



Midway R-I School District

Every Student, Every Day!

**Continuous School Improvement Plan
2022-2025**

Midway R-I Mission

*The Midway R-I School
District will prepare
students to be successful in
an ever-changing world.*



Midway R-I Vision

*The Midway R-I School
District vision is to create a
safe community where
students are positively
supported to reach their
full potential.*

The Midway R-1 School District and Community Continuous School Improvement Plan (CSIP) was created using a collaborative team process. School board members, district staff from all departments, family members representing a variety of students across grade levels, and members of the community came together for an interactive process to create this thorough plan designed to guide the work of the district for the coming years.

Through the work of this team a strong desire to propel our district forward emerged with an emphasis on student achievement, staffing, positive climate and culture, and effective communication. With this plan at the forefront, our school and community will keep our focus on the students as we guide them to reach their full potential. We commit to using district personnel, time, and financial resources to achieve these district goals.

CSIP Team

Facilitated by Dr. Kevin Daniel, FirED Up Consulting Group

Will Dahman (Student), Baylee Russ (Student), Abi Smith (Student),
Stephanie Owens (School Board), Tara Driggs (School Board), Danielle Stockman (Parent), Heather Sanders (Parent),
Heather Gooch (Parent), Chad Lewis (Parent),
Kami Jamison (PTO), Doug Eberle (Mayor of Freeman),
Ivy Zollars (Teacher), Rachel Fuller (Teacher), Stanie Hoover (Teacher),
Mallory Setzer (Teacher), Abby Brumbaugh (Teacher),
Loretta Bailey (Teacher), Adam Markley (Technology Director)
Jesse Richardson (Secondary Principal), Chad Dean (Elementary Principal),
Hannah Newkirk (Director of Special Services), Angela Gibson (Superintendent)

MIDWAY SCHOOL DISTRICT BELIEVES:

- We believe in striving for educational excellence by motivating and empowering students and staff to problem-solve and take risks without fear of failure.
- We believe care, trust, and communication between staff, students, families, and the community are essential to a successful school.
- We believe in making result-driven decisions to allow students to attain the highest level of personal success.
- We believe in support systems provided for students and staff to meet basic and educational needs.
- We believe in providing opportunities for leadership development through modeling and practice.
- We believe we all share the responsibility to create a positive culture and to safeguard equity, inclusion, dignity, and respect for all.



Midway R-I School District

Priority Areas 2022-2027

**TEACHING,
LEARNING,
ACADEMICS**

STAFFING

**CLIMATE,
CULTURE,
COMMUNICATION**

FACILITIES



CSIP Monitoring

Local School Board

Local School Board will review the CSIP quarterly.

Principals will give monthly progress to Local School Board on Building Strategic Improvement Plan (BSIP) goals that are tied to CSIP goals.

Budget (reflective of CSIP goals) is approved in June prior to following school year.

CSIP Team

CSIP team will meet annually to review progress on CSIP goals, adjust benchmarks, as needed, and review applicable annual survey data.

School Staff

Principals will evaluate and report progress to staff on a quarterly basis, celebrating growth and strategically addressing any concerns.



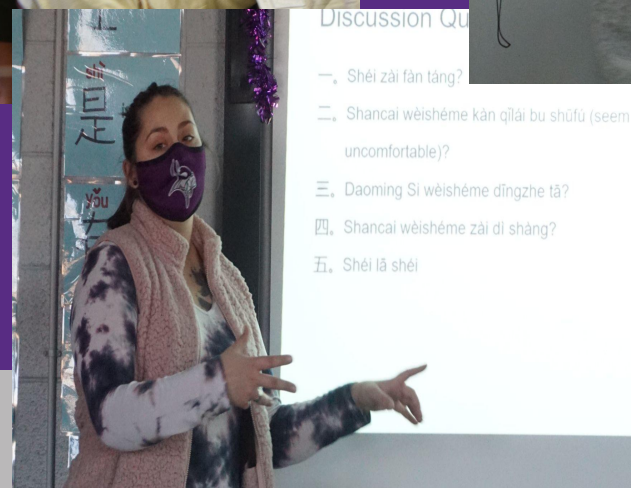
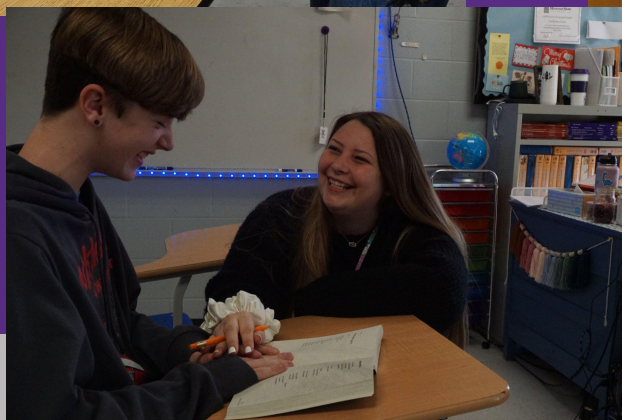
CSIP Monitoring Cycle

2022-2023		
September All-Staff Goal-Setting Meeting Building Goal-Setting Meetings	February Building Check-in Meetings Department Check-in Meetings	April All-Staff Progress Update Meeting CSIP Committee Progress Update
2023-2024		
September All-Staff Goal-Setting Meeting Building Goal-Setting Meetings	February Building Check-in Meetings Department Check-in Meetings	April All-Staff Progress Update Meeting CSIP Committee Progress Update
2024-2025		
September All-Staff Goal-Setting Meeting Building Goal-Setting Meetings	February Building Check-in Meetings Department Check-in Meetings	April All-Staff Progress Update Meeting CSIP Committee Progress Update
2025-2026		
September All-Staff Goal-Setting Meeting Building Goal-Setting Meetings	February Building Check-in Meetings Department Check-in Meetings	April All-Staff Progress Update Meeting CSIP Committee Progress Update
2026-2027		
September All-Staff Goal-Setting Meeting Building Goal-Setting Meetings	February Building Check-in Meetings Department Check-in Meetings	April All-Staff Progress Update Meeting CSIP Committee Final Update



Midway R-I School District Continuous School Improvement Plan

Priority Area 1 - Teaching, Learning, & Academics





Midway R-I School District

Priority 1

Teaching, Learning, Academics

SMART GOAL- 1A

By the end of the 2026-2027 school year, at least 50% of Midway students will score proficient or advanced on the NWEA assessed areas of ELA, Math, & Science.

