

**WELLINGTON-  
NAPOLEON R-IX**

800 HWY 131  
WELLINGTON, MO

**WNTIGERS.NET**



**2022-  
2027**

**WELLINGTON-NAPOLEON R-IX  
CONTINUOUS SCHOOL  
IMPROVEMENT PLAN**



# WELLINGTON-NAPOLEON R-IX

## HOME OF THE TIGERS

### MISSION:

**STUDENTS FIRST FOR A BETTER TOMORROW**

### VISION:

**EMPOWER, PREPARE, AND INVEST IN LIFELONG LEARNERS.**

### VALUES:

#### **SAFETY IS PARAMOUNT**

**THE PHYSICAL AND MENTAL HEALTH AND SAFETY OF OUR STUDENTS, STAFF, AND PATRONS ARE ESSENTIAL TO THE EDUCATIONAL PROCESS.**

#### **ALL STAKEHOLDERS ARE ESSENTIAL**

**ALL STAKEHOLDERS (STUDENTS, TEACHERS, STAFF, PARENTS/GUARDIANS, COMMUNITY MEMBERS, AND ORGANIZATIONS) WITHIN OUR SCHOOL COMMUNITY ARE IMPORTANT TO THE EDUCATIONAL PROCESS.**

#### **ETHICS, INTEGRITY, AND ACCOUNTABILITY**

**WE STRIVE TO PROMOTE AND INSTILL THE VALUES OF ETHICS, INTEGRITY, AND ACCOUNTABILITY TO HELP SHAPE STUDENTS INTO QUALITY CITIZENS.**

#### **ACADEMIC EXCELLENCE**

**WE WILL PROVIDE EDUCATIONAL OPPORTUNITIES TO OUR STUDENTS THAT MAXIMIZE THEIR POTENTIAL, AND PREPARE THEM FOR THE FUTURE.**

#### **COLLABORATIVE CULTURE**

**A CULTURE OF COLLABORATION AND INCLUSION WILL PROMOTE BEST PRACTICES IN THE EDUCATIONAL PROCESS THROUGH CURRICULAR DEVELOPMENT, INSTRUCTIONAL STRATEGIES, STUDENT SUPPORT, AND THE DEVELOPMENT OF STAFF COLLECTIVE EFFICACY.**

#### **COMMUNITY LEADERS; QUALITY CITIZENS**

**WE WILL INSTILL THE VALUES OF CITIZENSHIP IN OUR STUDENTS, IN ORDER TO DEVELOP THE NEXT GENERATION OF COMMUNITY LEADERS IN OUR SOCIETY.**

#### **COURAGE TO EVOLVE**

**AS A SCHOOL DISTRICT, WE WILL HAVE THE COURAGE TO EVOLVE BEST PRACTICES IN EDUCATION TO BEST SERVE OUR STUDENTS.**

**CSIP**  
**2022-2027**



# WELLINGTON-NAPOLEON R-IX

## HOME OF THE TIGERS

### 2022-2027 DISTRICT PRIORITY FOCUS AREAS

1. EFFECTIVE TEACHING AND LEARNING
2. FINANCIAL AND OPERATIONAL SUSTAINABILITY
3. SAFE AND HEALTHY SCHOOL CULTURE
4. COMMUNICATION AND COMMUNITY ENGAGEMENT

CSIP  
2022-2027



# WELLINGTON-NAPOLEON R-IX

## HOME OF THE TIGERS

THE WELLINGTON-NAPOLEON R-IX SCHOOL DISTRICT DEVELOPED A TEAM OF INTERNAL AND EXTERNAL STAKEHOLDERS COMPOSED OF STUDENTS, STAFF, ADMINISTRATORS, BOARD OF EDUCATION MEMBERS, AND COMMUNITY PATRONS. THE GOAL OF THE 24 MEMBER TEAM WAS, THROUGH THE COLLABORATIVE PROCESS, TO DEVELOP A CONTINUOUS SCHOOL IMPROVEMENT PLAN (CSIP). THE CSIP PROVIDES A FRAMEWORK THROUGH WHICH THE WELLINGTON-NAPOLEON R-IX SCHOOL DISTRICT WILL GUIDE FOCUSED, EDUCATIONAL DECISION MAKING, ENSURING THE WELL-BEING AND ACADEMIC SUCCESS OF ALL STUDENTS. CSIP PLANNING IS A REQUIREMENT OF THE MISSOURI SCHOOL IMPROVEMENT PROCESS (MSIP6). THE CSIP IS A VITAL PART OF THE EVALUATION THROUGH MSIP6, AND SERVES AS THE DRIVING DOCUMENT CONNECTING THE VISION, MISSION, VALUES AND GOALS OF WN R-IX. THIS WILL DRIVE CONTINUOUS SCHOOL IMPROVEMENT.

