

CSIP OVERVIEW

Comprehensive School Improvement Plan



The Independence School District (ISD) utilizes the Comprehensive School Improvement Plan (CSIP) to prioritize areas of improvement, ensuring that students are academically successful and prepared for college and/ or careers. The CSIP was developed by collaborative teams of administrators, teachers, students, parents, and community members, who worked together to outline these strategic plans.



ACADEMIC ACHIEVEMENT:

Goals: align curriculum to state and national standards, restructure high school programs to increase student performance in all five MSIP (Missouri School Improvement Plan) standards, and implement effective research-based instructional practices across the district in an effort to eliminate achievement gaps.



FACILITIES:

Goals: maintain and update a future facilities plan, ensure that District facilities provide a safe and clean environment, and protect the investment of the District and community.



HIGH-QUALITY STAFF:

Goals: purposely and aggressively recruit high quality candidates, provide professional development opportunities for all staff members, and retain and attract highly qualified work force through a competitive compensation system.



PARENT-COMMUNITY INVOLVEMENT:

Goals: use a variety of outlets to reach parents and patrons and expand opportunities for parental and community engagement, create and maintain a culture of strong relationships and professionalism, and actively engage community members and partners.



TECHNOLOGY:

Goals: plan the access and exposure to technology devices to support student achievement, Increase and enhance the amount of quality products that show student learning using technology tools, create flexible/diverse professional development opportunities to assist staff with effective technology integration, develop a long-range hardware and software technology plan, and ensure infrastructure will support technology plans.

Vision

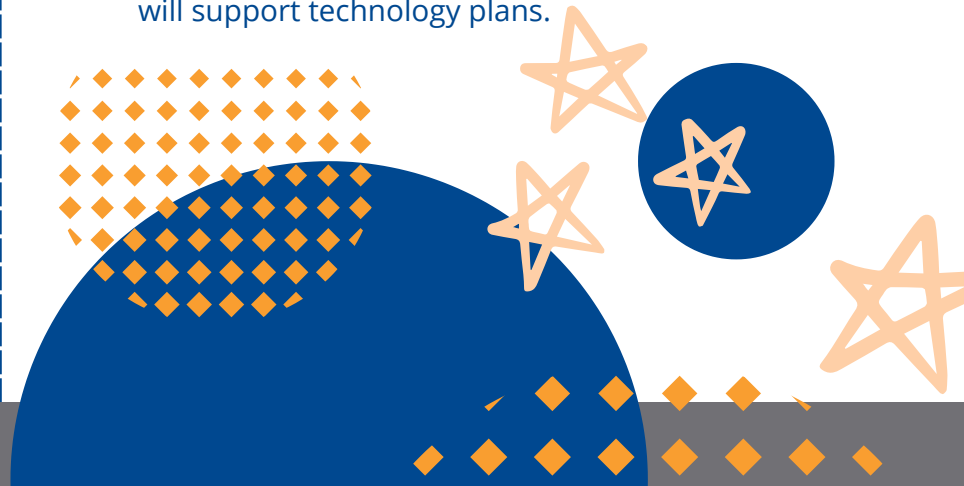
A community united to improve the quality of life through education.

Mission

The Independence School District will ensure that each learner will achieve the skills and self-confidence to be successful in an ever-changing world.

Performance Goal

All students will perform at or above the state average on MAP/EOC assessments.



HIGH-QUALITY STAFF

TEACHER RETENTION SINCE MOVE TO FOUR-DAY SCHOOL WEEK:

↑	• 2023-24	88.2%
	• 2022-23	88.0%
	• 2021-22	81.0%

2023 & 2024:

ISD staff received the highest pay increase in District history, two years in a row. ↑



Employee Benefits:

- Childcare Reimbursement: up to 75% of the cost of ISD childcare paid back on paycheck.
- ISD Health Clinic: free, on-site medical care at ISD Central Office for District employees.
- ISD Wellness Center: free fitness facility for all full-time, part-time, and retired ISD employees and their spouses.

...AND MORE!

PARENT-COMMUNITY INVOLVEMENT

COMMUNITY CONVERSATIONS WITH BOARD OF EDUCATION:

- World Cafe-style event, platform for parents, staff, students, and community members to engage directly with ISD School Board members.
- Roundtable discussions, pen-to-paper and digital graphic note-taking, ideas and exchanges posted for public access.
- Each item discussed, reviewed by District leadership.



ACADEMIC ACHIEVEMENT

2024 ACADEMIC GROWTH:

MSIP6 (Missouri School Improvement Plan): **only school district** in the KC metro to achieve a rating of "on target" or "exceeding" for growth in **EVERY grade level** and **EVERY subject matter**. ↑

MSIP6 APR (ANNUAL PERFORMANCE REPORT):

↑	2024	80.0%
	2023	76.4%
	2022	70.1%

MVA (MARKET VALUE ASSET):

	2023-24	86.0%
	2022-23	76.4%
	2022-21	71.3%
	2021-20	18.0%

An MVA (Market Value Asset) is a cornerstone experience that prepares a student for future learning and employment: internships, client-connected projects, youth apprenticeships, entrepreneurial experiences, regionally-vetted IRCs (Industry Recognized Certificates), and college credit (9+ hours).

FACILITIES

2015 Levy:

- 64.8% voter approval, no tax increase: \$2 million annually.
- Funds for teacher hiring and retention.

2017 Bond:

- 84.95% voter approval, no tax increase: \$38 million.
- Built new elementary school and provided major improvements to all 3 high schools.

2021 Bond:

- 84.75% voter approval, no tax increase: \$43 million.
- Secure double-door entries, playground updates at 17 schools, and classroom and athletics improvements.

2023 Levy:

- 70% voter approval, no tax increase: decreased overall tax levy by 32 cents to \$5.1171.
- Resulted in pay increase for every staff member in the ISD, plus additional positions created.