Baseline Data:

Spring 2022 Data:

- Reading: 36% proficient & advanced (K-12)
- Math: 35% proficient & advanced (K-12)
- Science: 43% proficient & advanced (3-6)

Winter 2023 Data:

- Reading: 41% proficient & advanced (K-12)
- Math: 41% proficient & advanced (K-12)
- Science: 46% proficient & advanced (3-6)



Teaching, Learning, & Academics-1

1A- By the end of the 2026-2027 school year, at least 50% of Midway students will score proficient or advanced on the NWEA assessed areas of ELA, Math, & Science.

Action Step	Steps for Implementation	Team Member Responsible	Target Date/ Timeline	Funding Source	Evidence of Effectiveness
Gather baseline NWEA data in Spring 2022 and set grade-level goals.	<ul style="list-style-type: none">Set annual goals for NWEA growth to reach CSIP goal for 2026-2027 school year	Elementary & Secondary BLT	Yearly Goals set by Fall 2022 NWEA testing window Yearly Goals revisited each May	Title Funding	NWEA Goal Spreadsheet (includes baseline and blank space for goals)
Professional development on NWEA assessment implementation, use, and interpretation.	<ul style="list-style-type: none">Schedule NWEA Basic trainingSchedule NWEA Data to Support Instruction workshop for all staff	PD Committee	By end of 2022-2023 school year	PD budget line	PD Schedule Sign in sheets for PD



Teaching, Learning, & Academics-1

***1A- By the end of the 2026-2027 school year, at least 50% of Midway students will score proficient or advanced on the NWEA assessed areas of ELA, Math, & Science.
(CONTINUED)***

Action Step	Steps for Implementation	Team Member Responsible	Target Date/ Timeline	Funding Source	Evidence of Effectiveness
Use progress monitoring methods (pre- and post-assessments, sample NWEA questions of various formats, NWEA benchmark data) to help students set individual goals and track progress and to adjust instruction and intervention.	<ul style="list-style-type: none"> Ensure all teachers know how to gather & interpret results Set goals for individualized/ subgroup/ whole group growth based on goal sheet 	PD Committee Teachers	By end of first quarter of 2022-2023	NWEA funded through Title funds	PD Schedule Sign in sheets for PD Grade-level/subject intervention data sheets with goals and progress-monitoring/ tracking method
Incentives for NWEA growth & performance.	<ul style="list-style-type: none"> Assembly recognition for individual and group growth & meeting goals 	Admin. team Teachers	Within two weeks of each testing window closure	Fundraising/ donations	List of goals attained/updated spreadsheet Certificates
Communicate to stakeholders before, during, and after testing.	<ul style="list-style-type: none"> Establish district-wide communication regarding upcoming testing, goals, and incentives Parent report sent home 	Admin. team	Before, during, & after testing sessions	No funding line needed	Emails, All-calls, ClassDojo, paper communication



Midway R-I School District

Priority 1

Teaching, Learning, Academics

SMART GOAL- 1B

The number of students scoring proficient or advanced on state assessments will increase 2-3% annually.

Baseline Data:

Spring 2022 Data:

- ELA MAP: 37% Proficient & Advanced (3rd-8th grade)
- Math MAP: 39% Proficient & Advanced (3rd-8th grade)
- Science MAP: 25% Proficient & Advanced (5th & 8th grade)

- English 2 EOC: 46% Proficient & Advanced
- Algebra 1 EOC: 47% Proficient & Advanced
- Algebra 2 EOC: 22% Proficient & Advanced
- Biology EOC: 17% Proficient & Advanced
- Government EOC: 52% Proficient & Advanced



Teaching, Learning, & Academics-1

1B-The number of students scoring proficient or advanced on state assessments will increase 2-3% annually.

Action Step	Steps for Implementation	Team Member Responsible	Target Date/ Timeline	Funding Source	Evidence of Effectiveness
Gather baseline MAP/EOC data in Spring 2022 and set grade-level goals.	<ul style="list-style-type: none"> Graph baseline data Set annual goals for MAP growth to reach CSIP goal for 2026-2027 school year 	Elementary & Secondary BLT	Yearly Goals set by end of First Quarter Yearly Goals revisited each May after testing	N/A	MAP & EOC Goal Spreadsheet (includes baseline and blank space for goals)
Professional development on MAP/EOC assessment implementation, use, and interpretation.	<ul style="list-style-type: none"> PD on high-quality tier 1 instruction PD on high-quality tier 2 instruction MAP/EOC training 	PD Committee Admin. Team PD Committee Admin. Team	2022-2023 school year 2023-2024 school year	Professional Development line item	PD Schedule Sign in sheets for PD PD Schedule Sign in sheets for PD
Use progress monitoring methods (pre- and post-assessments, sample MAP/EOC questions of various formats to help students set individual goals and track progress and to adjust instruction and intervention.	<ul style="list-style-type: none"> Administer pre/post assessments for skills. Tier 3 referral process developed & implemented. 	Teachers Admin Team Building BLT Teachers	Throughout 2022-2023 School year Process developed by 9/15/2022	Budget through teacher PD days and/or curriculum days for subs	Pre/Post-assessment Data TST Process documentation