THE CSIP WAS DEVELOPED THROUGH A SERIES OF MEETINGS IN THE FALL OF 2022, AND WILL SERVE AS THE GUIDING DOCUMENT FOR WN R-IX THROUGH THE 2026-27 SCHOOL YEAR. A SWOT ANALYSIS (STRENGTHS, WEAKNESSES, OPPORTUNITIES, AND THREATS) WAS CONDUCTED TO GUIDE THE DATA BASED NEEDS ASSESSMENT. DATA ANALYSIS OCCURRED THROUGH BOTH QUANTITATIVE (DESE REPORTING DATA, MAP/EOC/ASSESSMENT, FINANCIAL/FACILITY DATA, ETC.) AND QUALITATIVE DATA TO INCLUDE SURVEY RESULTS FROM DISTRICT STUDENTS, STAFF, AND PARENTS. ADDITIONALLY, EVIDENCE BASED STRATEGIES OF BEST PRACTICE WERE ANALYZED BY TEAMS AND COMMITTEES. THROUGH THIS ENRICHING, ENGAGING COLLABORATIVE PROCESS, THE MISSION, VISION, AND VALUES OF THE DISTRICT WERE ESTABLISHED, LEADING TO THE IDENTIFICATION OF FOUR PRIORITY FOCUS AREAS FOR WELLINGTON-NAPOLEON SCHOOLS. THE PRIORITY FOCUS AREAS ESTABLISHED BY THE CSIP PROCESS ARE AS FOLLOWS:

1. EFFECTIVE TEACHING AND LEARNING
2. FINANCIAL AND OPERATIONAL SUSTAINABILITY
3. SAFE AND HEALTHY SCHOOL CULTURE
4. COMMUNICATION AND COMMUNITY ENGAGEMENT

PRIORITY FOCUS AREAS ARE GUIDED THROUGH THE SMART GOAL PROCESS, WITH DETAILED ACTIONS STEPS LEADING A PLAN TO SUCCESSFUL COMPLETION OF EACH GOAL. THE WELLINGTON-NAPOLEON R-IX CSIP WILL BE REVIEWED AND EVALUATED QUARTERLY BY THE BOARD OF EDUCATION, IN ORDER TO MONITOR GOAL PROGRESS. ADDITIONALLY THE CSIP TEAM WILL COME TOGETHER ANNUALLY TO EVALUATE PROGRESS THROUGH DATA ANALYSIS AND REVISE THE PLAN AS NECESSARY.

THE CSIP LAYS THE FOUNDATION FOR CONTINUOUS SCHOOL IMPROVEMENT, AND THE DEVELOPMENT AND IMPLEMENTATION OF ADDITIONAL PLANS AND COMMITTEES TO GUIDE DISTRICT DECISION MAKING. THESE TOOLS WILL AID IN GUIDING SCHOOL LEADERSHIP, GROWTH OF FACULTY AND STAFF, INCREASING STUDENT ACHIEVEMENT, ENGAGING THE COMMUNITY, AND ASSISTING THE BOARD OF EDUCATION IN FISCAL DECISION MAKING AND OPERATIONAL NEEDS. THIS DOCUMENT WILL SET THE COURSE OF LEARNING AND STUDENT WELL-BEING IN THE WELLINGTON-NAPOLEON R-IX SCHOOL DISTRICT.

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# WELLINGTON-NAPOLEON R-IX

## HOME OF THE TIGERS

### CSIP DEVELOPMENT TEAM

<b>NAME</b>	<b>POSITION</b>	<b>NAME</b>	<b>POSITION</b>
<b>Brad Briscoe</b>	<b>Superintendent</b>	<b>Amy Riddell</b>	<b>Elementary Counselor</b>
<b>Justin Mefferd</b>	<b>HS/MS Principal</b>	<b>Michelle McKown</b>	<b>HS/MS Physical Education</b>
<b>Danyelle Strider</b>	<b>Elementary Principal</b>	<b>Amanda Travis</b>	<b>HS/MS Business</b>
<b>Bill Hughes</b>	<b>HS/MS Assistant Principal/AD</b>	<b>Jamie Wieligman</b>	<b>MS ELA</b>
<b>Nate Anderson</b>	<b>Director of Technology</b>	<b>Sherri Collins</b>	<b>Kindergarten Teacher</b>
<b>Aileen Hephner</b>	<b>Director of Special Services</b>	<b>Heather Kirchhoff</b>	<b>First Grade Teacher</b>
<b>Jobie Shannon</b>	<b>HS/MS Counselor</b>	<b>Carington Key</b>	<b>Fifth Grade Teacher</b>

