

# CSIP OVERVIEW

*Comprehensive School Improvement Plan*



IDSCHOOLS.ORG

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.

## 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.



### 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.

# HIGH-QUALITY STAFF

## AVERAGE YEARS OF EXPERIENCE OF TEACHERS JOINING THE ISD:

• 2024-25	8.55
• 2023-24	7.57
• 2022-23	5.11
• 2021-22	4.41

## TEACHER RETENTION SINCE MOVE TO FOUR-DAY SCHOOL WEEK:

• 2024-25	90.8%
• 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):

2024-25	94.0%*
2023-24	86.0%
2022-23	76.4%
2021-22	71.3%
2020-21	18.0%

\*preliminary data, confirmation late Fall 2025

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.

