval of the Board of Education.

MSIP Standard: 6.4

Persons Responsible: Administration

Funding: Local

Action Step	Description of Action Step	Date Implemented	Date Of Completion
2.1.1.1	The district will make every effort to seek additional revenue to provide competitive salaries and a strong benefit package for all employees.	Ongoing	Ongoing
2.1.2.1	Survey staff to discover what staff member's value in their employment and assist them in determining what they can do to help themselves feel more successful in their work.	April 2014	Ongoing
2.1.3.1	Provide technology institutes for all staff members seeking to improve educational technology skills.	Ongoing	Ongoing

Highly Qualified Staff – Goal 2

Objective 2.2: Tipton R-VI School District will have an effective Professional Development Plan to help all teachers enhance their instruction which will be an integral part of the districts improvement program.

MSIP 5 Standard: 6.7

Progress Measure: APR

Strategy 2.2.1: The district will provide professional development opportunities for all staff members.

MSIP 5 Standard: 6.7

Persons Responsible: Administration/Professional Development Committee

Funding: Local/PDC

Action Step	Description of Action Step	Date Implemented	Date Of Completion
2.2.1.1	PDC will provide activities that will focus on cooperative learning, collaboration, implementing technology in the classroom, and literacy in the classroom.	August 2009	Ongoing
2.2.2.1	PDC will implement an effective "New Teacher Mentoring Program".	August 2008	Ongoing
2.2.3.1	Professional journals, videos, and information concerning workshops/conferences will be made available to staff members	Ongoing	Ongoing
2.2.4.1	District encourages teachers and committees to attend at least one (1) school board meeting during the school year.	August 2016	Ongoing

Highly Qualified Staff – Goal 2

Objective 2.3: Tipton R-VI School District will endorse NEE (Network for Educator Effectiveness) to help convey teaching behavior to student learning and college or vocational success.

MSIP 5 Standard: 8.4

Progress Measure: AYP

Strategy 2.3.1: The district will implement a PBTE system. (Network for Educator Effectiveness)

MSIP 5 Standard: 8.4

Persons Responsible: Administration

Funding: Local/PDC

Action Step	Description of Action Step	Date Implemented	Date Of Completion
2.3.1.1	Provide training for teachers on the Network for Educator Effectiveness evaluation model	August 2014	Ongoing
2.3.2.1	Assist teachers in the development of their individual Professional Development Plan.	Ongoing	Ongoing
2.3.3.1	Survey teachers to discover indicators that would help improve instruction in the classroom.	August 2014	Ongoing

Facilities, Support, and Instructional Resources – Goal 3

Objective 3.1: The district will mandate safety and security which shall identify appropriate strategies and programs that will provide or maintain appropriate instructional resources, support services, and functional and safe facilities.

MSIP 5 Standard: 6.6

Strategy 3.1.1: Measures will be taken to increase the safety of all students and staff.

MSIP 5 Standard: 6.6

Persons Responsible: Administration, Faculty & Staff

Funding: Local

Action Step	Description of Action Step	Date Implemented	Date Of Completion
3.1.1.1	Emergency drills will be conducted within district buildings on a regular basis.	Ongoing	Ongoing
3.1.2.1	The district will conduct transportation emergency evacuation drill annually.	Ongoing	Ongoing
3.1.3.1	All emergency and evacuation drills will be kept on file and reviewed yearly.	Ongoing	Ongoing
3.1.4.1	All district staff will attend Active Shooter Training at least once a year.	August 2014	Ongoing
Strategy 3.2.1: Buildings and grounds will be well maintained.			
3.1.2.1	Maintenance Director will provide every custodial/maintenance person with a daily schedule.	Ongoing	Ongoing
3.1.2.2	Maintenance Director will evaluate and provide feedback to employees.	Ongoing	Ongoing
3.1.2.3	Maintenance Director will provide a training program for new employees.	Ongoing	Ongoing
3.1.3.4	Use a work order system for maintenance personnel.	Ongoing	Ongoing

Facilities, Support, and Instructional Resources – Goal 3

Objective 3.2: The district will continue to enhance and utilize technology to increase student and teacher achievement, communication, and data management.

MSIP 5 Standard: 6.4

Progress Measure: MSIP

Strategy 3.2.1: Utilize technology to develop management information systems for administrative and educational purposes.

MSIP 5 Standard: 6.4

Persons Responsible: Administration

Funding: Local/Technology Funds/PDC

Action Step	Description of Action Step	Date Implemented	Date Of Completion
3.2.1.1	Investigate possible improvements in current software.	Ongoing	Ongoing
3.2.1.2	Replace computers in offices and classrooms in a four (4) year rotation in order to enhance technology benefits.	Ongoing	Ongoing
3.2.1.3	Use a web access system to allow staff members and parents to retrieve information (lesson plans, grades, fees, cancellations, activities, etc.) from home.	Ongoing	Ongoing
3.2.1.4	Provide training through Professional Development to enhance/train staff with current and updated technology.	Ongoing	Ongoing
3.2.1.5	All classroom teachers will have overhead projectors and wireless capabilities in their room to enhance their ability to instruct through technology	March 2016.	Ongoing
3.2.1.6	The district will develop a plan to incorporate teacher tablets or laptops for classroom use.	August 2016	Ongoing
3.2.1.7	District will implement Google School.	August 2016	Ongoing

Parent and Community Involvement – Goal 4

Objective 4.1: The district will develop public understanding of all aspects of school operations, ascertain public attitudes toward issues in education and identify the public’s educational expectations for their students.

