

Newtown-Harris R-III School District

Continuous School Improvement Plan

2022-2027



Newtown-Harris R-III School District
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Newtown-Harris R-III School District Continuous School Improvement Plan 2022-2027

I. DESCRIPTION OF THE PLANNING PROCESS

The Continuous School Improvement Plan (CSIP) is a five-year strategic plan which delineates focused goals and measurable objectives designed to enhance and improve student achievement as well as address other district activities and identified priorities which support that effort. Initial efforts to update the Newtown-Harris CSIP began in the fall of 2020. Dr. Lucas McKinnis, Superintendent at the time with assistance from James F. Judd of Ed Con Associates. In July of 2021, Dr. Matt Copeland took over as the superintendent and the CSIP committee which included the following members continued the work: Stephanie Oaks (teacher) Samantha Miller (teacher), Amanda Neff (parent and staff member), Nancy Halferty (former school board member), Doug Fairley (community member and grandparent), Melba Fordyce (community member and grandparent), Dr. Lucas McKinnis (former superintendent), Kim Palmer (principal), Dr. Matt Copeland (superintendent), James F. Judd (Ed-Con Associates).

CSIP meetings were held on: 07/12/21, 08/09/21, 11/22/21, 02/22/22, 03/22/22, 03/29/22, 04/13/22, 06/08/22, 08/03/22, 08/16/22, 09/07/22 and 9/29/2022. The final draft of the CSIP was finished and approved on 9/21/2022. Upon approval of the district CSIP, monthly updates were provided until 12/2024. At that time the newly reformed CSIP committee met and agreed to quarterly updates and reviews to be provided to the board and stakeholders. Updates will be made to this plan and kept on the district website.

II. WHAT IS A CSIP (CONTINUOUS SCHOOL IMPROVEMENT PLAN)

CSIP Purpose: The MSIP-6 Comprehensive Guide provided by the Missouri Department of Elementary and Secondary Education, defines the importance of a district's CSIP in the following statement:

“The LEA improvement plan (CSIP) is each LEA's strategy, understanding of strengths and opportunities, and planning development that is relevant to their LEA and their students.”

MSIP-6 requires:

- 1) The local board of education ensures that the CSIP focuses on the academic preparation and well-being of each student.
- 2) The CSIP contains:
 - a. Clear standards of mission and vision
 - b. Limited number of focused goals and objectives
 - c. Evidence-based action steps and strategies
 - d. Timelines for implementation and monitoring

- e. Persons responsible for implementation and monitoring
 - f. Funding Sources
 - g. Any other information needed to implement the plan
- 3) The local board regularly monitors the implementation and outcomes of the CSIP and reviews progress towards those goals monthly. All local board decisions are consistent with the CSIP.
 - 4) The CSIP guides the development and implementation of other plans. Evidence indicates that CSIP processes and progress are reflected in all plans that govern the LEA.

III. NEWTOWN-HARRIS R-III SCHOOL DISTRICT VISION STATEMENT

Reaching for Opportunities to Achieve Rigorous Goals for a Better School and Community,
Now and in the Future!

III. NEWTOWN-HARRIS R-III SCHOOL DISTRICT MISSION STATEMENT

We ensure that our time, energy and resources are focused on continuous opportunities for student growth and success through: implementation of relevant and standards-based curriculum, utilization of innovative resources and application of high-quality instruction, provided by a caring and competent staff.

IV. NEWTOWN-HARRIS R-III SCHOOL DISTRICT CORE BELIEFS

The Newtown-Harris R-III school district believes:

- A. In a school community that provides students and staff the opportunities to strive for academic success, personal and professional excellence, self-motivation, and lifelong learning resulting in productive members of society.
- B. In a school community that models and practices appropriate social, behavioral, and practical/life skills (reading and writing cursive, interpreting analog clocks, etc.) driven by high expectations.
- C. In the importance of ongoing, honest communication as a means to provide a safe, positive, enthusiastic, orderly, and supportive environment predicated on the dignity and respect of each individual.
- D. That all students can and should become self-reflective critical thinkers.
- E. That the positive impact of education is the key to a better life and presents the best hope for the future and that all students must have the opportunity to learn and grow in their own way.
- F. That the school should develop all students' positive views of themselves, their school, and their community by promoting school and civic spirit and pride through recognition for achievements and accomplishments.
- G. That families are, and should be, an integral part of the school community and are essential to our collective efforts for continual growth.