Teaching, Learning, & Academics-1

1B- The number of students scoring proficient or advanced on state assessments will increase 2-3% annually. (CONTINUED)

Action Step	Steps for Implementation	Team Member Responsible	Target Date/ Timeline	Funding Source	Evidence of Effectiveness
Use progress monitoring methods (pre- and post-assessments, sample MAP/EOC questions of various formats to help students set individual goals and track progress and to adjust instruction and intervention. (continued)	<ul style="list-style-type: none"> Regularly-scheduled team meetings to track performance and progress on skills. Conference with students at the beginning and end of each unit to discuss results and goals. 	Admin Team Teachers Teachers	Ongoing throughout the school year Ongoing throughout the school year	N/A	Schedule of team meetings Student Conference documentation MAP/EOC Test scores reflect student growth
Incentives for MAP/EOC growth & performance.	<ul style="list-style-type: none"> Analyze data to identify district-wide, building-wide, grade-level and individual goals. Promote ownership by giving students options of incentives to select from. 	Building Admin Teachers Building Admin Teachers	Goal Documentation Incentive parties immediately when results come back (end of 2023?)	Fundraising/donations	Test scores reflect student growth



Teaching, Learning, & Academics-1

1B- The number of students scoring proficient or advanced on state assessments will increase 2-3% annually. (CONTINUED)

Action Step	Steps for Implementation	Team Member Responsible	Target Date/ Timeline	Funding Source	Evidence of Effectiveness
Communicate to stakeholders before, during, and after testing.	Before/during testing: <ul style="list-style-type: none"> • Marquee sign to share test dates with community • Newsletters • Classdojo messages • Social Media posts about testing • Paper flyer to remind parents of test dates and the importance of school attendance • School phone call 	Admin Teachers	Beginning of the second semester	N/A	Communication plan/scheduled posts, etc.
	After testing: <ul style="list-style-type: none"> • Send test scores home with parents at back to school night or during parent teacher conferences 	Admin Teachers	May 2023, if we have results		Test scores reflect student growth



Midway R-I School District

PRIORITY AREA - 1

Teaching, Learning, Academics

SMART GOAL-1C

On an annual basis, the Midway R-I School District will reduce the number of students requiring Tier 3 intervention by 3-5%.

Baseline Data:

K -Unknown

Grade 1 - 2 students

Grade 2 - 4 students

Grade 3 - 6 students

Grade 4 - 7 students

Grade 5 - 5 Students

Grade 6 - 1 Student

Grade 7 - 4 students

Grade 8 - 2 students

Grade 9 - 3 students

Grade 10 - 2 Students

Grade 11 - 3 students

Grade 12 - 4 students

**Total: 43 students
9.8%**



Teaching, Learning, & Academics-1

1C- On an annual basis, the Midway R-I School District will reduce the number of students requiring Tier 3 intervention by 3-5%.

Action Step	Steps for Implementation	Team Member Responsible	Target Date/ Timeline	Funding Source	Evidence of Effectiveness
Gather baseline Tier 3 students in Fall 2022.	<ul style="list-style-type: none"> Gather Tier 3 data from spring 2022. Assess students on their spring 2022 TST skill to determine if intervention is still needed for that skill. 	Admin Team Teachers	9/2/2022 9/9/2022	N/A	The number of students requiring Tier 3 intervention will decline.
Academic Tiered Support Process <i>tightened up</i> K-12	<ul style="list-style-type: none"> Defined criteria for eligibility for Tier 2 & Tier 3 supports. Data to show growth or lack of growth and the specific classroom interventions that are given for a student to allow movement amongst Tiers. 	Admin Title Teacher Sped Staff Classroom Teachers	August 2022	N/A	Data Collection shared drive



Teaching, Learning, & Academics-1

1C- On an annual basis, the Midway R-I School District will reduce the number of students requiring Tier 3 intervention by 3-5%. (CONTINUED)

Action Step	Steps for Implementation	Team Member Responsible	Target Date/ Timeline	Funding Source	Evidence of Effectiveness
Define criteria for Tier 2 and Tier 3 intervention.	<ul style="list-style-type: none"> Grade levels/ Subject area teachers will develop Tier 2 criteria on specific skills. 	Teachers	May 2023	N/A	Criteria will be documented for each unit
	<ul style="list-style-type: none"> Develop process for what to do after no progress after 6 weeks of intervention at the Tier 2 level 	Teachers Tier 2 & 3 staff	September 2022		Tier 2 Criteria will be identified and documented
	<ul style="list-style-type: none"> Develop process for what to do after no progress after two 6-week rotations of Tier 3 intervention (SMART goals with data-tracking). 	Teachers Tier 2 & 3 staff	September 2022		Tier 3 Criteria will be identified and documented



Teaching, Learning, & Academics-1

1C- On an annual basis, the Midway R-I School District will reduce the number of students requiring Tier 3 intervention by 3-5%. (CONTINUED)

Action Step	Steps for Implementation	Team Member Responsible	Target Date/ Timeline	Funding Source	Evidence of Effectiveness
Develop effective progress monitoring system for all students.	<ul style="list-style-type: none"> Create shared monitoring system in elementary for Tier 2 and Tier 3 	Building BLTs Admin Team	September 30, 2022	PD	Shared monitoring document
	<ul style="list-style-type: none"> Create shared monitoring system in secondary for Tier 2 and Tier 3 	Teachers	September 30, 2022		Shared monitoring document
Develop strong Tier 1 instruction	<ul style="list-style-type: none"> Plan high-quality PD on instructional strategies 	PD Committee Curriculum Coach	Throughout 2022-2023	N/A	PD Schedule Sign-in Sheets
	<ul style="list-style-type: none"> Plan high-quality PD on differentiation in Tier 1 	PD Committee Curriculum Coach	Throughout 2022-2023		PD Schedule Sign-in Sheets
	<ul style="list-style-type: none"> Schedule monthly instructional strategy focus 	PD Committee Curriculum Coach	September 30, 2022		Instructional strategy focus calendar



