

**RIPLEY COUNTY R-IV SCHOOL DISTRICT
COMPREHENSIVE SCHOOL IMPROVEMENT PLAN**

Date: May 2023

X District Plan District Name: Ripley County R-IV School County/District Code: 091-093
 Superintendent: Carly R. Carter Grades PK-8 Board Approval: **May 15, 2023**
 Board Approval of Revisions: **September 21, 2023**

DISTRICT SCHOOL IMPROVEMENT COMMITTEE

NAME	POSITION
Carly Carter	Superintendent/Local Business Owner
Fawn Knight	School Counselor (Provisional)/4th Grade Faculty
Ranee Mack	Special Education Instructor
Aline McGee	Reading/Math Interventionist
Sheila Massey	Support Staff/Grandparent
Heather Summers	3rd grade Faculty/Parent/PDC
Brenda Dickson	Federal Programs
Megan Vickers	Pre-K Faculty
Keely Taylor	5-8 Faculty
Michael Starnes	Library/Technology
Kimber Thomas	Parent/School Board
Dennis Meyers	Grandparent/School Board/Local Business Owner
Perry Carter	Student
Kenley Summers	Student

Description of the planning The Comprehensive School Improvement Plan (CSIP) is a concise document in which the school

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process and how staff and stakeholders will be informed and engaged in the accessibility plan

district's vision is outlined. The written document also directs the overall improvement of the school district's educational programs and services for the next five years. The Ripley County R-IV School began this process in March of 2023. The CSIP focuses on improvement of the district in all areas, with the major emphasis being on enhancing student achievement through CSIP focus areas. A CSIP committee was formed that included the administrator, teachers, classified staff, parents, and community members. This committee met three times to identify the core beliefs and needs of our school district. Of these committee members, four sub-committees were formed. These subcommittees will focus on specific needs of the district in the areas of leadership, effective teaching and learning, collaborative climate and culture and highly qualified staff. Upon defining our priorities and goals, the CSIP team determined action steps necessary to meet the District's goals. The CSIP team will meet annually to review goals and progress made. The CSIP team will meet annually over the next five years (2023-2028) to assess our progress towards CSIP goals. Close monitoring in each subgroup will be reviewed quarterly and revised as needed.

Beliefs/Vision/Mission Statement

Beliefs: To accomplish our mission, the Ripley County R-IV School District will commit to the following.
We Believe ...

- *All people have the same inherent worth and deserve respect and dignity as human beings;*
- *All students can learn;*
- *Education begins at birth and is a lifelong process shared by school, home and community;*
- *Diversity enhances quality of learning experiences;*
- *High expectations of staff and students are necessary to maximize learning;*
- *Parents, guardians, and community members have the right and responsibility to support and participate in children's education;*
- *Students have the right and responsibility to be active participants in their education;*
- *All people are responsible for their actions;*
- *People are entitled to a physically safe and nonthreatening environment;*
- *The education of children should be conducted with the highest ethical standards.*

Vision: The Ripley County R-IV School District envisions that all students will: Be provided with educational experiences appropriate to their learning styles to foster lifelong learning; Be self-

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	<p><i>motivated and become responsible, productive citizens to improve their community.</i></p> <p><i>Mission: The Ripley County R-IV School District's mission is to utilize its financial, personnel, educational, community and technological resources to ensure the diverse student population the opportunity to develop academically, physically, mentally, emotionally, and socially to the fullest extent in a safe environment. Through a partnership among school, home and community the mission of the Ripley County R-IV School District is to develop continuous lifelong learners of good character who positively contribute to society.</i></p> <p><i>The Ripley County R-IV School District's mission is to ensure all students are capable, curious, and confident learners who understand and respond to the challenges of an ever-changing world.</i></p>
<p>Key factors identified from internal and external factors</p>	<p>Key factors identified were poor student performance in ELA and Math across all grade levels; 2019 MAP/EOC data (no data available for 2020 due to COVID) 2021-2022 Discipline Data, Staff exit interviews, parent, and stakeholder surveys</p>
<p>Prioritized needs for the District</p>	<p>District Strengths:</p> <ul style="list-style-type: none"> *Staff Retention *Communication *Business/Community Relationships *Student Support Services *Accreditation <p>Weaknesses:</p> <ul style="list-style-type: none"> *Certified Staff *Learning Gaps *Local economy *Finances/loss of funding/Budget *Facilities Improvement *Staff Salaries