MSIP 5 Standard: 8.8

Progress Measure: MSIP

Strategy 4.1.1: Each building will include in their building improvement plans a parent involvement goal that includes strategies to address academic support parental support, and community support.

MSIP 5 Standard: 7.6

Persons Responsible: Administration, A+ Coordinator, School Counselors, Vocational Dept.

Funding: Local/Vocational Funds

Action Step	Description of Action Step	Date To Implement	Date Of Completion
4.1.1.1	The district will maintain advisory committees with various representations of community stakeholders and meetings to provide input on specific district issues and goals.	Ongoing	Ongoing
4.1.1.2	The district will work with various parents/community groups (Parents As Teachers, PTO, Renaissance) to enhance educational expectations.	Ongoing	Ongoing
4.1.1.3	The district will seek assistance from the community to enhance the career education with various Job Shadowing programs.	Ongoing	Ongoing

Parent and Community Involvement – Goal 4

Objective 4.2: The district will keep the parents and community informed regularly through available channels of communication on policies, programs, problems, and plans of the school system.

MSIP 5 Standard: 7.5

Progress Measure: MSIP

Strategy 4.2.1: The district will provide multiple ways to inform, involve, and create a positive image for parents and the community.

MSIP 5 Standard: 7.5

Persons Responsible: Administration, A+ Coordinator, School Counselors, Vocational Dept.

Funding: Local

Action Step	Description of Action Step	Date Implemented	Date Of Completion
4.2.1.1	School events, student information, and district achievements will be publicized in the newspaper, on school website, K-12 Alerts, Parent Portal, Face Book, e-mails, LED Marquee, and in local businesses.	Ongoing	Ongoing
4.2.1.2	Administrators and teachers will encourage parents and community to participate in district activities and special events.	Ongoing	Ongoing
4.2.1.3	Offer Back To School Orientation, Parent/Teacher Conferences, Open House, and Awards Banquets (various activities) to ensure parent and community involvement.	Ongoing	Ongoing
4.2.1.4	Communicate to parents and community by daily e-mails about clubs, programs, and any cancellations.	Ongoing	Ongoing
4.2.1.5	Expand and implement in all district buildings an organized volunteer program.	Ongoing	Ongoing
4.2.1.6	Progress reports will be sent by teachers to parents/guardians on a five (4.5) week rotation to inform them of any changes in student's academic performance.	Ongoing	Ongoing
4.2.1.7	District will hold activity/athletic parent meetings throughout the year.	November 2015	Ongoing

Governance – Goal 5

Objective 5.1: The district school board establishes policies and procedures to benefit all students for the provision of educational programs, services, safety, and financial needs of the district.

MSIP 5 Standard: 8.3

Progress Measure: MSIP

Strategy 5.1.1: The Board of Education will provide efficient allocation of instructional, facility and human resources to enhance student achievement through alternate funding resources.

MSIP 5 Standard: 8.1

Persons Responsible: Superintendent/Board of Education

Funding: Local

Action Step	Description of Action Step	Date To Implement	Date Of Completion
5.1.1.1	If necessary, the district will seek additional local revenue for facilities.	Ongoing	Ongoing
5.1.1.2	Identify and apply for various grants, entitlements and other revenue opportunities to enhance district resources.	Ongoing	Ongoing
5.1.1.3	The district board policies, goals and objectives will be reviewed annually to see if any necessary adjustments or changes need to be changed.	Ongoing	Ongoing
5.1.1.4	The district will conduct annual evaluations of all district programs.	Ongoing	Ongoing
5.1.1.5	Tipton R-VI Board of Education will monitor districts facilities with a comprehensive facility maintenance program.	Ongoing	Ongoing

Governance – Goal 5

Objective 5.2: Tipton R-VI School District will continue to be in compliance with state regulations and remain financially secure.

MSIP 5 Standard: 8.6

Progress Measure: MSIP

Strategy 5.2.1:

MSIP 5 Standard: Review funding and expenditure priorities annually to further strengthen accountability and support achievement established by the Department of Elementary and Secondary Education.

Persons Responsible: Board of Education/Superintendent/Administration

Funding: Local

Action Step	Description of Action Step	Date To Implement	Date Of Completion
5.2.1.1	Staff and organizations will complete budget requests.	Ongoing	Ongoing
5.2.1.2	Superintendent will monitor line item expenditures to insure programs stay within budget.	Ongoing	Ongoing
5.2.1.3	The Board of Education will review preliminary budget and establish priorities.	Ongoing	Ongoing
5.2.1.4	The board will adopt and maintain a balanced budget.	Ongoing	Ongoing