The committee worked diligently to analyze district needs as well as identify strengths and opportunities for improvement in the process of drafting a new CSIP. In accomplishing this task, the following activities were facilitated:

V. DATA ANALYSIS

1. Internal Analysis

1. School Report Card (DESE Website-5 Years of data)
2. APR (Annual Performance Report-5 Years)
3. MAP/EOC/ACT Assessment Information-5 Years
4. IXL, Acadience (DIBLES), Renaissance (STAR), etc.
5. Special Education Information (Review)
6. Culture and Climate Surveys Completed by Staff, Faculty, Students

2. External Analysis

1. Culture and Climate Survey Completed by Parents
2. Revised Missouri Learning Standards Alignment
3. School Demographic Information
4. Revisions from State and Federal Laws
5. State Funding Resources

3. Identification of the district strengths and opportunities of improvement

Observed Strengths	Opportunities for Improvement
<ul style="list-style-type: none"> • Strong relationships and positive family interactions within the district result in a student-centered culture. • Core staff is committed to the district and its families. • District does not experience significant disciplinary issues and therefore such issues don't detract from classroom learning. • Cellphone ban increases student engagement in educational activities. • After school tutoring is available every day. • Analysis of all data up until 2019 suggests that student academic performance has increased, though enrollment has decreased. • Variety of district resources. 	<ul style="list-style-type: none"> • Decreasing county population/ economic concerns create challenges in hiring. • Decreasing enrollment (less state dollars). • Providing appropriate services to align with individual student needs. • Cost of services has increased significantly (ex: supplies, materials, fuel, utilities, etc.) • Student achievement data after 2018 is suspect due to revisions made in the MAP process and issues related to COVID-19. • Fluctuations in student achievement scores (MPI) may be impacted by low enrollment/small sample size. • Increased connectivity to support virtual learning. • Increased opportunities to recognize strengths and achievements of our student population.

<ul style="list-style-type: none"> • The Board of Education is knowledgeable and supports the district's efforts to serve students. • One to one technology and technology in the classroom. 	<ul style="list-style-type: none"> • Improve and enhance communication processes throughout the school community. • Create and implement more shared leadership opportunities throughout the district. • Strengthen district's continuous improvement processes.
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VI. GOALS, OBJECTIVES, AND STRATEGIES

1. **Priority Area #1: Teaching and Learning**

- a. **Goal #1: Newtown-Harris R-III will increase student proficiency in reading and mathematics.**
- a. **Goal Rational: Newtown-Harris R-III wants all graduates to have the tools to be successful in their post-high school endeavors.**
- b. **Data Sources assessment data, survey data, classroom observations and instructional resources.**

Teaching and Learning - Goal 1 Measurable Objective A: 80% of students will score Proficient or Advanced on MAP and EOC English/Language Arts exams. K-12 students will demonstrate similar achievement on district purchased/created assessments.			
Goal 1-A Strategy #1: Review and revise all curriculum and assessments so each is aligned with MLS Standards	Local, state and federal funds	Responsible: Administration and teachers	August 23, 2022 to June 1, 2027
Goal 1-A Strategy #2: Provide teachers with time, resources, and professional support to prepare and implement curriculum and assessments.	Local, state and federal funds	Responsible: Administration and teachers	August 23, 2022 to June 1, 2027
Goal 1-A Strategy #3: Create and implement a model curriculum that is reviewed by the district Leadership Team, approved by the Board, and made available for viewing.	Local, state and federal funds	Responsible: teachers, and Leadership team, BOE	August 23, 2022 to June 1, 2027