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Leadership
<p>Leadership is defined by the following descriptors: school board leadership, ethics, continuous school improvement, operations and resource management, school board policy, superintendent rules, responsibilities and evaluation, personnel and program evaluation, communication, personnel and program evaluation, communication, personnel and school safety.</p>
SMART Goal (Specific, Measurable, Achievable, Relevant and Timely)
<ol style="list-style-type: none"> 1. The district will maintain highly qualified and competent staff for 100% of district positions. 2. The superintendent will meet quarterly with teachers to review student achievement data. This data will reflect growth from year to year that will be reviewed each spring. 3. By 2028 school year student attendance will be 90% or higher on an annual basis. 4. Developing/guiding teachers: The superintendent will evaluate 100% of the non-tenured teachers and provide effective feedback within 48 hours. The Superintendent will evaluate 100% of the tenured teachers at least once during the five-year cycle and provide effective feedback within 48 hours.
Rationale (name the existing conditions/data points to support the selection of the goal).
<p>Attention given to this goal comes from ensuring that supportive leadership and feedback is given to all district employees to ensure that follow through that expectations are met. Ensuring that competent staff are employed will in turn help to improve our education, which will increase growth in our achievement data. Hitting a targeted attendance goal will also help student success.</p>

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Evidence Based Strategy(ies) for Implementation:	
Funding Source(s): Federal, State, Local, Grants	

Action Steps	Data Points or Artifacts	Person Responsible	Resources	Complete/Date
The Superintendent will set goals and discuss achievement targets with staff.	August (yearly)	Superintendent	Testing Data from previous year	Ongoing Completed Date Completed:
The BOE will annually approve the Professional Development Plan and teachers will work to independently achieve all requirements.	November/December	Teachers School Board	PDC Committee PD Plan	Ongoing Completed Date Completed:
Teachers are expected to implement Professional Development Strategies per evaluation documentation.	January/February	Teachers	Observations/Conferences	Ongoing Completed Date Completed:

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Continue to offer competitive salaries and benefits.	March	Superintendent School Board	Salary Schedule School Budget	Ongoing Completed Date Completed:
Perform walk through evaluations.	Quarterly	Superintendent	NEE Evaluations Observations Conferences	Ongoing Completed Date Completed:
The Superintendent will meet with teachers quarterly to discuss district and individual goals.	August (yearly)	Superintendent Teachers	Observations Conferences	Ongoing Completed Date Completed:
Provide targeted professional development based on evaluations.	October (yearly)	Superintendent	NEE Evaluations PD Activities	Ongoing Completed Date Completed:
Conduct teacher evaluations and provide feedback within 48 hours to the teacher.	August (yearly)	Superintendent	NEE Evaluations Observations Conferences	Ongoing Completed Date Completed:

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The Superintendent will recommend for employment or termination.	January/February	Superintendent	Observations/Conferences	Ongoing Completed Date Completed:
Create an attendance committee to develop an awards system for students who have 90% or higher attendance.	August (yearly/ongoing)	Superintendent/Staff	Attendance Data	Ongoing Completed Date Completed:
Secretary calls families of students absent with our school notification	August-May (yearly/ongoing)	Secretaries	Attendance Data	Ongoing Completed Date Completed:
District personnel visit homes of chronic illness	August-May (yearly/ongoing)	Counselor/Superintendent	Attendance Data	Ongoing Completed Date Completed:
Refer to appropriate legal authorities	August-May (yearly/ongoing)	Counselor/Superintendent	Attendance Data	Ongoing Completed Date Completed:

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Effective Teaching and Learning
Effective teaching and learning is comprised of the following descriptors; success ready students, high quality education/learning, intrapersonal skills, teacher/leader standards, effective instructional practices, multi-tiered system of support, professional learning, use of technology to improve instruction, comprehensive school counseling, library media services, class size and enrollments.
SMART Goal (Specific, Measurable, Achievable, Relevant and Timely)
<ol style="list-style-type: none"> 1. Each grade level will see an annual increase of 5% in the number of students scoring proficient or advanced on the Missouri Assessment Program. 2. Develop and enhance quality educational and instructional programs to improve performance and enable students to meet personal and academic goals. 3. The district will implement and sustain a pre-K-8 multi-tiered system of interventions for academics and social emotional learning with annual evaluation. 4. The school system will strive to meet grade level and program standards aligned with best teaching practices.
Rationale (name the existing conditions/data points to support the selection of the goal).
<p>Attention given to this goal comes from poor performance in the areas of ELA and Math across all grade levels on the Missouri Assessment Program. Focus will be given in the area of Academics to help raise these scores and also Counseling to help with all students social and emotional learning. Programs will focus on personal and academic goals which will help students overall learning. Based on a needs assessment and district report card data, the CSIP team has determined this to be an area of improvement and needed monitoring to ensure the best learning environment for our students.</p>
Evidence Based Strategy(ies) for Implementation:
Funding Source(s): ESSER III; Federal, State, Local,