Teaching, Learning, & Academics-1

1C- On an annual basis, the Midway R-I School District will reduce the number of students requiring Tier 3 intervention by 3-5%. (CONTINUED)

Action Step	Steps for Implementation	Team Member Responsible	Target Date/ Timeline	Funding Source	Evidence of Effectiveness
Develop strong Tier 1 instruction	<ul style="list-style-type: none"> • PD for new curriculum resources 	PD Committee Building Principals	Throughout 2022-2023	NA	PD Schedule Sign-in Sheets
	<ul style="list-style-type: none"> • Hire a curriculum coach 	Admin Team	August 2022		New hire contract
	<ul style="list-style-type: none"> • Define role of curriculum coach 	Admin Team	September 30, 2022		Curriculum Coach Job Description
	<ul style="list-style-type: none"> • Constructive feedback from observations 	Admin Teachers	Throughout CSIP cycle		NEE observation feedback forms
	<ul style="list-style-type: none"> • Data-Tracking method created for grade-level/ subject skills 	BLT Admin Teachers	October 31, 2022		Data-Tracking Method



Midway R-I School District Continuous School Improvement Plan

Priority Area 2 - Leadership & Development: Recruiting, Hiring, and Retaining Staff





Midway R-I School District

PRIORITY AREA - 2

Leadership & Development: Recruiting, Hiring & Retaining Quality Staff

SMART GOAL-2A

Annually, the district will increase the total number of applicants by 10%

Baseline Data

Spring 2022

Certified Applicants: 11 applications K-12

Classified Applicants: 39 applications K-12



Leadership & Development

Recruiting, Hiring & Retaining Quality Staff

2A- The district will increase the total number of applicants by 10% on an annual basis.

Action Step	Steps for Implementation	Team Member Responsible	Target Date/ Timeline	Funding Source	Evidence of Effectiveness
Gather baseline data on number of yearly applicants for vacancies.	<ul style="list-style-type: none"> Publish to teachers only the number of applicants and of qualified applicants we have on file currently so teachers have a frame of reference. Maintain a running total that teachers can see and be aware of 	Admin Team	<p>August 2022 an initial list could be made available using Google Documents</p> <p>Update list anytime an application comes in</p>	N/A	List is available, teachers are able to recommend or participate in the recruiting process
Develop active recruitment strategy. <ul style="list-style-type: none"> 	<ul style="list-style-type: none"> Send administrators and teachers to job fairs and universities, nearby or around the state Partner with universities to encourage recruitment of student teachers 	<p>Admin Team Recruitment Committee</p> <p>Admin Team Recruitment Committee</p> <p>Admin Team Recruitment Committee</p>	<p>August 2022</p> <p>Throughout CSIP Cycle</p> <p>Throughout CSIP Cycle</p>	N/A	<p>Committee scheduled dates and agendas include recruitment strategies and updates</p> <p>Job Fairs & College Visits schedule</p> <p>Correspondence or Documentation of contact with area universities</p>



Recruiting & Retaining Quality Staff-2

2A- The district will increase the total number of applicants by 10% on an annual basis.

Action Step	Steps for Implementation	Team Member Responsible	Target Date/ Timeline	Funding Source	Evidence of Effectiveness
Establish a “Grow Your Own Teacher” Program before the end of 2023.	<ul style="list-style-type: none"> Make the details of the program known to staff 	Admin Recruitment Committee	Through 2022-2023 School Year	DESE Grow your own grant.	Meeting details of the grant
	<ul style="list-style-type: none"> Ask for teacher input and volunteers to coordinate recruitment activities and participate 	Admin Recruitment Committee	Schedule activities by October 31, 2022	Also budgeted \$2000 for start up to the program.	Activity Schedule for recruitment activities
	<ul style="list-style-type: none"> Establish Future Teachers of America (FTA) Chapter 	Admin FTA Advisor	September 30, 2022	DESE grow your own grant (stipend))	Advisor & Member Records; Meeting Agendas



Midway R-I School District

PRIORITY AREA - 2

Leadership & Development: Recruiting, Hiring & Retaining Quality Staff

SMART GOAL-2B

On an annual basis, 100% of certified and noncertified staff will participate in professional development opportunities, tied to their Individual Professional Development Plans, which are aligned to the CSIP.

Baseline Data

Baseline data will be taken throughout 2022-2023 school year.



Leadership & Development
Recruiting, Hiring & Retaining Quality Staff
2B- On an annual basis, 100% of certified and noncertified staff will participate in professional development opportunities and complete specific assignments aligned to district goals.

Action Step	Steps for Implementation	Team Member Responsible	Target Date/ Timeline	Funding Source	Evidence of Effectiveness
Re-establish professional development committee.	<ul style="list-style-type: none">Re-establish professional development committee consisting of a variety of members from settings throughout the building	Admin team	August 31, 2022	N/A	List of Committee members, Meeting schedules, Meeting Agendas
Staff input in professional development goals and content.	<ul style="list-style-type: none">Survey the staff on what they would like to see for PD.Committee will use survey results to plan and implement PD that aligns with high interest areas identified in the survey.	Admin Team PD Committee	August 31, 2022 September 30, 2022	N/A	Survey Results PD schedule & documentation for 2022-2023 school year.



