

# **New Haven School District**

## **Comprehensive School Improvement Plan**



Board Approved  
September 19, 2022

Update Approved  
September 14, 2023

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## **Introduction**

As a component of the implementation of the Sixth Cycle of the Missouri School Improvement Program (MSIP) review process, all districts are required by the Missouri Department of Elementary and Secondary Education (DESE) to develop a Comprehensive School Improvement Plan (CSIP) that directs the overall improvement of its educational programs and services.

The New Haven School District began this process in March 2022. The purpose of the CSIP is to prioritize objectives and goals that will be developed and implemented over the course of the next five years. It is a plan that centers on the improvement of the district from all perspectives with the major thrust on enhancing student achievement and performance levels.

## **Planning Process**

In the spring of 2022, a committee of district stakeholders, including school board members, administrators, teachers, parents, and community members, convened for four meetings to create an updated Comprehensive School Improvement Plan (CSIP). The committee first worked to identify the New Haven School District's specific needs, deficits, and priorities for improvement. They then created measurable objectives and specific action steps to guide decisions and plans moving forward.

This CSIP plan is in full accordance with MSIP 6 and will be implemented beginning in the 2022-2023 school year. The plan was updated in September of 2023.

## **Utilization of the Plan**

The Comprehensive School Improvement Plan (CSIP) is a road map to our future. The plan is designed to identify important, long-range improvement issues and describes a specific set of actions to be undertaken, relative to these issues, over a five-year period.

The CSIP is intended to identify "what" the goals for improvement will be; it is not intended to identify "how" the district intends to make the desired improvements. The New Haven school board, administration, and staff will work alongside parents, community members, and subject area experts to identify and implement programs and enact changes to work towards reaching the goals outlined in the school's CSIP.

## CSIP Committee

The following individuals were members of the 2022 CSIP Committee.

Danielle	Anderson	Special Education Teacher
Leanne	Bauer	Board Member
Gayle	Carey	Technology Director
Rustin	Colter	Elementary School Parent
Jim	Eggers	Board Member
Russ	Gillig	Maintenance Director
Josh	Hoener	Superintendent
Katie	Holtmeyer	High School Student
Jaime	Kinerk	PreK Teacher
Mandy	Koch	High School Teacher
Dave	Luecke	High School Parent
Susan	Mauldin	Classified Staff
Kasi	Meyer	Principal-ElementarySchool
Aubri	Meyer	High School Student
Rachel	Meyer	Special Services
Kim	Monzyk	Elementary School Teacher
Crystal	Payne	Classified Staff
Jared	Pruessner	High School Teacher
Eileen	Roth	Counselor
Stephanie	Scheer	Middle School Teacher
Amy	Schenck	Executive Secretary
Andrea	See	Elementary School Teacher
Chad	Seitter	Middle School Parent
Laura	Shockley	Community Member
Tina	Wnuk	Principal-Middle/High School

## Required Review & Revisions

The CSIP should be reviewed and amended annually with a report to the Board of Education and with a “Plan on a Page” being provided to staff and community partners. The entire document will be revised every five years.

## Missouri School Improvement Program (MSIP) 6

The sixth version of the Missouri School Improvement Program (MSIP 6), the state’s accountability system for reviewing and accrediting public school districts, is focused on continuous improvement for all schools. For more information about MSIP 6, visit <https://dese.mo.gov/quality-schools/mo-school-improvement-program/msip-6>.

## Data Analysis

The CSIP Planning Committee will annually review the data listed below. The analysis of this data will help the committee identify strengths and concerns of the New Haven School District. Copies of the results and reports will be distributed to committee members prior to the annual planning meeting. Copies can also be obtained by accessing The Missouri Department of Elementary and Secondary Education Website ([dese.mo.gov](https://dese.mo.gov)).