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Action Steps	Data Points or Artifacts	Person Responsible	Resources	Complete/Date
90% of students k-8 will achieve one year's growth as measured by district assessment for math and reading.	Quarterly per progress monitoring	Interventionist SPED Director Classroom Teacher Groups Superintendent	Star assessments DIBELS Moby Max	Ongoing Completed Date Completed:
The administration will work to equitably distribute student groups among available staff.	Spring semester (yearly)	Counselor SPED Director Superintendent	Class schedules, Teacher to student ratio data	Ongoing Completed Date Completed:
The district will maintain preschool programs designed to promote kindergarten readiness.	August-May ongoing/yearly	Pre-K Teacher Kindergarten Teacher Counselor Superintendent	Pre-K and Kindergarten Screenings PAT visits/referrals	Ongoing Completed Date Completed:
The district will evaluate the need for updated textbooks and resources annually.	January (yearly)	Superintendent Teacher Team	DESE Text Companies Assessment Data	Ongoing Completed Date Completed:
Elementary teams will research and apply best practices in teaching.	Spring 2023 (ongoing)	All Active and Participating Staff Superintendent	Survey Data	Ongoing Completed Date Completed:

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Collaborative Climate and Culture
Collaborative climate and culture is comprised of the following indicators; safe and caring environment, culture of high academic achievement and behavioral expectations, collaborative partnerships, and parent, guardian involvement.
SMART Goal (Specific, Measurable, Achievable, Relevant and Timely)
<ol style="list-style-type: none"> 1. Increase the opportunities for parents and the community to acquire the necessary knowledge to support our student's education as measured by an increase in the number of yes responses to the following question on our climate and survey administered to staff, students and parents. <i>The school system provides school culture and climate data and reports periodically to all stakeholders.</i> 2. The district will develop and foster relationships with our parents in order to incorporate and sustain participation in school activities. 3. Facilities will meet the standards set for size, maintenance, and health in order to house educational programs in a safe environment.
Rationale (name the existing conditions/data points to support the selection of the goal).
After reviewing the responses to stakeholder surveys, as well as input during CSIP team meetings, it has been revealed that at times, the school is lacking in consistency of providing access and information about school events to parents. This can in turn diminish the working school-home relationship, which can adversely affect the climate and culture of the school.
Evidence Based Strategy(ies) for Implementation:
Funding Source(s): Local, None

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Action Steps	Data Points or Artifacts	Person Responsible	Resources	Complete/Date
Teachers will increase communication with all parents	August ongoing/yearly	Teachers Superintendent	Communication logs	Ongoing Completed Date Completed:
Actively promote the district via social media platforms and district web page	August ongoing/yearly	Secretaries Teachers Superintendent	District Webpage District Facebook page School Reach Program	Ongoing Completed Date Completed:
Actively encourage parents to use the Parent Portal in SIS. Present enrollment information before the beginning of the year	August ongoing/yearly	Secretary Superintendent	Enrollment paperwork Notifications sent home	Ongoing Completed Date Completed:
Conduct comprehensive facilities review every 5 years	August	Superintendent Maintenance Staff	Previous reviews District safety checklists	Ongoing Completed Date Completed:

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Highly Qualified Staff
Highly qualified staff is comprised of the following descriptors: certified staffing in certification area, proper and up to date certification, competent, dedicated and dependable educators, caring and constructive staff.
SMART Goal (Specific, Measurable, Achievable, Relevant and Timely)
1. Ripley County R-IV School will actively recruit, develop, and retain high quality faculty.
2. Ripley County R-IV School will provide professional development opportunities for all staff members.
3. The district will use information gained from teacher retention data, exit interviews and current staff member surveys to improve retention rate for high quality teachers and staff members.

Rationale (name the existing conditions/data points to support the selection of the goal).
The district has had difficulty filling vacant positions. The CSIP team identified this as a concern. This has been identified as a possible trend due to location, size, pay scale and equity. Consistent and certified employees are more vested in the district and its students. The team believes creating this is a focus area will have a positive impact on student achievement, attendance, performance and overall climate and culture.

Evidence Based Strategy(ies) for Implementation:
Funding Source(s): ESSER; Federal, State, Local,

Action Steps	Data Points or Artifacts	Person Responsible	Resources	Complete/Date
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Each new hire will be assigned a mentor	August ongoing	PDC chair Superintendent	PDC Mentor/Meeting Logs	Ongoing Completed Date Completed:
Exit interviews will be conducted with those staff leaving the district to determine concerns and identify areas for improvement	March-May	Superintendent Mentors	Interview Notes/Surveys	Ongoing Completed Date Completed:
Staff member surveys will be administered annually to determine needs and areas of improvement	December and May	Superintendent	Staff Survey Results	Ongoing Completed Date Completed:
Provide competitive salary schedules to all staff members	January-March	Superintendent	Salary Schedule and Budget	Ongoing Completed Date Completed: