INDEPENDENCE SCHOOL DISTRICT 2024-2025

CSIP OVERVIEW



Comprehensive School Improvement Plan

ISDSCHOOLS.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.



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.





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%

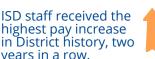
2022-23 88.0%

81.0% 2021-22



2023 & 2024:

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 MOI

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

MSIP6 APR (ANNUAL PERFORMANCE REPORT):

2024 80.0% 76.4% 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.



84.95% voter approval, no tax increase: \$38 million.

Built new elementary school and provided major improvements to all 3 high schools.

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

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.