Leadership & Development

Recruiting, Hiring & Retaining Quality Staff

***2B-On an annual basis, 100% of certified and noncertified staff will participate in professional development opportunities and complete specific assignments aligned to district goals.
(CONTINUED)***

Action Step	Steps for Implementation	Team Member Responsible	Target Date/ Timeline	Funding Source	Evidence of Effectiveness
Provide and participate in at least two district-wide team-building opportunities per year.	<ul style="list-style-type: none"> Plan two team-building opportunities based on Teacher Academy input. 	PD Committee Admin Team	1 district-wide team building opportunity each semester	DESE retention and recruitment grant. PD funds	Scheduled team-Building activity details Positive feedback from teachers.
Provide more professional development opportunities for specials & elective teachers.	<ul style="list-style-type: none"> Survey special and elective teachers to determine PD needs and ideas. Committee will use survey results to plan and implement PD that aligns with high interest areas identified in the survey. 	PD committee Admin team PD Committee	September 30, 2022 October 31, 2022	PD funds	Survey results Committee has established PD opportunities for staff during the second semester of the 2022-2023 school year for special and elective teachers.



Leadership & Development

Recruiting, Hiring & Retaining Quality Staff

***2B-On an annual basis, 100% of certified and noncertified staff will participate in professional development opportunities and complete specific assignments aligned to district goals.
(CONTINUED)***

Action Step	Steps for Implementation	Team Member Responsible	Target Date/ Timeline	Funding Source	Evidence of Effectiveness
Utilize NEE software for individual professional development plans and teacher evaluation.	<ul style="list-style-type: none"> Identify district and building-wide NEE standard focus 	Admin team	Prior to school starting	NEE software funded through Title funds and technology funds.	Identified standards
	<ul style="list-style-type: none"> Set goals and create individualized PD Plans 	Teachers	October 21, 2022		Individualized Teacher PD Plans
	<ul style="list-style-type: none"> Schedule PD Plan checkpoints throughout the year 	Admin Team	August 31, 2022		PD Plan Checkpoints
	<ul style="list-style-type: none"> Individual and group growth results of PD Plans 	Admin team Teachers	May 31, 2022		Final Growth Data from PD Plans



Midway R-I School District

PRIORITY AREA - 2

Leadership & Development: Recruiting, Hiring & Retaining Quality Staff

SMART GOAL-2C

The district will retain 95% of staff it intends to contractually renew annually.

Baseline Data

2021-2022 Retention Percentage

Elementary- 63% retention

Secondary- 91% retention

Special Education- 86% retention



Leadership & Development

Recruiting, Hiring & Retaining Quality Staff

2C-The district will retain 95% of staff it intends to contractually renew annually.

Action Step	Steps for Implementation	Team Member Responsible	Target Date/ Timeline	Funding Source	Evidence of Effectiveness
Develop strong mentoring program.	<ul style="list-style-type: none"> Assign & train mentors 	Admin Team	August 31, 2022	General Funds & Title funds	Mentor List & Training Materials
	<ul style="list-style-type: none"> Schedule in meetings and one-on-one times for mentors and mentees and observations 	Admin Team PD Committee Mentor/Mentee	August 31, 2022 1 per semester 2022-2023		Schedule of mentor/mentee time Observation schedule for mentor/mentee
	<ul style="list-style-type: none"> Gather materials & resources and create monthly checklists for mentors to use as guidance for working with mentees 	Admin Team PD Committee	September 30, 2022		Mentee Packet, Mentor/Mentee Checklists
	<ul style="list-style-type: none"> Gain feedback regarding mentor program through survey 	Admin Team PD Committee	May 31, 2023		Final survey results at the end of the year



Leadership & Development

Recruiting, Hiring & Retaining Quality Staff

2C-The district will retain 95% of staff it intends to contractually renew annually. (CONTINUED)

Action Step	Steps for Implementation	Team Member Responsible	Target Date/ Timeline	Funding Source	Evidence of Effectiveness
Provide high-quality professional development opportunities, both in-district and out-of-district.	<ul style="list-style-type: none"> Survey teachers on what they would like PD on 	Admin Team	August 31, 2022	PD FUNDS	Survey Results
	<ul style="list-style-type: none"> Try to find PD for all subject areas & needed technology 	PD Committee	September 30, 2022		PD schedule & documentation for 2022-2023 school year
	<ul style="list-style-type: none"> PD over CSIP and how to implement any changes 	Admin Team	Throughout CSIP Cycle		PD schedule & documentation for 2022-2023 school year
Provide built-in teacher collaboration opportunities throughout the school year.	<ul style="list-style-type: none"> Schedule mentor/mentee meetings for Q & A and other structured collaboration 	Admin Team PD Committee	August 31, 2022	General Funds	PD schedule & agendas for mentor/mentee collaboration
	<ul style="list-style-type: none"> Set aside time for grade-level & subject areas collaboration 	Building Administration Curriculum Coach	May 31, 2022		PD schedule & agendas for collaboration through year
	<ul style="list-style-type: none"> Set aside time for cross-curricular brainstorming and planning 	Building Administration Curriculum Coach	May 31, 2022		PD schedule & agendas for cross-curricular collaboration through year



Leadership & Development

Recruiting, Hiring & Retaining Quality Staff

2C-The district will retain 95% of staff it intends to contractually renew annually. (CONTINUED)

Action Step	Steps for Implementation	Team Member Responsible	Target Date/ Timeline	Funding Source	Evidence of Effectiveness
Outside & teacher feedback gathered regarding curriculum development process.	<ul style="list-style-type: none"> Conduct curriculum audit Conduct during- and post-surveys regarding curriculum development and reevaluate 	Admin Team Contracted Organization Admin Team Curriculum Coach Teachers	September 30, 2022 Reevaluate on final day of each school year through 2027	N/A	Audit results Survey results, reevaluation, plan for future
High-quality professional development on curricular resources & programs.	<ul style="list-style-type: none"> Survey teachers on any problems or needs for curriculum Offer subject-specific PD opportunities Offer opportunities for teachers to find and get funding for resources, curriculum, and programs for their subject area 	Admin Team Curriculum Coach PD Committee Curriculum Coach	September 30, 2022 Throughout CSIP Cycle	PD FUNDS	Surveys Results and reflections from PD and use of newly learned concepts



Midway R-I School District

PRIORITY AREA - 2

Priority Area 2 - Leadership and Development: Recruiting, Hiring, and Retaining Staff

SMART GOAL-2

At least 95% of teachers, administrators, and school board members will make professional growth attend high-quality professional development activities tailored their own job/role(s), as measured in the annual staff survey and anecdotal records.

