**CHADWICK R-I SCHOOL DISTRICT**



**COMPREHENSIVE SCHOOL**

**IMPROVEMENT PLAN**

**TABLE OF CONTENTS**

District Mission, Vision, Beliefs………………..…………………………………..Page 3

District CSIP Goals……………………………………………………………………….Page 4

CSIP Goal 1 Strategies………………………………………………………………….Page 5

CSIP Goal 2 Strategies………………………………………………………………….Page 6

CSIP Goal 3 Strategies………………………………………………………………….Page 7

CSIP Goal 4 Strategies………………………………………………………………….Page 8

CSIP Goal 5 Strategies………………………………………………………………….Page 9

**CHADWICK R-I SCHOOL DISTRICT**

**MISSION**

The faculty and staff of Chadwick R-1 Schools, in partnership with parents and the community, will establish high standards of learning and high expectations for achievement while providing comprehensive guidance for success.

**VISION**

The Chadwick R-I School District envisions that students can become lifelong learners prepared to compete and excel in a global society.

**BELIEFS**

**Chadwick R-1 Philosophy of Education:**

* We believe all students can learn,
* All students can be educated in a safe environment,
* Education is the responsibility of teachers, parents, administrators,

School board members, students, and community,

* All students can live as responsible, respectful, and productive citizens in society.

**The Chadwick School community shares the following beliefs:**

* Education is the shared responsibility of the school, student, family, community, and government.
* The school environment meets the emotional, academic, social, and physical needs of each student, fostering a sense of belonging and stimulating the student’s desire to explore and participate in activities in and beyond the classroom.
* Successful students are prepared to make career and higher education decisions at the appropriate time.
* A collaborative learning environment cultivates creative thinking and problem solving skills.
* The school sets high expectations and provides meaningful and challenging instruction, allowing all students to achieve their highest potential.

**DISTRICT CSIP GOALS**

The Chadwick Board of Education has identified the following goals for the Chadwick School District:

**CSIP Goal #1 Community**

The Chadwick School District will promote, facilitate, and enhance positive relationships with the community to increase active involvement in the District to better benefit our students.

**CSIP Goal #2 Students**

The Chadwick School District will develop/enhance/maintain quality educational/instructional programs to enable students to meet their personal, academic, and career goals and allow all students the opportunity to reach their full potential for success. Upon graduation, students will be college and/or career ready.

**CSIP Goal #3 Staff**

The Chadwick School District will recruit, develop and retain highly qualified, highly motivated, and positive staff members to carry out the District’s mission, goals and objectives.

**CSIP Goal #4 Facilities**

The Chadwick School District will maintain a safe and welcoming environment that meets the needs of our students. All buildings will be safe and secure, well maintained, neat and clean.

**CSIP Goal #5 Governance**

The Chadwick School District will be governed in and effective and efficient manner, providing leadership and representation to benefit students, staff and patrons of the District.

**DISTRICT CSIP STRATEGIES**

**Goal #1**

The Chadwick School District will promote, facilitate, and enhance positive relationships with the community to increase active involvement in the District to better benefit our students.

1. Communicate with families about school programs, activities and events, as well as student progress. Create two-way communication channels between school and home that are effective and reliable.
2. Involve families with their children in academic learning at home, including homework, academic goals, and other curriculum related activities. Assist families in setting home conditions to support learning.
3. Recruit family members as volunteers, providing meaningful work and flexible hours. Enable educators to work with volunteers who support students and the school.
4. Include families as participants in school decisions and governance through committees, improvement teams, and other organizations.
5. Assist school personnel in understanding families’ backgrounds and cultures.

**Goal #2**

The Chadwick School District will develop/enhance/maintain quality educational/instructional programs to enable students to meet their personal, academic, and career goals and allow all students the opportunity to reach their full potential for success. Upon graduation, students will be college and/or career ready.

1. Utilize an integrated, advancing, and comprehensive Pre-K-12 curriculum containing 21st century skills, whose purpose and goals are understood by parents, students and staff.
2. Offer high quality educational and instructional programs using evidence and research based teaching methodologies.
3. Align resources to the new Missouri Standards to increase standardized achievement test scores, district created assessments, and all other relevant assessments used to affirm high academic performance in all grade levels.
4. Ensure that curriculum and support services prepare students to be college and career ready, and that students possess necessary life skills upon graduation.
5. Students will participate in career awareness activities, such as college fairs, job shadowing, career planning resources, instructional units on careers.
6. Optimize the use of established technology and integrate emerging technology to enhance student learning.

**Goal #3**

The Chadwick School District will recruit, develop and retain highly qualified, highly motivated, and positive staff members to carry out the District’s mission, goals and objectives.

1. Implement and maintain a competitive salary and benefits package for all certified and non-certified staff that enables the District to attract and retain highly qualified staff.
2. Promote a positive working environment.
3. Provide district-wide professional development activities that support learning new ideas and skills with ongoing support for implementation.
4. Provide support for new teachers by ensuring a comprehensive, intensive, induction program is in place.
5. Develop and maintain an effective evaluation system which allows for the differentiation between higher performing and lower performing teachers, with a focus on improving the effectiveness of current teachers.
6. Optimize the use of established technology and integrate emerging technology to enhance staff productivity.

**Goal #4**

The Chadwick School District will maintain a safe and welcoming environment that meets the needs of our students. All buildings will be safe and secure, well maintained, neat and clean.

1. Crisis Plans will be developed and reviewed annually.
2. All facilities will be inspected at least semiannually. Staff members will report problems and unsafe conditions immediately.
3. Practice drills, such as fire, tornado, intruder, will be conducted at least quarterly.
4. An appropriate number of staff members will be employed to maintain a safe, neat and clean building. Facilities will be well maintained using sustainable practice.
5. Promote a healthy, positive and supportive learning environment for students.
6. Community, parent, student and staff will be given opportunities to provide input about the present and future needs of the District.

**Goal #5**

The Chadwick School District will be governed in and effective and efficient manner, providing leadership and representation to benefit students, staff and patrons of the District.

1. Provide avenues for information sharing and public input that ensure widespread public awareness and understanding of district decisions, programs, and progress on key performance indicators.
2. Promote a culture of transparency, accountability, public confidence, staff confidence, collaboration, and joint responsibility for student achievement.
3. Develop a sustainable financial plan to optimize ongoing finances to achieve district goals.
4. Apply Missouri School Boards’ Association Foundational Principles for Effective Governance.
5. Actively pursue programs, collaborative partnerships and curriculum that prepare students for high demand careers of the future.
6. Board policies and procedures will remain current.