Goal 1-A Strategy #4: Utilize benchmark and formative assessments to ensure and enhance data-based decision making	Local, state and federal funds	Responsible: District Staff	August 23, 2022 to June 1, 2027
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Teaching and Learning -Goal 1 Measurable Objective B: 80% of students will score Proficient or Advanced on MAP and EOC Mathematics exams. ~~K-12 students will demonstrate similar achievement on district purchased/created assessments.~~

Goal 1-B Strategy #1: Review and revise all curriculum and assessments so each is aligned with MLS Standards	Local, state and federal funds	Responsible: Administration and district staff	August 23, 2022 to June 1, 2026
Goal 1-B Strategy #2: Provide teachers with time, resources, and professional support to prepare and implement curriculum and assessments.	Local, state and federal funds	Responsible: Administration and district staff	August 23, 2022 to June 1, 2027
Goal 1-B Strategy #3: Create and implement a model curriculum that is reviewed by the district Leadership Team, approved by the Board, and made available for viewing.	Local, state (PD) and federal funds	Responsible: District Staff and Leadership team	August 23, 2022 to June 1, 2027
Goal 1-B Strategy #4: Utilize benchmark and formative assessments to ensure and enhance data-based decision making	Local, state and federal funds	Responsible: District Staff	August 23, 2022 to June 1, 2027
Goal 1-B Strategy #5: Providing Train-the-Trainer model professional development through DESE-approved Math Specialist program	Local, state and federal funds	Responsible: Elementary staff and NWMSU	August 23, 2022 to June 1, 2027

Teaching and Learning - Goal 1 Measurable Objective C: 80% of students will read at or above grade level based upon district assessments.

Goal 1-C Strategy #1: Review and revise all curriculum and assessments so each is aligned with MLS Standards	Local, state and federal funds	Responsible: Administration and district staff	August 23, 2022 to June 1, 2027
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Goal 1-C Strategy #2: Provide teachers with time, resources, and professional support to prepare and implement curriculum and assessments.	Local, state (PD) and federal funds	Responsible: Administration and district staff	August 23, 2022 to June 1, 2027
Goal 1-C Strategy #3: Create and implement a model curriculum that is reviewed by the district Leadership Team	Local, state (PD) and federal funds	Responsible: District Staff and Leadership team	August 23, 2022 to June 1, 2027
Goal 1-C Strategy #4: Continue to implement Acadience (DIBELS) and STAR to monitor student growth.	Local	Responsible: Elementary Staff	August 23, 2022 to June 1, 2027
Goal 1-C Strategy #5: Providing Train-the-Trainer model professional development through DESE-approved LETRS program	Local, state and federal funds	Responsible: Elementary staff with RPDC	August 23, 2022 to June 1, 2027
Goal 1-C Strategy #6: Utilize benchmark, SMART goal assessments, and formative assessments to ensure and enhance data-based decision making	Local, state, and federal funds	Responsible: District Staff	August 23, 2022 to June 1, 2027

Teaching and Learning - Goal 1 Measurable Objective D: 80% of students will perform mathematics at or above grade level based upon district assessments.

Goal 1-C Strategy #1: Review and revise all curriculum and assessments so each is aligned with MLS Standards	Local, state and federal funds	Responsible: Administration and district staff	September 2025 to June 1, 2027
Goal 1-C Strategy #2: Provide teachers with time, resources, and professional support to prepare and implement curriculum and assessments.	Local, state (PD) and federal funds	Responsible: Administration and district staff	September 2025 to June 1, 2027
Goal 1-C Strategy #3: Create and implement a model curriculum that is reviewed by the district Leadership Team	Local, state (PD) and federal funds	Responsible: District Staff and Leadership team	September 2025 to June 1, 2027
Goal 1-C Strategy #4: Continue to implement STAR to monitor student growth.	Local	Responsible: Elementary Staff	September 2025 to June 1, 2027