<b><u>Internal Analysis</u></b>	<b><u>External Analysis</u></b>
Sources of internal assessment data are both locally created/tracked, and state/national normed items, including:	External factors are outside the District’s direct control, but will be recognized in the District’s planning and include some of the following:
<ul style="list-style-type: none"><li>• Missouri Assessment Program (MAP) Results</li><li>• Prior MSIP Summary Reports</li><li>• District Scorecard Data (Attendance, demographics, discipline, graduation rate, financial reports)</li><li>• The District’s Annual Performance Report (APR)</li><li>• MSIP Advance Questionnaire</li><li>• Stakeholder Survey Results</li><li>• Building Level Performance/Growth Data</li></ul>	<ul style="list-style-type: none"><li>• Changing Demographic Studies</li><li>• Advances in Technology</li><li>• Changes in Legal Requirements (i.e. Every Student Succeeds Act, Senate Bill 319)</li><li>• State &amp; Federal Program Requirements(i.e. ESEA Title I, II, IID, etc.)</li><li>• MSIP 6 Standards and Indicators</li><li>• National Standards / Studies</li><li>• Missouri Learning Standards</li><li>• Changes in Political/Social Landscape</li><li>• Large-Scale Societal Threats (COVID19)</li></ul>

## SWOT Analysis Results

Each year, the CSIP committee will consider external and internal data as well as conduct a SWOT analysis to determine the Strengths, Weaknesses, Opportunities, and Threats to the district. During the 2022 CSIP planning process, the following areas were identified in the SWOT analysis:

<b>Strengths</b>	
<i>What do we do well? What are the resources and assets that set us apart from the crowd?</i>	
<ul style="list-style-type: none"> <li>• Small class sizes</li> <li>• Safety measures</li> <li>• Community support</li> <li>• Family connections</li> <li>• Supportive staff</li> <li>• Good kids</li> <li>• Cell phone policy</li> <li>• Clean/well cared for facilities</li> <li>• Involved students</li> <li>• Low turnover of staff</li> <li>• Commitment to teaching</li> <li>• Community commitment to success of school</li> <li>• Support of administration and school board</li> <li>• Demographics</li> </ul>	<ul style="list-style-type: none"> <li>• Strong teachers, supportive</li> <li>• Finances</li> <li>• Small school district</li> <li>• Small teacher-student ratio</li> <li>• Committed Staff</li> <li>• Returning students to be staff</li> <li>• Transportation staff knows students and families</li> <li>• Kitchen staff knows students and their needs</li> <li>• Opportunities for students to get involved</li> <li>• Strong use of chromebooks and preparedness for shutdown of school</li> <li>• Parental involvement</li> </ul>

<b>Weaknesses</b>	
<i>What are our limitations? What are others likely to see as a weakness?</i>	
<ul style="list-style-type: none"> <li>• Exposure to diversity</li> <li>• Students are stretched thin</li> <li>• More opportunities for parents to be involved in school/connected with school</li> <li>• Student voice</li> <li>• Male leadership</li> <li>• Lack of consistency in a building pertaining to classroom management</li> <li>• Lack of substitute teachers</li> <li>• Staff is spread thin due to small size of district</li> <li>• Aging high school campus</li> <li>• Too much technology sometimes, more instruction without computers</li> </ul>	<ul style="list-style-type: none"> <li>• More fine arts opportunities</li> <li>• Some limits on activities compared to surrounding areas</li> <li>• Limited course offerings, especially high school</li> <li>• Because of small staff, everyone has to wear too many "hats"</li> <li>• Some departments have no co-teachers or anyone in department</li> <li>• Disconnect between grade levels vertically</li> <li>• Students can only take college credit classes online</li> <li>• Payout for sick days</li> <li>• Low wages compared to other local</li> </ul>

<ul style="list-style-type: none"> <li>• Additional early childhood classes, add more age-level classes</li> </ul>	<p>employers</p> <ul style="list-style-type: none"> <li>• Inactive PTO</li> </ul>
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Opportunities	
<i>What opportunities are open to us? What are resources of which we could take advantage?</i>	
<ul style="list-style-type: none"> <li>• Agriculture program</li> <li>• Theater/Arts</li> <li>• Extra-Curricular Activities (football, soccer, etc.)</li> <li>• More PD outside of district</li> <li>• Curriculum Coordinator</li> <li>• Mental Health Specialist</li> <li>• Enrichment Opportunities (Gifted)</li> <li>• Space for contracted services</li> <li>• Class options</li> <li>• Drop off lanes at the Elementary School</li> </ul>	<ul style="list-style-type: none"> <li>• Inclusive activities</li> <li>• Career-tech facilities</li> <li>• Permanent substitutes</li> <li>• Another administrative secretary at Elem/MS/HS</li> <li>• More tuition reimbursement</li> <li>• District branding</li> <li>• Fine Arts Opportunities</li> <li>• New gym</li> <li>• New high school wing</li> <li>• More space for meetings/special services</li> <li>• Updated materials/textbooks</li> </ul>

