

IBERIA R-V SCHOOL DISTRICT

IBERIA
RANGERS



COMPREHENSIVE SCHOOL
IMPROVEMENT PLAN

2023-2026

INTRODUCTION

CSIP PROCESS

Iberia R-V School District created this Continuous School Improvement Plan (CSIP) using a collaborative team process. School board members, administrators, teachers, classified staff, parents, students, and community members worked together in an interactive process to create this plan designed to guide the work of the district in the coming years. This group worked together to review district data, create a mission and vision for the district, and develop priorities for improvement. From this work, strategies and action steps were created to guide the district toward our mission and vision. The finished product was reviewed by, and approved by, the Board of Education. The Board receives quarterly reports to determine if modifications need to be made to the plan. Additionally, the Board reviews the complete document annually, following a review by the CSIP team, and makes modifications as necessary.

CSIP TEAM

The following stakeholders participated and contributed to the development of the CSIP:

Shelly Buechter – Elementary Teacher, Parent
Chelsie Deardeuff – Parent, Business Representative
Sarah DeVore – Student
Jude Griffin – Student
Kelli Hagenhoff – Preschool Teacher
Nicole Hanson – High School Teacher, Parent
Lauren Hodge – Student
Brandon Kissinger – Board Member, Pastor, Parent
Drew Luttrell – Classified Staff Member, Parent
Tara Luttrell – High School Principal
Amanda Mace – Special Services Director, Parent
Emerson Mace – Student
Ruthie Nelson – Board Member
Jennifer Pemberton – Business Representative, Parent
Lisa Pemberton – Board Secretary
Nikki Rowden – Elementary Teacher, Parent
Dusty Russell – Board Member, Parent
Chip Sanders – Pastor, Community Services Representative
Danielle Seel – Business Representative, Parent
Shannon Shelton – Elementary Principal
Camille Sherrell – Community Member

Brian Spencer – Board Member, Parent
Stacy Spurgeon – Classified Staff Member
Matt Trusty – High School Teacher
Lyndel Whittle – Superintendent
Betty Witt – Parent

IBERIA R-V SCHOOL DISTRICT BELIEFS

Iberia R-V School District believes:

- All students are valued and can learn;
- Students and staff deserve a safe and engaging environment which fosters learning;
- Stakeholders will be given opportunities to become active participants in the educational process;
- High expectations are clear and consistent for all stakeholders;
- All stakeholders should act with integrity;
- Transparent communication is critical; and
- Continuous professional development for staff is necessary for student learning.

IBERIA R-V SCHOOL DISTRICT MISSION

The mission of the Iberia R-V School District is to give all students opportunities to achieve their potential, become lifelong learners, contribute productively to their communities, and take pride in our country.

IBERIA R-V SCHOOL DISTRICT VISION

The vision of Iberia R-V School District is to empower students to make a positive difference in their community and world.

IBERIA R-V SCHOOL DISTRICT PRIORITIES

The following areas were determined to be priorities for the current CSIP cycle:

1. Student Achievement
2. Teacher Recruitment and Retention/High Quality Staff
3. Student Behaviors and Mental Health
4. Family Engagement
5. Facilities Upgrades and Safety

PRIORITIES/SMART GOALS/ACTION STEPS

PRIORITY 1 – STUDENT ACHIEVEMENT

SMART Goal 1: By the end of the 2025-2026 school year, the district will increase the number of graduates enrolled in a 2- or 4-year college, employed, or enlisted in the military to 80%.

SMART Goal 2: By the end of the 2025-2026 school year, the average ACT score of students who go on to attend college will meet or exceed the Missouri state average.

SMART Goal 3: By the end of the 2025-2026 school year, student performance on the MAP and EOC assessments will meet or exceed the state average, based on grade level or subject average scores.

PRIORITY 2 – TEACHER RECRUITMENT & RETENTION

SMART Goal 1: By/Through the 2025-2026 school year, Iberia R-V staff salaries will be among the top three in the Frisco League Conference schools and area peer schools, based on starting teacher base and Masters/Step 15 salaries.

SMART Goal 2: Iberia R-V will continue to provide district-paid health insurance to eligible employees.

SMART Goal 3: By the end of the 2025-2026 school year, at least 90% of certified staff will be Highly Qualified and teaching in an area in which they are certified.

SMART Goal 4: Events/celebrations will be held quarterly to celebrate successes and increase/improve camaraderie between staff members of both buildings.

PRIORITY 3 – STUDENT BEHAVIOR & MENTAL

SMART Goal 1: For the next three school years (23/24, 24/25, 25/26), reduce the number of office referrals by 3% each year.

PRIORITY 4 – FAMILY ENGAGEMENT

SMART Goal 1: Through the 2025-2026 school year, faculty will directly communicate each year with 90% of all parents/guardians during the week of Parent Teacher Conferences.

SMART Goal 2: Through the 2025-2026 school year, the District will increase family engagement by hosting no less than one community event per quarter.

SMART Goal 3: Through the 2025-2026 school year, the District will improve communications with the community by publishing an electronic quarterly newsletter.

PRIORITY 5 – FACILITIES AND SAFETY

SMART Goal 1: By the end of the 2025-2026 school year, the District will achieve and maintain a Fund 4 (Capital) reserve of no less than \$250,000, based on ASBR ending restricted balances.

SMART Goal 2: By the end of the 2023-2024 school year, a district facilities committee will be created with the purpose of developing a facilities plan and to submit a facilities needs analysis to the board.

SMART Goal 3: Through the 2025-2026 school year, annual safety audits and surveys will see a 5% reduction in concerns each year.

SMART Goal 4: By the end of the 2025-2026 school year, the District will update/replace existing entry doors to more secure options.

SMART Goal 5: Through the 2025-2026 school year, 100% of facility cameras will work during monthly inspections.

SMART Goal 6: During biannual inspections by administration or the SRO, 100% of building entry doors and classroom doors will be locked.