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# WELLINGTON-NAPOLEON R-IX

## HOME OF THE TIGERS

### CSIP DEVELOPMENT TEAM

<b>NAME</b>	<b>POSITION</b>	<b>NAME</b>	<b>POSITION</b>
Mike Zykan	BOE President	Malena Chaplin	Community Member/Parent
David Twente	BOE Vice President	Kendra Lee	Community Member/Parent
Jeremy Ahmann	BOE Director	Christopher Middleton	Community Member/Parent
Diane Rukavina	BOE Director	Jenny Osborn	Community Member/Parent
Maddie Sims	WN Student	Isabelle Miller	WN Student
Jack Wiggins	WN Student	Cole Williamson	WN Student

<b>CSIP TEAM TOTALS</b>	
6 Administration	8 Staff Members (6 Teachers, 2 Counselors)
4 Community Members/Parents	4 BOE Members
4 Students	
<b>26 Total Team Members</b>	





# WELLINGTON-NAPOLEON R-IX

## HOME OF THE TIGERS

### CONTINUOUS SCHOOL IMPROVEMENT PLAN TIMELINE

**JULY 2022:** BOARD OF EDUCATION REVIEW AND DISCUSSION OF CURRENT CSIP

**AUGUST 2022:** ADMINISTRATION MSIP6/CSIP DESE WORKSHOP, CENTRAL RPDC

**SEPTEMBER 2022:** CSIP COMMITTEE WAS DEVELOPED

**SEPTEMBER 2022:** STUDENT, STAFF, PARENT/PATRON/COMMUNITY CLIMATE AND CULTURE SURVEYS DISSEMINATED AND COMPLETED.

**SEPTEMBER 2022:** CSIP PRESENTATION TO STAFF

**OCTOBER 2022:** CSIP WORKSHOP #1: REVIEW OF CURRENT CSIP, SWOT ANALYSIS WAS CONDUCTED, REVIEW OF CURRENT DATA, REVIEW DISTRICT REPORT CARD, SURVEY DATA, ASSESSMENT DATA, DEVELOP/RECOMMIT TO BELIEFS

**NOVEMBER 2022:** CSIP WORKSHOP #2: DEVELOP MISSION AND VISION STATEMENTS, CREATE/COMMIT TO VALUES DEVELOPED FROM BELIEFS, REVIEW MSIP 6 STANDARDS, IDENTIFY 4 TOP FOCUS PRIORITIES, SMART GOAL DEVELOPMENT.

**NOVEMBER 2022:** ADMINISTRATIVE CSIP WORKSHOP TO REVIEW DRAFT CSIP, DEVELOP PRELIMINARY ACTION ITEM IDEAS, AND POLISH CSIP PLAN.

**NOVEMBER 2022 CSIP WORKSHOP #3:** DEVELOPMENT OF ACTION STEPS UNDER SMART GOALS, DETERMINE MEASUREMENT METRICS, CONSENSUS BUILDING, OVERVIEW OF DRAFT VERSION OF CSIP TO TAKE TO BOE.

**DECEMBER 2022:** ADMINISTRATIVE CSIP WORKSHOP #2 TO REVIEW, POLISH, AND FINALIZE DRAFT CSIP.

**DECEMBER 2022:** FINALIZED CSIP PRESENTED TO BOARD OF EDUCATION AND APPROVED BY BOE.

**JANUARY 2022:** COMMUNICATE NEW CSIP TO ALL DISTRICT STAKEHOLDERS

**FALL 2023:** ANNUAL CSIP STAKEHOLDER REVIEW

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# WELLINGTON-NAPOLEON R-IX

## HOME OF THE TIGERS

### PRIORITY FOCUS AREA #1: EFFECTIVE TEACHING AND LEARNING

<b>Goal 1.1</b> <b><u>Viable K-12</u></b> <b><u>Curriculum</u></b>	<b><u>The district will create, monitor, and update on an annual basis a viable K-12 curriculum, aligned horizontally and vertically to the Missouri Learning Standards.</u></b>	<b><u>Goal Completion</u></b>	<b><u>Oversight</u></b>
<b><u>Goal Monitoring</u></b>	<b><u>Action Steps</u></b>	<b><u>Timeline</u></b>	<b><u>Responsible Parties</u></b>
	1.1.1 Staff will access the DESE Item Specifications and Missouri Learning Standards in the construction and maintenance of a viable K-12 classroom curriculum.	Spring 2023, Ongoing	Teachers, Administration
	1.1.2 Consistent district Pacing Guides rubrics will be established to employ scope and sequence of teaching and learning.	August 2023, Reviewed Annually	Teachers, Administration
	1.1.3 Vertical and Horizontal Alignment will occur once per semester through professional development opportunities to align expectations and essential skills between grade levels and courses.	Fall 2023, Reviewed Bi-annually	Teachers, Administration
	1.1.4 Curriculum and pacing guides will be stored in a format that can be accessed by all staff and community patrons through the district website.	January 2024	Teachers, Administration, Tech Director, Superintendent
	1.1.5 Curriculum will will reviewed, revised, and updated annually through a curriculum review process	Summer Annually	Teachers, Administration, Superintendent