Baseline Data

Baseline data will be collected through the 2022-2023 school year.

Professional Development survey data will be taken end of the 2022-2023 school year.



Priority Area 2 - Leadership and Development: Recruiting, Hiring, and Retaining Staff

At least 95% of teachers, administrators, and school board members will make professional growth attend high-quality professional development activities tailored their own job/role(s), as measured in the annual staff survey and anecdotal records.

Action Step	Steps for Implementation	Team Member Responsible	Target Date/ Timeline	Funding Source	Evidence of Effectiveness/Artifacts
All staff members will have a professional development plan that outlines their professional growth.	NEE PDP plans	All staff members	December of each year.	Title and technology fund will supply the NEE PD plan system.	PDP plan in the NEE software
Staff members will have feedback twice a year on their professional development growth during the Admin feedback.	Admin will schedule meetings at least twice a year to reflect on teachers professional growth.	Administration Team	By Dec of each year for first meeting and April of each year for year ending feedback	Title and technology fund will supply the NEE PD plan system.	Notes on the PD plan on the NEE software
Staff members will be provide a end of year survey to self reflect on their personal PD growth.	Committee/admin team will create a yearly survey.	PD committee will develop and send out a survey.	Beginning of May	Free Google Form	Google form spreadsheet of information and note of the evaluation from the Admin team.



Midway R-I School District Continuous School Improvement Plan

Priority Area 3 - Culture, Climate and Communication





Midway R-I School District

PRIORITY AREA - 3

Climate, Culture, & Communication

SMART GOAL-3A

Student Climate & Culture survey results of “strongly agree” and “agree” will increase by 2-3% on an annual basis.

Baseline Data:

Will be collected during the 2022-2023 school year.



Climate, Culture, & Communication

3A-Student survey results of “strongly agree” and “agree” will increase by 2-3% on an annual basis.

Action Step	Steps for Implementation	Team Member Responsible	Target Date/ Timeline	Funding Source	Evidence of Effectiveness
Create student survey and gather baseline data in Fall 2022.	<ul style="list-style-type: none"> Create Climate & Culture survey. 	Admin Team Climate & Culture Committee	September 30, 2022	N/A	Survey
	<ul style="list-style-type: none"> Compile baseline data from results. 	Climate & Culture Committee	October 31, 2022		Survey Results
Actively market communication to students (academics, athletics, extracurriculars, clubs/organizations, events).	<ul style="list-style-type: none"> Update website to be more organized and accessible for staff, students, & stakeholders 	Technology Director Admin Team	September 30, 2022	Communication budget line for : Website Technology licenses.	Website & Communication Plan
	<ul style="list-style-type: none"> Have training for students on how to check their grades and missing assignments 	Building Principals Advisory Teachers	September 30, 2022		Training schedule & materials for students



Climate, Culture, & Communication

3A-Student survey results of “strongly agree” and “agree” will increase by 2-3% on an annual basis. (CONTINUED)

Action Step	Steps for Implementation	Team Member Responsible	Target Date/ Timeline	Funding Source	Evidence of Effectiveness
Actively market communication to students (academics, athletics, extracurriculars, clubs/organizations, events). (Continued)	<ul style="list-style-type: none"> Notes/Goal Sheet for Weekly Grade-Level Meetings (elementary) 	Building Principal Grade-Level Teams	September 30, 2022	N/A	Elementary weekly grade-level meeting notes/goal sheet
	<ul style="list-style-type: none"> Checklist for advisory teachers for each student every week (secondary) 	Building Principal Advisory Teachers	September 30, 2022	N/A	Advisory Checklist
	<ul style="list-style-type: none"> Create Google Form for staff, students, and community patrons to share information on the school website 	Admin Team Technology Director	September 15, 2022	N/A	Google Form for information to go on the school website



Climate, Culture, & Communication

3A-Student survey results of “strongly agree” and “agree” will increase by 2-3% on an annual basis. (CONTINUED)

Action Step	Steps for Implementation	Team Member Responsible	Target Date/ Timeline	Funding Source	Evidence of Effectiveness
Establish district-wide student incentive programs.	<ul style="list-style-type: none">Identify schoolwide goals and decide what data will be monitored for incentives	BLT	September 30, 2022	Fundraising and donations	Documentation of schoolwide goals
	<ul style="list-style-type: none">Establish timelines for rewards	BLT	September 30, 2022	N/A	Goal/Mastery/Reward Timeline
	<ul style="list-style-type: none">Streamline data collection through ClassDojo	BLT Building Principals PD Committee	October 31, 2022	N/A	Training on ClassDojo; Data from ClassDojo



Midway R-I School District

PRIORITY AREA - 3

Climate, Culture, & Communication

SMART GOAL-3B

By the year 2026-2027, 75% of staff will “strongly agree” and “agree” on staff climate & culture survey.

Baseline Data:

Data will be collected during the 2022-2023 school year.



