

Linn County R1 School District  
Continuous School Improvement Plan



2023-2028

Linn County R1 School  
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Linn County R1 Board of Education

February 2023

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Linn County R1 Administration

Ryan Livingston, Superintendent

Candi Gray, Principal

CONTINUOUS SCHOOL IMPROVEMENT  
COMMITTEE

Racheal Neal	School Board, Parent
Rodney Seals	School Board
Ryan Livingston	Superintendent, Director of Special Services, Transportation Director
Candi Gray	Principal, Federal Programs Director, Curriculum & Assessment Director
Mary Hoyt	Technology Instructor
Catherine Black	School Counselor, Parent
Janie Wood	Title Teacher, Business Owner
Kathryn O’Kane	MS ELA & Social Studies Teacher
Devin Shrum	MS/HS At Risk Teacher, HS Social Studies Teacher
Brenda Small	Parent, Business Owner
Joel Fields	Business Owner
Jackie Flummer	Parent, Business Owner
Raven Smith	Parent, Business Owner
Jack Green	Board Member, North Central Missouri College Instructor
James Judd	Consultant/Ed-Con Associates Owner

## Continuous School Improvement Plan 2023-2028

### CSIP PURPOSE

In the MSIP 6 Comprehensive Guide the Missouri Department of Elementary and Secondary Education explains the importance of a district's CSIP by stating, "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." The Linn County R1 School District believes the Continuous School Improvement Plan (CSIP) is a critical component of the on-going efforts to improve our school district.

MSIP 6 requires:

- (L3-B) The local board of education ensures that the CSIP focuses on the academic preparation and well-being of each student.
- (L3-C) The CSIP contains:
  - Clear standards of mission and vision
  - Limited number of focused goals and objectives
  - Evidence-based action steps and strategies
  - Timelines for implementation and monitoring
  - Persons responsible for implementation and monitoring
  - Funding sources
  - Any other information needed to implement the plan
- (L3-D) 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 CSIP.
- (L3-E) 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 (L3-E)

## **DESCRIPTION OF THE PLANNING PROCESS**

The Continuous School Improvement Plan (CSIP) is a continuous strategic plan which identifies both short and long-range improvements related to student achievement and describes the evidence-based actions that will be implemented. The CSIP represents the actual commitment by the district to make improvements.

Continuous school improvement planning is a requirement for evaluation as part of MSIP 6 and impacts district accreditation. The Linn County R1 School District engaged in the CSIP planning process throughout the 2022-23 school year to rewrite a CSIP that will drive the district towards improvement in student achievement and serve as guide for overall school improvement over the next five years.

In October of 2022, district administration formed a CSIP planning committee which included administrators, teachers, parents, community members and James F. Judd, consultant. This committee worked with many stakeholders throughout the 2022-23 school year to analyze the district needs, identify strengths and weaknesses, and draft a new CSIP. In accomplishing this task, the following activities were facilitated by district staff:

Community/Stakeholder Survey

Student Survey

Staff Survey

Parent Survey

District-wide needs assessment/reflective activity

Review of historic demographic and achievement data

Culture and climate survey

Internal surveys as required by specific programs

Internal Factors	External Factors
APR	Curriculum alignment with MLS
MAP, EOC, ACT, ASVAB	Curriculum and course alignment with ACT indicators
STAR, i-Ready	Decreasing enrollment
Attendance	Inconsistencies/revisions in state testing
Disciplinary incidents	COVID pandemic
Demographic trends	Changing technology
Course grades	Additional funding awarded through ESSER
Dropout rates	Supply chain shortages
Graduation rates	Culture and Climate Survey completed by parents
Available technology	Missouri Learning Standards
Staff certifications and assignments	School demographic information
Title programs parent survey	Revisions from state and federal laws
After-school events attendance records	State funding resources
Post-graduation follow-up information	
SIS access	
PDC needs assessment	
Teacher evaluation indicators	
Special Education information	
Culture and Climate Surveys completed by staff, faculty and students	

## LINN COUNTY R-I SCHOOL DISTRICT CORE BELIEFS

The Linn County R1 School District is viewed as the center of our tight knit community. We value partnerships within and outside of the school as we encourage all stakeholders to be positive and productive members of our community and society.