**Goal Monitoring:** (P) Progressing; (C) Completed; (G) Area for Growth, (N) New Goal or Action Step

**Data:** Provided by Superintendent, Director of Special Services, Administration, and Teachers

**Funding Sources:** District approved budget by the Board of Education (Funds 1, 2, and 4)





# WELLINGTON-NAPOLEON R-IX

## HOME OF THE TIGERS

### PRIORITY FOCUS AREA #1: EFFECTIVE TEACHING AND LEARNING

<b><u>Goal 1.2</u></b> <b><u>Data Driven</u></b> <b><u>Decisionmaking</u></b>	<b><u>The district will utilize a data driven decision making process in the implementation of curriculum, instruction, and assessment.</u></b>	<b><u>Goal Completion</u></b>	<b><u>Oversight</u></b>
<b><u>Goal Monitoring</u></b>	<b><u>Action Steps</u></b>	<b><u>Timeline</u></b>	<b><u>Responsible Parties</u></b>
	1.2.1 Formative and Summative assessment practices will be utilized to inform and guide evidence based instructional strategies	Spring 2023, Ongoing	Teachers, Administration
	1.2.2 NWEA Data will be utilized to inform instruction (Three times a year in October, January, and March)	Annually (October, January, March)	Teachers, Administration
	1.2.3 Annual analysis of MAP/EOC data with a goal of yearly student cohort growth of 3% of students scoring proficient and advanced.	Annually in Fall	Teachers, Administration, Superintendent
	1.2.4 Five year goal of all state assessments (MAP/EOC) with 60% or greater proficient/advanced scoring.	Reviewed annually for progress, Fall 2027 completion	Teachers, Administration, Superintendent
<b>Goal Monitoring:</b> (P) Progressing; (C) Completed; (G) Area for Growth, (N) New Goal or Action Step			
<b>Data:</b> Provided by Superintendent, Director of Special Services, Administration, and Teachers <b>Funding Sources:</b> District approved budget by the Board of Education (Funds 1, 2, and 4)			





# WELLINGTON-NAPOLEON R-IX

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### PRIORITY FOCUS AREA #1: EFFECTIVE TEACHING AND LEARNING

<u>Goal 1.3 Professional Development</u>	<u>The district will develop and implement a district wide professional development plan to guide the teaching and learning of WN into the future.</u>	<u>Goal Completion</u>	<u>Oversight</u>
<u>Goal Monitoring</u>	<u>Action Steps</u>	<u>Timeline</u>	<u>Responsible Parties</u>
	1.3.1 The district will develop a district Professional Development Committee (PDC), to meet quarterly, which will implement a district PD Mission and Vision to guide PD decision making.	Spring 2023, Quarterly Review	Teachers, PDC, Administration, Superintendent
	1.3.2 Provide PD growth opportunities to support staff in professional growth in and out of the district.	Ongoing	PCD, Teachers, Administration
	1.3.3 Provide opportunities to staff through school calendar development to include embedded time for monthly PD and data analysis opportunities.	Spring 2023, Reviewed Annually	Salary/Welfare, Administration, Superintendent
	1.3.4 Develop Individual Professional Development Plans for staff members to best support professional growth and respond to data outcomes.	Fall 2023, Reviewed annually for progress in the Spring.	Teachers, Administration
<b>Goal Monitoring:</b> (P) Progressing; (C) Completed; (G) Area for Growth, (N) New Goal or Action Step			
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# WELLINGTON-NAPOLEON R-IX

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### PRIORITY FOCUS AREA #1: EFFECTIVE TEACHING AND LEARNING

<b>Goal 1.4 Educational Intervention</b>	<b><u>WN schools will assess and support learners at all levels to meet the individual learning needs of each student.</u></b>	<b><u>Goal Completion</u></b>	<b><u>Oversight</u></b>
<b><u>Goal Monitoring</u></b>	<b><u>Action Steps</u></b>	<b><u>Timeline</u></b>	<b><u>Responsible Parties</u></b>
	1.4.1 Implementation of a tiered Response to Intervention program to best support individualized learning needs of all students K-12.	Fall 2023	Teachers, Administration, Superintendent
	1.4.2 Provide tutoring opportunities both during and outside school hours.	Spring 2023 and Ongoing	Teachers, Administration
<b>Goal 1.5 Post-Secondary Success</b>	<b><u>The district will monitor post-secondary success of graduates,</u></b>	<b><u>Goal Completion</u></b>	<b><u>Oversight</u></b>
	1.5.1 Continue to provide post-secondary exploration and advancement activities (job shadowing, vo-tech, school-to-work, career fair, dual credit college courses) to provide holistic post-secondary preparedness.	Spring 2023	Teachers, Counselors, Administration, Director of Special Services, Superintendent
	1.5.2 Survey post-graduate students regarding preparedness and post-secondary readiness	Annually in Spring	Counselors, Administration

