



NEW HAVEN SCHOOL DISTRICT

Comprehensive School Improvement Plan

Cultivating Independent and Self-Sufficient Learners
2017-2018 to 2021-2022

Goal #1 Student Performance:

Develop and enhance quality educational/instructional programs to improve performance and enable students to meet their personal, academic, and career goals.

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	FUNDING	IMPLEMENTATION	MEASUREMENT
Maintain high performance on state-mandated tests	Junior level math, science, and English classes will provide ACT preparation outside the regular curriculum.	High School Principal	Local/State/Federal Funds	Ongoing	Local Assessment (Pre & Post Tests)
	Identify and implement an effective tool to formatively and summatively assess students' skills to successfully perform on state-mandated tests	Administration	Local/State/Federal Funds	2018-2019	TBD
	Class sizes will be maintained at the "desired" level.	Superintendent, School Board	Local/State/Federal Funds	Annually	DESE recommendations
Incorporate STEM in current classes	Students will regularly use available technology in their classes.	Principals	Local/State/Federal Funds	Ongoing	NEE
	Inquiry-based events will be conducted in all STEM-related courses.	Principals	Local/State/Federal Funds	Ongoing	District Curriculum
	Available STEM professional development opportunities communicated to staff regularly	PD Committee, Administration	Local/State/Federal Funds	Quarterly	Email/PD Logs
Increase opportunities for enrichment	Increase opportunities for differentiated instruction to meet needs of individual students	PD Committee, Administration	Local/State/Federal Funds	Ongoing	PD Logs
Increase leadership opportunities	Explore additional opportunities for student leadership	Teachers/Staff	Local/State/Federal Funds	Ongoing	Student Surveys/Leadership Binders

Goal #2 Highly Qualified Staff:

Recruit, attract, develop, and retain highly qualified staff to carry out the LEA (local educational agency) / District mission, goals, and objectives.

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	FUNDING	IMPLEMENTATION	MEASUREMENT
Maintain competitive salaries & benefits	Conduct annual salary schedule comparison with area schools and schools of similar size.	Superintendent, School Board	Local/State/Federal Funds	Annually	Salary schedules
Focus Professional Development	Promote ongoing staff growth in technology	PD Committee, Administration	Local/State/Federal Funds	Annually	PD logs & annual needs survey
	Available STEM professional development opportunities communicated to staff regularly	PD Committee, Administration	Local/State/Federal Funds	Quarterly	Email/PD Logs
	Professional development committee will select focus areas for the school year.	PD Committee, Administration	Local/State/Federal Funds	Annually	PD Calendar

Goal #3 Facilities, Support, and Instructional Resources:

Provide and maintain appropriate instructional resources, support services, and functional and safe facilities.

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	FUNDING	IMPLEMENTATION	MEASUREMENT
Update bus fleet	Purchase new or used busses to replace current fleet as funding allows.	Superintendent	Local/State/Federal Funds	Annually	Inventory
Process to review/assess instructional materials current	Create material/textbook review cycle	Principals	N/A	2017-2018	Completed plan

Goal #4 Parent and Community Involvement:

Promote, facilitate, and enhance parent, student, and community involvement in LEA/District educational programs.

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	FUNDING	IMPLEMENTATION	MEASUREMENT
Website development	The school website will be updated for functionality and content.	Superintendent	Local	2017-2018	Completed Website
Increase communication through technology	Encourage teachers and parents to use apps such as Remind, Twitter, available apps	Principals	N/A	2017-2018	Teacher Usage
	Collect parent email and promote communication through emails	Principals	N/A	2017-2018	Lumen, SchoolMessenger
Solicit volunteers/increase volunteer opportunities	Engage local business/community members to create opportunities for interaction and share application/knowledge with students and staff	Principals	N/A	2017-2018	Shared document

Goal #5 Governance:

Govern the LEA/District in an efficient and effective manner providing leadership and representation to benefit the students, staff, and patrons of the district.

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	FUNDING	IMPLEMENTATION	MEASUREMENT
Increase bonding capacity	Maintain tax rates sufficient to build bonding capacity for future construction.	School Board	Local funds	Annually	Financial Analysis

Goal #6 Graduation:

All students will graduate.