Threats	
<i>What threats do our weaknesses expose us to? What <b>external factors</b> threaten our success?</i>	
<ul style="list-style-type: none"> <li>• Social media</li> <li>• Age and size of buildings</li> <li>• District boundaries</li> <li>• Lack of future industries</li> <li>• Salary compared to surrounding schools</li> <li>• Substitute shortage/bus driver shortage</li> <li>• Time-there isn't enough of it</li> <li>• Possibility of residential switching to commercial property (B&amp;B) therefore decreasing single family home availability</li> <li>• Disaster Recovery Plan</li> <li>• Cybersecurity</li> <li>• Emergency communication in case of disaster</li> <li>• Outgrowing facilities</li> <li>• Weather/back roads</li> <li>• Programs other districts offer have resulted in students moving</li> <li>• MO Legislature</li> </ul>	<ul style="list-style-type: none"> <li>• Competition for (pay) other school support areas (nursing, maintenance, etc.)</li> </ul>

# NEW HAVEN SCHOOL DISTRICT

**A Tradition of Excellence**



**The mission of the New Haven School District is to prepare students for what comes next.**

**The vision of the New Haven School District is for each student and staff member to contribute to the Tradition of Excellence.**

## **Beliefs**

- We believe all learners have the ability to reach their potential.
  - We believe students and staff deserve respect.
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- We believe students need to be safe and supported academically, socially, physically, and emotionally.
  - We believe success is influenced by positive partnership among students, staff, families, and community.
- 
- We believe high expectations are maintained in all areas of the district.
  - We believe diverse professional development assists staff in facilitating engaging instruction for all students



## **"Mission, Vision, and Beliefs**

As a part of the CSIP creation process, the CSIP Committee identified the district's core values and beliefs and crafted new Mission, Vision, and Belief statements that more closely align with our goals for the future. These statements will continue to act as a guide in determining the policies, rules, and regulations of the school district as we work to enact our CSIP plan.

### **Mission Statement**

**The mission of the New Haven School District is to prepare students for what comes next.**

### **Vision Statement**

**The vision of the New Haven School District is for each student and staff member to contribute to the Tradition of Excellence.**

### **Beliefs**

1. We believe all learners have the ability to reach their potential.
2. We believe students and staff deserve respect.
3. We believe students need to be safe and supported academically, socially, physically, and emotionally.
4. We believe success is influenced by positive partnership among students, staff, families, and community.
5. We believe high expectations are maintained in all areas of the district.
6. We believe diverse professional development assists staff in facilitating engaging instruction for all students

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

**SMART Goal #1: The percent of New Haven students scoring either advanced or proficient on the Missouri Assessment Program (MAP) will meet or exceed the statewide average of students scoring either advanced or proficient annually.**

	<b>Action Step</b>	<b>Person Responsible</b>	<b>Funding Source</b>	<b>Data Source</b>	<b>Timeline</b>
1.1.1	Provide data to the Board, staff and students.	Supt, Building Admin	Local Revenue	New Haven Academic Board Report - from MAP and EOC data	Each fall semester after scores are released from the state.

1.1.2	Develop a curriculum plan.	Building Admin and PD Committee	Local Revenue	Current Curriculum, DESE-provided resources	Completed fall 2022, revised annually
1.1.3	Review curriculum. Modify based on Priority Standards.	Building Admin and teachers	Local Revenue	DESE Priority Standards, DESE Curriculum services	Ongoing

## Priority Area #1: Teaching and Learning

### SMART Goal #2: Develop and provide instructional services for students needing academic support in math and ELA.

	Action Step	Person Responsible	Funding Source	Data Source	Timeline
1.2.1	Continue to track ELA K-10 through MAP/EOC scores and other data sources.	Building admin and teachers	Local	STAR data reports, MAP score reports, EOC score reports	Ongoing..pre and post assessment
1.2.2	Begin tracking math K-10 through MAP/EOC scores and other data sources.	Building admin and teachers	Local	MAP score reports, EOC score reports, math progress monitoring assessments	Beginning of year. On-going assessments throughout the school year for movement.
1.2.3	Identify math progress monitoring assessment tool.	Building admin and teachers	Local	Research-based math progress monitoring tools, area schools	Completed 2022-2023 school year
1.2.4	Implement math progress monitoring assessment tool(s).	Building admin and teachers	Local	Monitoring tool data	2023-2024 school year and future years
1.2.5	Develop 7-8 reading intervention process	Building admin and teachers	Local	STAR data reports, MAP score reports	Beginning of year- On-going assessments throughout the school year for movement.