**Goal Monitoring:** (P) Progressing; (C) Completed; (G) Area for Growth, (N) New Goal or Action Step

**Data:** Provided by Superintendent, Director of Special Services, Administration, and Teachers

**Funding Sources:** District approved budget by the Board of Education (Funds 1, 2, and 4)

**CSIP**  
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# WELLINGTON-NAPOLEON R-IX

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### PRIORITY FOCUS AREA #2:

### FINANCIAL AND OPERATIONAL SUSTAINABILITY

<b>Goal 2.1</b> <b>Facility Planning</b>	<u>The district will establish, maintain, and update annually in July, a long range facility plan outlining a 5-year and 10-year facility development and maintenance plan.</u>	<b>Goal Completion</b>	<b>Oversight</b>
<b>Goal Monitoring</b>	<b>Action Steps</b>	<b>Timeline</b>	<b>Responsible Parties</b>
	2.1.1 The district will outsource and conduct an Energy Audit to assess efficiency metrics and establish facility needs.	Spring 2023	Superintendent and BOE
	2.1.2 The district will implement a Facility/Technology Planning Committee (FTPC), to meet quarterly, and guide facilities assessment and technology implementation.	Spring 2023, Quarterly Review	Dir. of Maintenance, Administration, Superintendent
	2.1.3 The district will perform an Assessment of Current Facilities to determine future needs	Summer 2023	FTPC, Dir. of Maintenance, Superintendent
	2.1.4 The district will conduct an annual survey of facility needs and identify areas of improvement.	Fall 2023, Annually in the Spring	Superintendent, FTPC
	2.1.5 The district will create a facility plan to take into account maintenance, upkeep, and improvements to include technology and building improvements.	Fall 2023	FTPC, Dir. of Maintenance, Superintendent and BOE
	2.1.6 The district will analyze financial position and the potential for no tax increase bonding capacity to complete objectives laid out in long range facilities plan.	Fall 2023	Superintendent and BOE

**Goal Monitoring:** (P) Progressing; (C) Completed; (G) Area for Growth, (N) New Goal or Action Step

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**Funding Sources:** District approved budget by the Board of Education (Funds 1,2, 3 and 4)





# WELLINGTON-NAPOLEON R-IX

## HOME OF THE TIGERS

### PRIORITY FOCUS AREA #2:

### FINANCIAL AND OPERATIONAL SUSTAINABILITY

<p><b><u>Goal 2.2</u></b> <b><u>Financial</u></b> <b><u>Responsibility</u></b></p>	<p><u>The BOE and Superintendent will prepare and review quarterly an actual spending to projected budget analysis, which will allow for better financial oversight and provide financial sustainability for successful future project planning.</u></p>	<p><b><u>Goal</u></b> <b><u>Completion</u></b></p>	<p><b><u>Oversight</u></b></p>
<p><b><u>Goal Monitoring</u></b></p>	<p><b><u>Action Steps</u></b></p>	<p><b><u>Timeline</u></b></p>	<p><b><u>Responsible Parties</u></b></p>
	<p>2.2.1 The district will review financial disclosure information of actual spending to projected budget analysis quarterly in January, April, July, and October.</p>	<p>Fall 2023, Reviewed Quarterly</p>	<p>Superintendent and BOE</p>
	<p>2.2.2 The Superintendent and BOE will perform an annual analysis of school finance to assess health of district financial operations and current spending practices.</p>	<p>Fall of 2023 and Reviewed Annually in the Fall.</p>	<p>Superintendent and BOE</p>
	<p>2.2.3 The district will achieve and maintain a fund reserve balance of 30% (Funds 1 and 2) as reflected in the annual ASBR.</p>	<p>Fall of 2024 and Reviewed Annually in the Fall.</p>	<p>Superintendent and BOE</p>
<p><b>Goal Monitoring:</b> (P) Progressing; (C) Completed; (G) Area for Growth, (N) New Goal or Action Step</p>			
<p><b>Data:</b> Provided by Superintendent, Director of Special Services, Administration, and Teachers <b>Funding Sources:</b> District approved budget by the Board of Education (Funds 1,2, 3 and 4)</p>			