Climate, Culture, & Communication

3A-Student survey results of “strongly agree” and “agree” will increase by 2-3% on an annual basis. (CONTINUED)

Action Step	Steps for Implementation	Team Member Responsible	Target Date/ Timeline	Funding Source	Evidence of Effectiveness
Continue to build on opportunities for secondary students to interact with elementary students.	<ul style="list-style-type: none"> Establish student committee and teacher sponsor to plan and implement these interactions 	Admin Team Culture/Climate Committee	September 30, 2022	N/A	Committee list - schedule of elementary/ secondary interactions
	<ul style="list-style-type: none"> Create a proposal Google Form for the district to use to help with ideas 	Elementary/ Secondary Connections Committee	September 30, 2022		Google Form
	<ul style="list-style-type: none"> Set calendar for events that we already have established 	Elementary/ Secondary Connections Committee Admin Team	September 30, 2022		Calendar of events planned for elementary & secondary interaction



Climate, Culture, & Communication

3A-Student survey results of “strongly agree” and “agree” will increase by 2-3% on an annual basis. (CONTINUED)

Action Step	Steps for Implementation	Team Member Responsible	Target Date/ Timeline	Funding Source	Evidence of Effectiveness
Establish district-wide ClassDojo reward & communication system.	<ul style="list-style-type: none">• Students, teachers, and parents join ClassDojo• Define prizes and times• Communicate opportunities to students and parents• Give teacher PD on ClassDojo and expectations• Incentivize teacher use of ClassDojo• Teacher reward system through class dojo	Admin Team Teachers Parents	September 30, 2022	Fundraising, donations	Documented evidence that all teachers have an active DOJO account that they are constantly and consistently communicating with students.



Climate, Culture, & Communication

3B-By the year 2026-2027, 75% of staff will “strongly agree” and “agree” on staff climate & culture survey.

Action Step	Steps for Implementation	Team Member Responsible	Target Date/ Timeline	Funding Source	Evidence of Effectiveness
Create staff survey and gather baseline data in Fall 2022.	<ul style="list-style-type: none"> Create Staff Climate & Culture survey. 	Admin Team Climate & Culture Committee	September 30, 2022	N/A	Survey
	<ul style="list-style-type: none"> Compile baseline data from results. 	Climate & Culture Committee	October 31, 2022		Survey Results
Actively market communication to staff (academics, athletics, extracurriculars, clubs/organizations, events).	<ul style="list-style-type: none"> Develop “page” for teachers to communicate with each other Create list for people who may need extra communication (paras, teachers without facebook) and make sure to email them or put a flyer in their mailbox 	Admins Team Secretaries Coaches Teachers Admin Team Secretaries	Fall semester 2022 October 31, 2022	N/A	Created page Weekly, monthly and sometimes daily communication emails. List of Staff members who need email and paper communication options



Climate, Culture, & Communication

3B-By the year 2026-2027, 75% of staff will “strongly agree” and “agree” on staff climate & culture survey.(CONTINUED)

Action Step	Steps for Implementation	Team Member Responsible	Target Date/ Timeline	Funding Source	Evidence of Effectiveness
Implement weekly staff spotlight (in-house, website, social media).	<ul style="list-style-type: none"> Admin determines info to be obtained about each teacher and staff member Maintain database of teacher information they contribute to and that is curated by admin before distribution 	Admin Team Teachers Admin Team Teachers	January 2023 Throughout CSIP Cycle	Donations	Collected information from each staff member Staff bio for each staff member
Provide more opportunities for teacher input.	<ul style="list-style-type: none"> Feedback meetings One on one conversations surveys 	Admin team	Throughout CSIP Cycle	N/A	Documentation of meetings and/or survey



Climate, Culture, & Communication

3B-By the year 2026-2027, 75% of staff will “strongly agree” and “agree” on staff climate & culture survey.(CONTINUED)

Action Step	Steps for Implementation	Team Member Responsible	Target Date/ Timeline	Funding Source	Evidence of Effectiveness
District-wide CSIP celebrations for meeting goals.	Have a prize wheel for teachers Make goals clear and known to everyone Communicate how teachers can contribute to meeting goals	Committee and admin	Start with some small celebrations for small goals in the first semester of 2022 to prime the pump Reward as goals are met	Pre budget funds in district 6411 for supplies for celebration.	Documentation of event



Midway R-I School District

PRIORITY AREA - 3

Climate, Culture, & Communication

SMART GOAL-3C

75% of parent, community, & stakeholder survey results will be “strongly agree” and “agree” on staff climate & culture survey by the year 2026-2027.

Baseline Data:

Data will be collected during the 2022-2023 school year.



Climate, Culture, & Communication

3C-By the year 2026-2027, 75% of parent, community, & stakeholder survey results will be “strongly agree” and “agree” on staff climate & culture survey.

Action Step	Steps for Implementation	Team Member Responsible	Target Date/ Timeline	Funding Source	Evidence of Effectiveness
Create parent/community/stakeholder survey and gather baseline data in Fall 2022.	<p>Community relations committee needs to be established.</p> <p>Survey could be given at back to school night.</p> <p>Committee can create the survey and analyze results.</p> <p>Survey should be anonymous. (Survey monkey, Satchel Pulse)</p>	Admin & Committee	End of first quarter of 2022-2023.	NA	Survey is created and results are collected.
Actively market communication to community (academics, athletics, extracurriculars, clubs/organizations, events).	Staff could send pictures/info to one person/google account to then be posted and shared in our various communication outlets.	Admin Team, yearbook editor	All year	N/A	Documentation of multiple sources to show communication.



Climate, Culture, & Communication

3C-By the year 2026-2027, 75% of parent, community, & stakeholder survey results will be “strongly agree” and “agree” on staff climate & culture survey. (CONTINUED)

Action Step	Steps for Implementation	Team Member Responsible	Target Date/ Timeline	Funding Source	Evidence of Effectiveness
Develop comprehensive communication and community relations plan. (committee)	Include reps from PTO, booster club, community members, school board in the committee	Admin team	2022-2023 school year to begin	NA	Agendas from meetings
Provide quarterly opportunities for community involvement (i.e. grandparents tea, family movie nights, Hall of Fame, etc.).	Committee selects one activity per quarter Event time, place, and details should be communicated in different ways (not just social media)	Committee	2022-2023 school year to begin	Fundraising and donations	School and website google Calendar



Midway R-I School District

PRIORITY AREA - 3

Climate, Culture, & Communication

SMART GOAL-3D

The Midway R-I School District will promote healthy social emotional development for staff and students in accordance with the district's Comprehensive Schoolwide Mental & Behavioral Health Plan, by 2026-2027.