1.2.6	Develop 9-12 reading intervention process	Building admin and teachers	Local	STAR data reports, EOC score reports	Beginning of year- On-going assessments throughout the school year for movement.
1.2.7	Develop K-12 math intervention process	Building admin and teachers	Local	MAP score reports, EOC score reports, math progress monitoring assessments	Beginning of year- On-going assessments throughout the school year for movement.
1.2.8	Continue K-6 reading interventions	Building admin and teachers	Federal, Local	STAR data reports, MAP score reports, DRA	Beginning of year- On-going assessments throughout the school year for movement.

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

**SMART Goal #3: Each school year, 100% of certified staff will participate in development opportunities aligned to district goals.**

	<b>Action Step</b>	<b>Person Responsible</b>	<b>Funding Source</b>	<b>Data Source</b>	<b>Timeline</b>
1.3.1	All first and second-year teachers will be provided with a mentor.	Building admin, PD committee	Local	HR database, mentor handbook	Ongoing
1.3.2	All teachers new to the district will be provided with a buddy teacher for one year.	Building admin, PD committee	Local	HR database, mentor handbook	Ongoing
1.3.3	Create District professional development plan	PD committee, teachers	Local	PD Survey, CSIP	Each spring
1.3.4	Create Building Improvement Plan	Building admin, teachers	Local	CSIP	Fall 2023 and updated annually at the end of each school year
1.3.5	Create Professional Growth Plan	Teachers	Local	CSIP, BIP	Each fall

## Priority Area #1: Teaching and Learning

**SMART Goal #4: The district will increase the percentage of points earned by graduating seniors for CCR 1-3 Success Ready graduates annually with the 2022-2023 school year as a base number.**

	Action Step	Person Responsible	Funding Source	Data Source	Timeline
1.4.1	Teacher and admin will determine if the teachers SLO will be created to correlate with increasing student ACT, IRC and/or TSA scores.	Building Admin, Teachers, District Testing Coordinator	Local	ACT score reports	Each fall
1.4.2	ACT scores will be evaluated and tracked.	Building Admin, District Testing Coordinator	Local	ACT score reports, Tracking Spreadsheet	After each national testing date
1.4.3	ASVAB scores will be evaluated and tracked.	Building Admin, District Testing Coordinator	Local	ASVAB Score Reports, Tracking Spreadsheet	Each fall
1.4.4	Dual credits points gained by students will be evaluated and tracked.	Building Admin, School Counselor	Local	Course schedules	At the conclusion of each semester
1.4.5	IRC/TSA scores from Four Rivers Career Center will be evaluated and tracked.	Building Admin, School Counselor	Local	IRC/TSA Score reports	Each spring

## Priority Area #2: Operations

**SMART Goal 1: By the end of the 2024-2025, districtwide improvement plans will be created and reviewed annually.**

	Action Step	Person Responsible	Funding Source	Data Source	Timeline
2.1.1	Develop a transportation plan	Supt.	Local	Routing and ridership lists, Inspection reports	Updated each fall, reviewed annually in June
2.1.2	Develop a technology plan	Technology Dept	Local	Student Handbook, teacher handbook, eRate data, GoGuardian data, MoreNet	Complete by (Gayle choose month)
2.1.3	Create Building Improvement Plan	Building admin, teachers	Local	CSIP	Fall 2023 and updated annually at the end of each school year
2.1.4	Develop a curriculum plan.	Building Admin and PD Committee	Local Revenue	Current Curriculum, DESE-provided resources and standards	Completed fall 2022
2.1.5	Develop a facility plan	Facility Committee	Local	Facility audit, surveys, Fund 4 maintenance schedule	Complete by fall 2023

## Priority Area #2: Operations

**SMART Goal #2: The local board regularly reviews goals, objectives, and the effectiveness of all programs and services, which support the mission and vision of the district.**