Goal 1-C Strategy #6: Utilize benchmark, SMART goal assessments, and formative assessments to ensure and enhance data-based decision making	Local, state, and federal funds	Responsible: District Staff	September 2025 to June 1, 2027
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2. Priority Area #2: Communication

- a. **Goal #2:** Newtown-Harris R-III will communicate with all its stakeholders via improved social media presence, website, Lumen (our student information system), monthly newsletters, and survey instruments.
- b. **Goal Rational:** Newtown-Harris R-III wants to intentionally engage parents/guardians and the greater community to create effective partnerships that support the development and achievement of our students.
- c. **Data Sources:** CSIP survey tools; Title surveys; Climate and Culture survey; SWOT analysis

Communication- Goal 2 Measurable Objective A: Newtown-Harris R-III will build an effective and user-friendly website.			
Goal 2-A Strategy #1: Purchase and create website platform to host district-critical information and social media processes	Local	Superintendent; BOE;	August 23, 2022 to June 1, 2025
Goal 2-A Strategy #2: Train multiple staff members in order to access and edit district webpages.	Local, state (PD)	Responsible: Principal; Superintendent, Bookkeeper, Secretary, Athletic Director; Yearbook Advisor; Staff Members	August 23, 2022 to June 1, 2025
Goal 2-A Strategy #3: Distribute surveys via website links, email, and forms to learn what we can do to improve the website.	Local, state and federal funds	Responsible: Superintendent; Principal;	March 1, 2025 to 1, 2026

Communication-Goal 2 Measurable Objective B: Newtown-Harris R-III will share 20 positive and informative posts via social media (Facebook.)			
Goal 2-B Strategy #1: Update weekly and monthly positive celebrations	Local funds	Responsible: Superintendent; Principal; Athletic Director	August 23, 2022 to June 1, 2027
Goal 2-B Strategy #2: Train multiple staff members to the format and style approved by administration	Local, state (PD) funds	Responsible: Superintendent; Principal, Bookkeeper, Secretary	August 23, 2022 to June 1, 2025

Communication-Goal 2 Measurable Objective C: Newtown-Harris R-III will purposefully conduct surveys of the district stakeholders and share results with the BOE.			
Goal 2-C Strategy #2: Communicate and roll out the survey with timetable	Local, state and federal funds	Responsible: Superintendent; Principal;	August 23, 2022 to June 1, 2027
Goal 2-C Strategy #3: Utilize to make appropriate decisions and share with district stakeholders	Local, state and federal funds	Responsible: Superintendent; BOE, Principal, Leadership, Staff	August 23, 2022 to June 1, 2027

Communication- Goal 2 Measurable Objective D: Newtown-Harris R-III will find a newsletter format and send out monthly newsletters.			
Goal 2-D Strategy #1: Review various modalities for newsletters.	Local	Superintendent; Principal	August 23, 2022 to June 1, 2025
Goal 2-D Strategy #2: The newsletter will be sent out at the beginning of each month.	Local,	Responsible: Principal; Superintendent, Bookkeeper, Secretary, Athletic Director;	August 23, 2022 to June 1, 2025

		Yearbook Advisor; Staff Members	
Goal 2-D Strategy #3: Increase the staff contributions to the newsletter.	Local	Responsible: Superintendent; Principal;	March 1, 2025 to 1, 2026

Communication- Goal 2 Measurable Objective E: Newtown-Harris R-III will increase the usage of Lumen with parents, students, and staff.			
Goal 2-E Strategy #1: Provide training for teachers, parents, and students on how to utilize Lumen.	Local	Superintendent; Principal	August 23, 2022 to June 1, 2025
Goal 2-E Strategy #2: Encourage the use of Lumen for parents and students to keep updated on student grades, lunch balances, and attendance.	Local,	Responsible: Principal; Superintendent, Secretary, Staff Members	August 23, 2022 to June 1, 2025

