

**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.

MSIP Standard	Goal	Strategy	Department responsible	Actionable steps	Review Date
AS1 AS2 DB2 DB3 CC3 EA1 L3 TL1 TL2	<b><u>Goal 1.1: Align curriculum to state and national standards.</u></b>	1.1.1 - Provide curriculum aligned with MO learning standards, including instructional activities and assessments for all curricular areas in support of reading, writing and math.  1.1.2 - Each building and program will implement a SIP that will evaluate the taught curriculum, as measured by AYP and APR.	Curriculum, Instruction and Assessment Department	<a href="#">Academic Achievement</a>	
AS1 AS2 CC3 DB2 EA4 TL1 TL3 TL7	<b><u>Goal 1.2: Restructure high school programs to increase student performance within all six MSIP Standards and Indicators.</u></b>	1.2.1 - Expand industry and post-secondary partnership opportunities to all Independence schools through improved access to Career Academies.  1.2.2 - Improve knowledge of and focus on MSIP standards 3, 4 & 5.	Curriculum, Instruction and Assessment Department		
AS1 AS2 DB4 EA4 TL1 TL2 TL7	<b><u>Goal 1.3: Implement effective research-based instructional practices across the district in an effort to eliminate achievement gaps.</u></b>	1.3.1 - Appropriate professional development on research-based instructional materials and strategies will be implemented with fidelity through collaborative cross-district opportunities.  1.3.2 - Administer and analyze relevant assessments pertaining to classroom instruction in all classrooms PK-12 to acquire and develop data-driven best practices for instruction.  1.3.3 - Early intervention programs will be used to ensure that all children from birth to grade 12 will have access to appropriate research-based programs providing for education and ongoing growth.  1.3.4 - Proven research-based literacy practices to ensure literacy development across grade-levels ensuring students reach grade-level reading proficiency before graduation.	Curriculum, Instruction and Assessment Department		
L4	<b><u>Goal 2.1: Maintain and update a future facilities plan.</u></b>	2.1.1 - Provide optimal facilities to support programs offered through the ISD.  2.1.2 - ISD will provide facilities that evolve in today's learning environment.  2.1.3 - ISD will make facility decisions based upon sound financial practices.	Facilities Department	<a href="#">Facilities</a>	
L10	<b><u>Goal 2.2: Ensure district facilities provide a safe and clean environment.</u></b>	2.2.1 - Maintain and clean facilities.  2.2.2 - ISD will conduct ongoing safety inspections and safety reviews.	Facilities Department		
L10	<b><u>Goal 2.3: Protect the investment of the district and community.</u></b>	2.3.1 - Implement an effective preventative maintenance program.  2.3.2 - Ensure efficient use of district facilities.	Facilities Department		

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L7 L8 L9 TL5	<b><u>Goal 3.1 Purposely and aggressively recruit high quality candidates.</u></b>	3.1.1 - Identify quality employees early. 3.1.2 - Develop specialized questions for each position/job assignment. 3.1.3 - Track reasons for leaving the district and use the information for improvement in order to recruit employees. 3.1.4 - Aggressively market the district.	Human Resources Department	<a href="#">High Quality Staff</a>	
TL8	<b><u>Goal 3.2 Provide professional development opportunities for all staff members.</u></b>	3.2.1 - Provide New Teacher Academy and follow up. 3.2.2 - Provide New Employee Academy and follow up. 3.2.3 - Provide ongoing professional development for new and veteran certificated staff members. 3.2.4 - Provide ongoing professional development opportunities for veteran classified staff members.	Curriculum, Instruction and Assessment Department and Human Resources Department		
TL5	<b><u>Goal 3.3 Retain and attract a highly qualified work force through a competitive compensation system.</u></b>	3.3.1 - Seek to retain high-quality certificated and classified personnel. 3.3.2 - Utilize best practices in supporting current employees.	Human Resources Department		
CC3 CC4 TL9	<b><u>Goal 4.1 Utilize diverse channels to engage all stakeholders and broaden opportunities for Family and Community involvement.</u></b>	4.1.1 - Enhance and streamline communication from teachers, schools, and the district to parents and the community. 4.1.2 - Enhance family and community engagement in the schools and district.	Public Relations Department, Curriculum, Instruction and Assessment Department, Operations Department	<a href="#">Parent-Community Involvement</a>	
CC1 CC2 CC4	<b><u>Goal 4.2 Foster and maintain a culture of strong relationships and professionalism.</u></b>	4.2.1 - Strengthen stakeholder support at all levels. 4.2.2 - Enhance the transition experience for families new to the district, as well as those moving between schools within the ISD. 4.2.3 - Strengthen family and community engagement through public events and forums.	Public Relations Department, Curriculum, Instruction and Assessment Department, Operations Department		
DB2 EA4 CC3 CC4	<b><u>Goal 4.3 Actively engage community members and partners.</u></b>	4.3.1 - Strengthen community engagement through ISD Academies, AVID, Leader in Me and Early Education.	Curriculum, Instruction and Assessment Department		

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TL9	<b><u>Goal 5.1: Plan the access and exposure to technology devices to support student achievement.</u></b>	<p>5.1.1 - Elementary students will primarily use technology to support discovering, sharing, and analyzing information within the learning process of a digital citizen.</p> <p>5.1.2 - Middle School students will primarily use technology to support critical thinking, research skills, becoming an effective collaborative learner, and digital citizenship.</p> <p>5.1.3 - High School students will primarily use technology to support collaborative research, critical analysis of information, effective communication, and digital citizenship.</p>	Curriculum, Instruction and Assessment Department, Technology	<a href="#">Technology</a>	
TL9	<b><u>Goal 5.2: Increase and enhance the amount of quality products that show student learning using technology tools.</u></b>	5.2.1 - Students will utilize a variety of technology tools to research, create, collaborate, and demonstrate learning.	Curriculum, Instruction and Assessment Department, Technology Department		
TL9 TL6	<b><u>Goal 5.3: Create flexible/diverse professional development opportunities to assist staff with effective technology integration.</u></b>	5.3.1 - District-wide professional development will be offered in a relevant, convenient, and collaborative environment emphasizing current technology and educational applications.	Curriculum, Instruction and Assessment Department, Technology Department		
TL9	<b><u>Goal 5.4: Develop a long-range hardware and software technology plan.</u></b>	5.4.1 - The district will continue to use and update software systems as needed.	Technology Department		
TL9 L10	<b><u>Goal 5.5: Ensure infrastructure will support technology plans.</u></b>	<p>5.5.1 - The district will maintain infrastructure and services including LAN and WAN connectivity and internet connectivity that is robust, reliable, and secure.</p> <p>5.5.2 - The district will continue to apply for funding through the Universal Service Fund (eRate) each year to obtain and support technology resources.</p> <p>5.5.3 - Establish a disaster recovery plan and a comprehensive network security policy.</p>	Technology Department		