	Action Step	Person Responsible	Funding Source	Data Source	Timeline
2.2.1	Special programs report presented	Director of Special Education, Coordinators	Local	Local data, DESE	Annually in January
2.2.2	Library report presented	Librarians	Local	Local data: Destiny	Annually in September
2.2.3	Extra-Curricular report presented	Activities director	Local	Local data, MSHSAA data	Annually in February
2.2.4	Summer School report presented	Summer school admin	Local	Local data, DESE	Annually in summer
2.2.5	Financial report presented	Superintendent	Local	Local data, audit report, state data, federal data,	Monthly
2.2.6	Policies report presented	Supt	Local	MCE	Ongoing
2.2.7	Food service report presented	Food Service Director	Local	Federal data, state data, local data	Annually in May
2.2.8	Professional development report	PD chairperson	Local	PD surveys, CSIP, BIP	Annually in June

### Priority Area #3: Culture and Climate

**SMART Goal #1: Increase positive communication from each building to the community at least once a week.**

	Action Step	Person Responsible	Funding Source	Data Source	Timeline
3.1.1	New Haven Banner utilized on a weekly basis - community	District Admin, Teachers	Local	Website usage data, newhavenbanner.com, survey	Ongoing
3.1.2	Twitter - community	District Admin, Teachers	Local	School Twitter accounts	Ongoing
3.1.3	Digital school signs installed and updated regularly - community	District Admin, Building Secretaries, Designees	Local	School calendar	Installed fall 2023, updated regularly
3.1.4	K-6 Communication Folders - parents	Classroom Teachers	Local	Communication Folder, Feedback Survey	Weekly
3.1.5	PK-6 Class Apps - parents	Building Admin, Classroom Teachers	Local	Classroom apps, Survey	Ongoing
3.1.6	K-12 staff update to SIS - parents	Teachers	Local	Lumen Parent Portal, Survey	Daily
3.1.7	Parent involvement activities	Building Admin, Teachers	Local, Federal	Surveys	Ongoing

### Priority Area #3: Culture and Climate

**SMART Goal #2: The school system maintains strong collaborative relationships with parent organizations, industry based programs, stakeholders, and other entities within the larger community to support students and educators.**

	Action Step	Person Responsible	Funding Source	Data Source	Timeline
3.2.1	Staff will attend community meetings as appropriate	Admin team, staff	NA	Monthly calendar of who will attend meetings. Examples: Chamber of Commerce, Park Board, Town and Country Women's Club, Community Outreach, etc	Monthly - ongoing
3.2.2	Business partnership email group	District Admin	NA	New Haven Chamber of Commerce, community survey	Fall - annually
3.2.3	Develop business speaker list for classroom	Building Admin, Counselors, Business Teacher	NA	New Haven Chamber of Commerce, community survey	Fall - annually
3.2.4	Develop list of businesses for internships for HS students	Counselors	NA	New Haven Chamber of Commerce, community survey	Fall - annually
3.2.5	Monthly radio show interview	District admin, students	NA	Local data	Monthly - ongoing



### **Priority Area #3: Culture and Climate**

**SMART Goal #3: Survey staff, students, parents and community through a Culture and Climate Survey to provide data and help support engagement for all within the New Haven School District, 2022 will provide a baseline and will be evaluated annually.**

	<b>Action Step</b>	<b>Person Responsible</b>	<b>Funding Source</b>	<b>Data Source</b>	<b>Timeline</b>
3.3.1	Create Surveys	District Admin	Local	Survey	Used DESE surveys
3.3.2	Administer Survey to students	District Admin	Local	Survey	Annually
3.3.3	Administer Survey to staff	District Admin	Local	Survey	Annually
3.3.4	Administer Survey to parents	District Admin	Local	Survey	Annually
3.3.5	Administer Survey to community	District Admin	Local	Survey	Annually
3.3.6	Disaggregate data to look at next steps and areas for improvement.	District Admin, teachers	Local	Survey	Annually

### **Priority Area #3: Culture and Climate**

**SMART Goal #4: As a contribution to the Tradition of Excellence all staff and students will participate in at least 1 after school program, co-curricular activity, or extra-curricular activity.**

	<b>Action Step</b>	<b>Person Responsible</b>	<b>Funding Source</b>	<b>Data Source</b>	<b>Timeline</b>
3.4.1	Survey staff and students to identify areas of need and interest	District admin	Local, state, federal	Survey	Survey completed by Fall 2023, evaluated annually
3.4.2	Evaluate current staff participation in after-school programs, co-curricular, and/or extra-curricular activities.	District admin	Local	MSHSAA reports, Extra-curricular duty list, Survey	Annually
3.4.3	Evaluate current student population to determine participation in after-school, co-curricular and/or extra-curricular activities.	District admin	Local	MSHSAA reports, Club rosters	Annually