3. Priority Area #2: Safety

- a. **Goal #3: Newtown-Harris R-III will provide a safe environment that supports teaching, learning, and student success.**
- b. **Goal Rational: The Newtown-Harris R III community values our student and staff safety and recognizes the importance of proactive measures to keep everyone in our building safe.**
- c. **Data Sources: Data from SMART goals, data-teaming, and other collaborative processes**

Safety- Goal 3 Measurable Objective A: The district will provide a safe and orderly learning environment and rigorously enforce all safety and security measures by ensuring 100% of staff and students are trained on all required trainings including: active shooter, safety policies, procedures, and protocols.			
Goal 3-A Strategy #1: All employees will participate in an annual active shooter training	Local, state (PD)	Responsible: Superintendent; Principal; District Staff	August 23, 2022 to June 1, 2027

Goal 3-A Strategy #2: All employees will participate in training on the district safety plan annually.	Local, state and federal funds	Responsible: Principal	August 23, 2022 to June 1, 2027
Goal 3-A Strategy #3: State-required safety drills will be completed annually.	Local, state and federal funds	Responsible: Superintendent; Principal	August 23, 2022 to June 1, 2027

Safety- Goal 3 Measurable Objective B: The Newtown-Harris R-III School District will implement best practices which will result in students, parents, and staff experiencing a safe and secure environment.

Goal 3-B Strategy #1: The percentage of students that report experiencing a safe and secure school environment will increase by 3% annually.	Local, state and federal funds	Responsible: Principal; District Staff;	August 23, 2022 to June 1, 2027
Goal 3-B Strategy #2: The percentage of parents that report experiencing a safe and secure school environment will be at or above 90% annually.	Local, state and federal funds	Responsible: Principal; District Staff; BOE	August 23, 2022 to June 1, 2027
Goal 3-B Strategy #3: The percentage of staff that report experiencing a safe and secure school environment will be at or above 90% annually.	Local, state and federal funds	Responsible: Principal; District Staff;	August 23, 2022 to June 1, 2027

Safety- Goal 3 Measurable Objective C: The Newtown-Harris R-III School District will create and implement a long-range facility master plan.

Goal 3-C Strategy #1: Create a prioritization list and projected timeline for future projects	Local, state and federal funds	Responsible: Principal; District Staff;	August 23, 2022 to June 1, 2027
Goal 3-C Strategy #2: Include a facilities master plan component on the district stakeholder survey to seek input on the current plan	Local, state and federal funds	Responsible: Principal; District Staff; BOE	August 23, 2022 to June 1, 2027

Goal 3-C Strategy #3: Implement the plan derived, prioritization, and timeline work, additionally, use survey information to review and revise the plan as necessary.	Local, state and federal funds	Responsible: Principal; District Staff;	August 23, 2022 to June 1, 2027
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Safety- Goal 3 Measurable Objective D: The Newtown-Harris R-III School District will implement best practices relating to mental health awareness and training, trauma informed training, and character education.

Goal 3-C Strategy #1 Provide mental health and trauma informed training to all full time staff.	Local, State (PD) funds	Responsible: Superintendent; Principal; District Staff	August 23, 2022 to June 1, 2027
Goal 3-C Strategy #2: The percentage of students reporting that their mental health needs are being met by their school will increase by 3% annually.	Local, state, and federal funds	Responsible: Superintendent; Principal	August 23, 2022 to June 1, 2027
Goal 3-C Strategy #2: PreK -12 students will take part in character education.	Local, state, and federal funds	Responsible: Superintendent; Principal	August 23, 2022 to June 1, 2027

4. Priority Area #4: Recruitment & Retention

- a. **Goal #4:** Newtown-Harris R-III will recruit 100% of positions and retain 90% of staff by creating favorable working conditions, by prioritizing certification, professional development, salaries, and benefits.
- b. **Rational:** The Newtown-Harris R-III values what educators provide to our students and community. We want to ensure that we hire great teachers, give them opportunities to grow, recognize outstanding teaching, and provide them with employee benefits that will retain them at NHR3.
- c. **Data Sources:** Interview material, staff surveys,

Recruitment & Retention- Goal 4 Measurable Objective A: The Newtown-Harris School District will receive at least three qualified applicants for each posted position.