Baseline data:

Will be gathered during the 2022 school year.



Priority Area 3 - Climate, Culture, & Communication
The Midway R-I School District will promote healthy social emotional development for staff and students in accordance with the district's Comprehensive Schoolwide Mental & Behavioral Health Plan, by 2026-2027.

Action Step	Steps for Implementation	Team Member Responsible	Target Date/ Timeline	Funding Source	Evidence of Effectiveness/Artifacts
Create a Mental Behavioral Health Plan	Develop a Mental Health and Wellness committee. Research Mental Health and Behavior Plans.	Committee Admin Nieder Stackhouse	April 2023	N/A	Wellness Plan documentation
Promote Plan to Staff with Professional Development Training.	Develop a timeline Plan strategic professional development	Committee Counselors Admin Team,	Starting with beginning of school professional development 2023.	Professional Development Budget Line	PD Training schedule. Student and staff survey on mental health and SOS for students.
Counselors will report to local school board and stakeholders quarterly.	Counselors will provide a written report to the board quarterly to address progress on Mental & Behavioral Health Plan.	Nieder Stackhouse	Quarterly	N/A	Quarterly Written Board Report from Counselors
	Counselors will include a "Counselor's Corner" quarterly in the building principals' parent newsletters.	Nieder Stackhouse	Quarterly	N/A	Quarterly newsletters include Counselor's Corner



Midway R-I School District Continuous School Improvement Plan

Priority Area 4 - Finances, Budget, Facilities





Midway R-I School District

PRIORITY AREA - 4

Facilities

SMART GOAL-4A

By 2025, District will meet the annual facilities established standards set yearly for size, maintenance, improvements, safety, and health set forth by the District's Master Facilities plan in order to ensure all buildings are safe, secure, neat, clean, and well-maintained.

Baseline Data:

We be gathered during the maintenance assessment in the summer of the 2023 school year.



Facilities

4A-By 2025, District will meet the annual facilities established standards set yearly for size, maintenance, improvements, safety, and health set forth by the District's Master Facilities plan in order to ensure all buildings are safe, secure, neat, clean, and well-maintained.

Action Step	Steps for Implementation	Team Member Responsible	Target Date/ Timeline	Funding Source	Evidence of Effectiveness
Complete Facility Audit.	Committee develops survey in January each year. Survey is given out and collected in April. Plan is developed by committee for 12 mos of work (May 1 - April 30).	Committee develops survey each year in January	Annually in April so that plans can be made for summer projects	Budgeted funding	Completed surveys with positive responses
Develop Master Facility Plan.	Committee developed starting in August 2022, meets every 2-4 weeks initially to develop plans. Could meet quarterly from then on.	Facility Committee	Living Document created by January 2023	Budget funding	Document all teachers can access. Community access?
Develop annual maintenance schedule.	Committee developed in August 2022, meets every 2-4 weeks initially to develop plans, could meet less frequently from then on.	Facility Committee	Living Document created by January 2023	Allocate \$100,000 to capital projects annually for completion of tasks.	Document all teachers can access. Community access?



Facilities

4A- By 2025, District will meet the annual facilities established standards set yearly for size, maintenance, improvements, safety, and health set forth by the District's Master Facilities plan in order to ensure all buildings are safe, secure, neat, clean, and well-maintained. (CONTINUED)

Action Step	Steps for Implementation	Team Member Responsible	Target Date/ Timeline	Funding Source	Evidence of Effectiveness
Identify & implement a facilities committee.	Put the word out to teachers and community starting in August with requirements and requests for involvement. Hold informational meeting close to school start date, choose leadership, and plan meeting dates then. Hold first meeting before or very close to Labor Day.	Admin would have to head this up to begin with, but then as the committee grew, the admin could back off.	August 2022	N/A	Interest and attendance at meetings
Develop replacement schedule for classroom & building furnishings.	Survey to establish wants & needs - be transparent about prioritization. Committee establishes schedule and budget needs. Develop specific plan with years and classrooms listed.	Facility Committee	August 2023 - begin process, plan implementation to begin on May 1 2024. ** replacing classroom furnishings should be a lesser priority than HVAC, security measures, and exterior work **	Replacement would be in our supply budget.	Completed surveys, positive responses on staff climate surveys



Midway R-I School District

PRIORITY AREA - 4

Facilities

SMART GOAL-4B

By the year 2026-2027, Midway will align and implement PK-12 curriculum with the most current ISTE (International Society for Technology in Education) standards.

Baseline Data:

Beginning of the 2023-2024 curriculum will be evaluated to find what ISTE is being already taught in the curriculum.



Fiscal Responsibility & Facilities

4B- By the year 2026-2027, Midway will align and implement PK-12 curriculum with the most current ISTE (International Society for Technology in Education) standards.

Action Step	Steps for Implementation	Team Member Responsible	Target Date/ Timeline	Funding Source	Evidence of Effectiveness
Develop long-term technology plan.	Committee	Markley, committee	Starting spring of 2023	N/A	Plan approved by school board
Provide professional development on ISTE standards.	Training on new classroom technology What are the ISTE standards? PD Staff teaching digital learning tools to other staff PD	PD Committee, Markley	8/18, 8/22 - 8/24 1st Quarter 2nd Quarter	N/A	PD signature sheet
Provide relevant digital learning tools to support curricular goals.	Teacher survey to identify priority digital learning tools	Committee and Markley	Spring 2023	Google form	Completed survey
Provide opportunities for teacher collaboration regarding innovative ways to enhance student learning.	Create & share spreadsheet with all staff with lists of staff members skilled in different digital learning tools	Markley	By 9/30	NA	Shared Google Doc