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	FUNDING	IMPLEMENTATION	MEASUREMENT
Provide assistance to at-risk students	Explore ideas to to formalize a plan for increased tutoring/student assistance opportunities	Principals	Local/State/Federal Funds	Ongoing	AT-Risk Report to the Board of Education
	Continue current staff meetings to identify at-risk students.	Principals, counselors, and special education director	N/A	Ongoing	Meeting Minutes
	Continue current zero-tolerance, eighth hours, and tutoring practices.	Principals	Local/State/Federal Funds	Ongoing	Lumen Records

Goal #7 Post-Graduation

All students will proceed from high school graduation to college, post-secondary vocational or technical school or a high wage job with opportunities for workplace learning experiences.

STRATEGIES:	ACTION STEPS:	RESPONSIBLE PARTY:	FUNDING	IMPLEMENTATION	MEASUREMENT
Create post-graduation plan	Provide opportunity for career exploration.	Counselors	Local/State/Federal Funds	Annually	Missouri Connections, ASVAB
	Create a plan with staff for students to gain hands-on experience for specific career paths.	Principal, Counselor, Teachers	Local/State/Federal Funds	Annually	Completed Plan
	Build relationships with alumni for involvement in career education.	Principals, Teachers	N/A	Ongoing	Shared Document

Description of the Planning Process

The planning process for development of the New Haven School District CSIP began in April 2017.

The CSIP committee held a total of three meetings. At the first meeting the committee analyzed district data, discussed community perceptions of the district, identified areas for improvement, and prioritized those areas. The second meeting of the CSIP committee was devoted to developing the Goals and Strategies to be included in the CSIP document.

The committee worked through a draft version of the document, making several modifications and additions during the third meeting. At the end of the evening, the committee expressed satisfaction with the CSIP and directed it be sent to the New Haven School Board for approval.

Belief Statements

The New Haven School District believes:

- Each student is a unique individual.
- We provide an opportunity for the maximum development of each individual.
- The role of the teacher in the educational process is to provide a learning situation in which individual motivation for learning is the stimulus for achievement.
- Parents/guardians have important responsibilities in education, and in a partnership with the school, take a supportive role by encouraging the student to give his best efforts to daily school responsibilities and by participating in school activities.
- The student has responsibilities in the educational program of his community including a positive attitude to be willing and ready to learn.
- Regular school attendance is crucial to student success.
- The district's educational program is based on the development of competencies in the fundamentals of reading, oral and written communication, mathematics, science, and social studies.

Vision Statements

The New Haven School District strives to:

- Create productive members of society.
- Provide a safe educational environment for children of the district, which will foster and accelerate their intellectual, physical, social, and career development.
- Provide a quality educational program that will prepare students to become successful, contributing members of a changing, information-based society through the development of technological skills to access, analyze, create, and communicate information effectively.
- Provide opportunities for critical thinking, leadership and problem solving in order to prepare students for challenges in and out of the classroom

Analysis of All Students' Performance and Other Relevant Data

The following data were analyzed by the CSIP Committee:

- MAP data
- District Accountability Report Card
- Technological status of the school district
- Buildings and facilities / buses
- Financial information
- CSIP adopted in 2010
- MSIP accreditation information

CSIP Committee Member List

- Superintendent
 - o Josh Hoener
- Building Principals
 - o Kasi Meyer
 - o Chip Stutzman
- Special Education Director
 - o Julie Conner
- Technology Director
 - o Gayle Carey
- Head of Maintenance
 - o Bob Bratcher
- (2) Elementary Teachers
 - o Mandy Parmentier
 - o Megan Perjak
- (2) High School Teachers
 - o Doug Peirick
 - o John Tucker
- (1) Middle School Teacher
 - o Julie Westermeyer
- (1) Representative from Classified Staff
 - o Peggy Borcharding
- (1) Representative from city government/
law enforcement
 - o Lori Quick
- (3) Representatives from New Haven
business community
 - o Stacy Hymer
 - o Debbie Winters
 - o Becky Buhr
- (3) Members of the school board
 - o Brenda Menke
 - o Diane White
 - o Nadine Pruessner
- (3) Community Members
 - o Laura Humphreys
 - o Mike Faris
 - o Chad Seitter