# WELLINGTON-NAPOLEON R-IX

## HOME OF THE TIGERS

### PRIORITY FOCUS AREA #2:

### FINANCIAL AND OPERATIONAL SUSTAINABILITY

<p><b><u>Goal 2.3</u></b> <b><u>Teacher Recruitment and Compensation</u></b></p>	<p><b><u>The Superintendent, BOE, and Administrative team will evaluate and monitor competitive compensation for teachers and staff, annually review budget and staffing needs, and reallocate funds as needed.</u></b></p>	<p><b><u>Goal Completion</u></b></p>	<p><b><u>Oversight</u></b></p>
<p><b><u>Goal Monitoring</u></b></p>	<p><b><u>Action Steps</u></b></p>	<p><b><u>Timeline</u></b></p>	<p><b><u>Responsible Parties</u></b></p>
	<p>2.3.1 Engage the Salary and Welfare Committee in the process of salary, benefit, and school calendar analysis.</p>	<p>Spring 2023, Quarterly Review</p>	<p>Superintendent and BOE</p>
	<p>2.3.2 Conduct an annual analysis of teacher and staff benefits and compensation within the district in comparison with other regional school systems.</p>	<p>Fall of 2023, Reviewed Annually in the Fall.</p>	<p>Superintendent</p>
	<p>2.3.3. Conduct a bi-annual analysis of compensation and staffing needs for the next school year for contracts given (February-Admin, March-Teachers, and April-Classified) to staff.</p>	<p>Spring 2023, February and November Annually</p>	<p>Administration, Superintendent, and BOE</p>
<p><b>Goal Monitoring:</b> (P) Progressing; (C) Completed; (G) Area for Growth, (N) New Goal or Action Step</p>			
<p><b>Data:</b> Provided by Superintendent, Director of Special Services, Administration, and Teachers  <b>Funding Sources:</b> District approved budget by the Board of Education (Funds 1 and 2)</p>			





# WELLINGTON-NAPOLEON R-IX

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### PRIORITY FOCUS AREA #3:

### SAFE AND HEALTHY SCHOOL CULTURE

<b>Goal 3.1</b> <b>Collaborative</b> <b>Staff Culture</b>	<u>Create a collaborative district culture and environment that promotes integrity, responsibility, and inclusion.</u>	<u>Goal Completion</u>	<u>Oversight</u>
<u>Goal Monitoring</u>	<u>Action Steps</u>	<u>Timeline</u>	<u>Responsible Parties</u>
	3.1.1 Creation of a district Culture Development Committee (CDC), to meet quarterly. The committee will support community engagement and culture building activities within the school district.	Spring 2023, Quarterly Review	Administration, Superintendent,
	3.1.2 Inclusion of a minimum of two district team building opportunities, and nine professional development days within the school calendar to increase staff professional growth opportunities and collective efficacy.	Summer 2024, Reviewed Annually	Administration
	3.1.3 Embed collaboration opportunities for teachers on a consistent monthly basis during Professional Development days.	Summer 2024, Reviewed Annually	Salary/Welfare Committee, Administration, Superintendent
<b>Goal Monitoring:</b> (P) Progressing; (C) Completed; (G) Area for Growth, (N) New Goal or Action Step			
<b>Data:</b> Provided by Superintendent, Director of Special Services, Administration, and Teachers <b>Funding Sources:</b> District approved budget by the Board of Education (Funds 1,2)			





# WELLINGTON-NAPOLEON R-IX

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### PRIORITY FOCUS AREA #3:

### SAFE AND HEALTHY SCHOOL CULTURE

<u>Goal 3.2</u> <u>Safety and</u> <u>Security</u>	<u>Maintain a safe and secure building</u> <u>environment.</u>	<u>Goal Completion</u>	<u>Oversight</u>
<u>Goal Monitoring</u>	<u>Action Steps</u>	<u>Timeline</u>	<u>Responsible</u> <u>Parties</u>
	3.2.1 Establishment of a School Safety Committee (SSC) which will meet quarterly. The committee will annually review county emergency management systems with the district SRO and guide district safety procedures and protocols.	Spring 2023, Quarterly, Reviewed Annually	SSC, Safety Officer, SRO, Administration, Superintendent
	3.2.2 Establish a District Emergency Operations Plan to dictate response to crisis scenarios.	January 2024	SSC, Safety Officer, SRO, Administration, Superintendent
	3.2.3 Establish a District Safety and Security Plan to proactively prevent crisis scenarios.	January 2024	SSC, Safety Officer, SRO, Administration, Superintendent
	3.2.4 Annually evaluate the WN Emergency Action Plan and education of all staff and students on plan protocols and procedures.	Fall 2023 and Ongoing Annually	SSC, Safety Officer, SRO, Administration, Superintendent
	3.2.5 Conduct annual safety protocol and drill training for staff, students, and substitute teachers, increasing training annually by 2%.	Fall 2023 and Ongoing Annually	SSC, Safety Officer, SRO, Administration, Superintendent
	3.2.6 Annually evaluate school safety and security devices; make recommendations for improvement.	Fall 2023 and Ongoing Annually	School Safety Comm, Safety Officer, Administration, Superintendent