- We believe our students will be successful, contributing members of society
- We believe in providing students college/career readiness skills which emphasize the importance of becoming a life-long learner
- We believe our students can realize personal academic growth and appropriate social emotional development
- We believe in modeling and encouraging positive school spirit through positive character development
- We believe in ensuring quality communication and positive relationships with all stakeholders
- We believe in high-quality, data-based, targeted professional development in order to enhance student learning
- We believe in broadening our students' awareness and knowledge of the world's diverse populations, thus promoting equality of opportunity
- We believe in the importance of providing a high-quality education for all students
- We believe in creating an emotionally, physically safe and trusting environment for students, staff, and the school community
- We believe in strong community connections
- We believe it's essential that students, staff, and community members accept responsibility for their own actions.
- We believe in supporting students in their academic, social-emotional and career development in order to reach their goals and achieve life-long success



**LINN COUNTY R-I SCHOOL DISTRICT VISION STATEMENT**

We envision a partnership among students, teachers, parents, and stakeholders who believe success is achieved through citizenship, a positive environment, and life-long learning.

**LINN COUNTY R-I SCHOOL DISTRICT MISSION STATEMENT**

In order to realize our vision, we will collaborate with the board of education, stakeholders, and school community to ensure that we utilize our time, energy, and resources in leading our students towards success via implementation of relevant standards-based curriculum, high-quality instruction, and innovative practices modeled by a caring and competent staff.

Strengths	Opportunities for Improvement
Overall reading scores consistently meet expectations	Create and implement strategies to address an ever-changing student population
Intervention instruction for K-5 math and reading	Pursue additional strategies/support to enhance student performance in math
Two Title teachers create small grouping size	Board and administration will work together to ensure adequate funding in the face of decreasing enrollment
Majority of students score basic or above	High need for one-to-one paras
6 <sup>th</sup> and 7 <sup>th</sup> grade students have continuity with one teacher in three core content areas	Increase support for K-12 special education
Strong relationships and positive family interactions within the school community	Research the need for enrichment opportunities for all students
Faculty and staff are committed to doing what is best for students; academically and social-emotionally	Continue to advance the student recognition programs
Board of education is very knowledgeable and supportive of the district's efforts to serve students	Research and implement strategies to recruit and retain new staff
Low number of K-12 discipline referrals	Educating students and parents on the value of student attendance
High school students positively interact with elementary and middle school students	Explore policies, procedures and incentives to increase student attendance
Cadet teachers mentor throughout the grade levels	
A friendly, caring, supportive staff who takes an interest in their students	
i-ready offers opportunities for extra academic practice in ELA and math	

## Goals, Objectives and Strategies

<b>Goal: All students who attend Linn County R-I will have the opportunity to excel in all their academic areas.</b>				
<b>Objective: The district will implement high-level, effective teaching and learning practices, relevant academic instruction, aligned curriculum and assessments, using a collaborative data-based process.</b>				
<b>Rationale (name the existing conditions/data points to support the selection of the objective):</b> Existing grade-level/content curriculum, standardized assessment scores, district benchmarking assessments, classroom observations, instructional resources				
<b>Evidence-based Strategy:</b> Teachers will continue to participate in collaborative teams for professional development, curriculum writing and revision, data-based decision making, and implementation of effective teaching and learning practices.				
<b>Evidence-based Action Steps</b>	<b>Start Date</b>	<b>Person Responsible</b>	<b>Funding</b>	<b>Complete Date</b>
Plan annual professional development calendar	March 13, 2023	Administration team and PDC	Local	May 23, 2023
LETRS training	August 1, 2022	Individual teachers	Scholarships (DESE)	May 1, 2024
ELA training (RPDC)	August 17, 2023	Individual teachers	Local	May 1, 2024
Math specialist training (RPDC)	August 17, 2023	Individual teachers	Local	May 1, 2024
Revise and rewrite curriculum	August 17, 2023	Teachers	Local	May 1, 2024
Write and implement curriculum for new courses	August 17, 2023	Teachers	Local	May 1, 2024
Research the need for enrichment opportunities for all students	August 17, 2023	Administration Teachers	State/Local	May 1, 2024