Goal 4-A Strategy #1: <i>Change the Narrative.</i> The Newtown-Harris School	Local, state (PD)	Responsible: Superintendent;	August 23, 2022 to June 1,
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District will brand the district as a meaningful, positive place to work.		Principal; District Staff	2027
Goal 4-A Strategy #2: <i>Ease the Process.</i> Develop an application process that is streamlined and accessible.	Local, state and federal funds	Responsible: Superintendent, Principal	August 23, 2022 to June 1, 2027
Goal 4-A Strategy #3: <i>Recruit More.</i> The Newtown-Harris School District will build on current recruitment practices to expand our reach and connections to candidates.	Local, state and federal funds	Responsible: Superintendent; Principal	August 23, 2022 to June 1, 2027

Recruitment & Retention- Goal 4 Measurable Objective B: The Newtown-Harris School District will reduce the number of resignations to a maximum of one individual per year seeking employment in other local districts.			
Goal 4-B Strategy #1: Recognize Accomplishments. The District will strengthen the Employee Recognition program by creating a structure for more frequent formal and informal recognition.	Local, state and federal funds	Responsible: Superintendent, Principal; District Staff; BOE	August 23, 2022 to June 1, 2027
Goal 4-B Strategy #2: Growth Opportunities. The District will support employees in their career development by providing a strong, methodical mentoring program, share pathways available to those seeking career advancement opportunities or appropriate certification.	Local, state and federal funds	Responsible: Superintendent, Principal; District Staff; BOE	August 23, 2022 to June 1, 2027
Goal 4-B Strategy #3: Support Health & Wellness. The Newtown-Harris School District will promote and support the wellness of staff members.	Local, state and federal funds	Responsible: Superintendent, Principal; District Staff;	August 23, 2022 to June 1, 2027
Goal 4-B Strategy #5: Professional Development: All staff and district	Local, state and federal funds	Responsible: Superintendent,	August 23, 2022 to June 1,

leadership will participate in scheduled, ongoing, job-embedded, and content-appropriate professional learning focused on evidence-based instructional practices, staff growth goals, and student performance goals.		Principal; District Staff;	2027
Goal 4-B Strategy #6: Professional Growth: All employees will demonstrate growth while participating in an effective evaluation process based upon clear, written, and measurable targets that are aligned with the vision, mission, and goals of the district..	Local, state and federal funds	Responsible: Superintendent, Principal; District Staff;	August 23, 2022 to June 1, 2027
Goal 4-B Strategy #7: Salary: Annually positions will be paid in the top two-thirds when compared to other schools with less than 250 students in the state of Missouri at the first and last step of the salary schedule.	Local, state and federal funds	Responsible: Superintendent Principal; BOE	August 23, 2022 to June 1, 2027

VI. Implement, Monitor and Revise

The Newtown-Harris R-III Board of Education, Administration and Staff will consistently and cohesively implement, monitor and revise all district policies, procedures, and CSIP to facilitate alignment with MSIP-6 expectations and applicable state/federal mandates to ensure the needs of students and the school community are addressed. Further, the Newtown-Harris R-III Board of Education will be updated on the district's progress in meeting CSIP goals at their monthly meetings. Through social media and other district publications, district stakeholders will be updated on the district's CSIP progress at least quarterly.

Recruitment & Retention and Safety Ideas

Recruitment and Retention

- Training/professional development
- Salaries
- Certification

Safety

- Binders for emergency
- Buildings
- Discipline
- Climate and culture