**Goal Monitoring:** (P) Progressing; (C) Completed; (G) Area for Growth, (N) New Goal or Action Step

**Data:** Provided by Superintendent, Director of Special Services, Administration, and Teachers

**Funding Sources:** District approved budget by the Board of Education (Funds 1,2, 3, and 4)





# WELLINGTON-NAPOLEON R-IX

## HOME OF THE TIGERS

### PRIORITY FOCUS AREA #3:

### SAFE AND HEALTHY SCHOOL CULTURE

<u>Goal 3.3 Supportive Learning Environment</u>	<u>Provide a learning environment that supports the social and emotional needs of students.</u>	<u>Goal Completion</u>	<u>Oversight</u>
<u>Goal Monitoring</u>	<u>Action Steps</u>	<u>Timeline</u>	<u>Responsible Parties</u>
	3.3.1 Annually evaluate and maintain the WN Sensory Room to support the social and emotional needs of students.	Spring 2023, Reviewed Annually	Dir. of SS, Superintendent,
	3.3.2 Annually evaluate and maintain the School Based Therapist position to support the social and emotional needs of students.	Spring 2023, Reviewed Annually	Dir. of SS, Superintendent,
	3.3.3 Continue to embed Character Education and Social Emotional Learning opportunities for all students in the the school schedule.	Spring 2023, Reviewed Annually	Counselors, Administration
	3.3.4 The district will provide training to staff on supporting student mental health needs on an annual basis.	Spring 2024 and Ongoing Annually	Counselors, Administration
<b>Goal Monitoring:</b> (P) Progressing; (C) Completed; (G) Area for Growth, (N) New Goal or Action Step			
<b>Data:</b> Provided by Superintendent, Director of Special Services, Administration, and Teachers <b>Funding Sources:</b> District approved budget by the Board of Education (Funds 1,2, and 4)			





# WELLINGTON-NAPOLEON R-IX

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### PRIORITY FOCUS AREA #3:

### SAFE AND HEALTHY SCHOOL CULTURE

<u>Goal 3.4 Teacher Recruitment and Retention</u>	<u>The district will evaluate teacher retention and recruitment efforts, and respond to increase the attraction and retention of quality staff.</u>	<u>Goal Completion</u>	<u>Oversight</u>
<u>Goal Monitoring</u>	<u>Action Steps</u>	<u>Timeline</u>	<u>Responsible Parties</u>
	3.4.1 Assess the value and feasibility of a four day school week for WN, through qualitative and quantitative data. Determine how its impacts would increase teacher recruitment and retention efforts.	December 2023	Administration, Superintendent, CDC and BOE
	3.4.2 Evaluate Salary Schedule for improvement, to include base salary and advanced degree steps on the salary scale.	Spring 2023, Reviewed Annually	Salary and Welfare Comm, Superintendent, BOE
	3.4.3 Measure school wide culture through an annual staff survey tool.	Fall 2023, Reviewed Annually	CDC, Superintendent
	3.4.4 Create a quarterly district wide staff recognition program to promote staff value and appreciation.	Fall 2023, Quarterly Ongoing	CDC, Administration, Superintendent
<b>Goal Monitoring:</b> (P) Progressing; (C) Completed; (G) Area for Growth, (N) New Goal or Action Step			
<b>Data:</b> Provided by Superintendent, Director of Special Services, Administration, and Teachers <b>Funding Sources:</b> District approved budget by the Board of Education (Funds 1 and 2)			