<b>Goal: All stakeholders will feel welcome, safe, and respected at Linn County R-I School District.</b>				
<b>Objective: The district will ensure equitable opportunities for all members of the school community.</b>				
<b>Rationale (name the existing conditions/data points to support the selection of the objective):</b> CSIP survey results, Title surveys				
<b>Evidence-based Strategy: District-wide collaborative teams will develop and implement plans and strategies for enhanced communications, community involvement, relationships, and meeting the diverse academic and social-emotional needs of our ever-changing population.</b>				
<b>Evidence-based Action Steps</b>	<b>Start Date</b>	<b>Person Responsible</b>	<b>Funding</b>	<b>Complete Date</b>
Revise the district-wide communication plan	May 23, 2023	Administration Teachers	Local	May 21, 2024
Provide professional development on identity, diversity, equity, and inclusion based upon needs/ climate-culture survey	August 17, 2023	Administration PDC	Local/State	May 21, 2024
Implement a weekly and monthly student-recognition program (Attendance, Positive office referrals, Academics)	January 4, 2023	School Staff	Local/State	May 21, 2024
Educate and empower parents to actively participate within the school environment	August 21, 2023	School Staff	Local	May 21, 2024
Reassess students perception of safety through yearly administration of a revised climate-culture survey	August 21, 2023	Administration Teachers	Local/State	May 21, 2024

<b>Goal: Linn County R1 will increase support for special education students and services.</b>				
<b>Objective: To enhance the learning opportunities of special education students through exploration of restructuring the special education department with consideration of possible additional staff.</b>				
<b>Rationale (name the existing conditions/data points to support the selection of the objective): Review student data, teacher surveys, analysis of student needs, and review of IEPs.</b>				
<b>Evidence-based Strategy: District-wide collaborative teams will review and analyze the results of available data as a means to develop and implement appropriate instructional strategies and interventions.</b>				
<b>Evidence-based Action Steps</b>	<b>Start Date</b>	<b>Person Responsible</b>	<b>Funding</b>	<b>Complete Date</b>
Conduct a needs assessment and provide professional development accordingly (RPDC)	August 21, 2023	Administration Teachers	Local/State	May 21, 2024
Provide bi-weekly opportunities for collaboration between general education and special education teachers	August 21, 2023	Teachers	Local/State	May 21, 2024
Review student schedules and IEPs to ensure that appropriate instructional time and materials are provided	August 21, 2023	Administration Teachers	Local/State	May 21, 2024

<b>Goal: Linn County R1 will recruit and retain high quality teachers.</b>				
<b>Objective: Enhance and improve the instructional opportunities for all students at Linn County R-I.</b>				
<b>Rationale (name the existing conditions/data points to support the selection of the objective): Review recent number of applications, staff surveys and state core data reports</b>				
<b>Evidence-based Strategy: District staff will analyze and review recruitment/retention data with emphasis on formulation of revised pertinent strategies and policies.</b>				
<b>Evidence-based Action Steps</b>	<b>Start Date</b>	<b>Person Responsible</b>	<b>Funding</b>	<b>Complete Date</b>
Create and implement new teacher orientation induction process	August 21, 2023	Administration Teachers	Local/State	May 21, 2024
Maintain 4 day week	August 21, 2023	Administration School Board	Federal/State/Local	May 21, 2024
Maintain salary increases and benefits	May 17, 2023	Administration School Board Teachers	Federal/State/Local	May 21, 2024
Continue to award Grow Your Own scholarship	August 21, 2023	Administration Teachers	State grant funding	May 21, 2024
Continue to facilitate FTA Campus visit	August 21, 2023	Teacher Counselor	Local	May 21, 2024
Continue staff PD on PEERS/PSRS retirement	March 13, 2023	PDC PEERS/PSRS	State/Local	May 21, 2024
Provide student information regarding the benefits of becoming a teacher and PEERS/PSRS retirement	August 21, 2023	Teacher PEERS/PSRS	State/Local	May 21, 2024
Utilize teacher input to review and revise extra duty procedures	March 13, 2023	Administration Staff	State/Local	May 21, 2024

### **Implement/Monitor/Revise/Board-Stakeholder Involvement**

The Linn County R-I Board of Education, Administration and Staff will consistently and cohesively implement, monitor and revise all district policies and procedures to facilitate alignment with MSIP-6 expectations and applicable state/federal mandates, thus ensuring that the academic and social-emotional needs of students and the school community are addressed in a timely fashion. Further The Board of Education will be involved in the review and update of the CSIP at each monthly Board meeting (agenda item). Finally, implementing social media, stakeholders will be updated at least quarterly as the school communities progress towards the goals and objectives of the CSIP.