# WELLINGTON-NAPOLEON R-IX

## HOME OF THE TIGERS

### PRIORITY FOCUS AREA #4:

### COMMUNICATION AND COMMUNITY ENGAGEMENT

<b>Goal 4.1 Community Engagement and Feedback.</b>	<u>The district will promote and increase connections between community patrons to include students, staff, parents/guardians, community members, and community organizations.</u>	<b>Goal Completion</b>	<b>Oversight</b>
<b>Goal Monitoring</b>	<b>Action Steps</b>	<b>Timeline</b>	<b>Responsible Parties</b>
	4.1.1 The District will implement the formation of a Community Engagement Committee (CEC), to meet quarterly, to assess, monitor, and evaluate the district communication and engagement strategies and effectiveness.	Spring 2023, Quarterly Review	Administration, Superintendent
	4.1.2 A Communication Development Plan will be developed to drive consistent communication, utilizing emerging technologies to reach all stakeholders.	Fall 2023	CEC, Administration, Superintendent,
	4.1.3 The WN R-IX School district will facilitate a school climate and culture survey to staff on a bi-annual basis; and students, parents/guardians on an annual basis. Data/findings of survey results will be provided to stakeholders.	Spring 2023, Bi-Annually, Annually	CEC, Administration, Superintendent,
	4.1.4 The district will increase school climate and culture survey/feedback opportunities to community patrons by 2% annually.	Fall 2023, Reviewed Annually	CEC, Administration, Superintendent,
	4.1.5 The district will work with community leaders to increase consolidation of community and school events by 2% per year, providing maximum engagement opportunities for stakeholders.	Spring 2023, Ongoing	CEC, Administration, Superintendent, BOE

**Goal Monitoring:** (P) Progressing; (C) Completed; (G) Area for Growth, (N) New Goal or Action Step

**Data:** Provided by Superintendent, Director of Special Services, Administration, and Teachers

**Funding Sources:** District approved budget by the Board of Education (Funds 1 and 2)





# WELLINGTON-NAPOLEON R-IX

## HOME OF THE TIGERS

### PRIORITY FOCUS AREA #4:

### COMMUNICATION AND COMMUNITY ENGAGEMENT

<u>Goal 4.2</u> <u>CSIP</u> <u>Evaluation</u>	<u>The district will conduct periodic reviews of CSIP effectiveness and completion of CSIP goals and update the plan accordingly.</u>	<u>Goal Completion</u>	<u>Oversight</u>
<u>Goal Monitoring</u>	<u>Action Steps</u>	<u>Timeline</u>	<u>Responsible Parties</u>
	4.2.1 The Superintendent will conduct ongoing reviews of CSIP progress and goal completion through district data analysis, to inform future CSIP modifications and updates.	Spring 2023, Ongoing	Superintendent
	4.2.2 The Board of Education will conduct a quarterly review of CSIP progress and goal completion, to inform future CSIP modifications and updates.	Spring 2023, Quarterly Review	BOE
	4.2.3 The CSIP Team will meet annually to review effectiveness the CSIP, completion of CSIP goals through data analysis, and provide relevant updates to the CSIP Plan.	Fall 2023, Annual Review	CSIP Team
<b>Goal Monitoring:</b> (P) Progressing; (C) Completed; (G) Area for Growth, (N) New Goal or Action Step			
<b>Data:</b> Provided by Superintendent, Director of Special Services, Administration, and Teachers <b>Funding Sources:</b> District approved budget by the Board of Education (Funds 1, 2, 3, and 4)			





# WELLINGTON-NAPOLEON R-IX

## HOME OF THE TIGERS

### PRIORITY FOCUS AREA #4:

### COMMUNICATION AND COMMUNITY ENGAGEMENT

<b>Goal 4.3</b> <b>Communication</b> <b>and Visability</b>	<u>School leadership, administration, and staff will provide communication, and visibility to engage the school community.</u>	<u>Goal Completion</u>	<u>Oversight</u>	
<u>Goal Monitoring</u>	<u>Action Steps</u>		<u>Timeline</u>	<u>Responsible Parties</u>
	4.3.1 The Superintendent of Schools will develop and share a quarterly update with the school community. This will include district news, events, and celebrations.	Quarterly, Starting in Spring 2023	Superintendent	
	4.3.2 Building administration will implement monthly newsletters/communication updating their building patrons on building level news and upcoming events.	Spring 2023, Monthly	Administration, Superintendent	
	4.3.3 Building administration will post to social media platforms on a daily basis during school days, updating district patrons of school information, celebrations, and upcoming events.	Spring 2023, and Daily Ongoing	Administration, Director of SS, Tech Director, Superintendent	
	4.3.4 The Superintendent of Schools will be present at school and community events to promote the mission, vision, and values of WN R-IX.	Ongoing	Superintendent, and BOE	
	4.3.5 WN Staff will be encouraged to attend a minimum of two community events, and two school events per school year. A school based rewards system to award community engagement of staff will be established.	Fall 2024, Ongoing Annually	Administration	

**Goal Monitoring:** (P) Progressing; (C) Completed; (G) Area for Growth, (N) New Goal or Action Step

**Data:** Provided by Superintendent, Director of Special Services, Administration, and Teachers

**Funding Sources:** District approved budget by the Board of Education (Funds 1)





**WELLINGTON-NAPOLEON R-IX**

**HOME OF THE TIGERS**



**2022-2027**

**WELLINGTON-  
NAPOLEON R-IX**

**CONTINUOUS SCHOOL  
IMPROVEMENT PLAN**

**CSIP**

**2022-2027**