

# Comprehensive Improvement Plan for Schools

## Rationale

School improvement efforts focus on student needs through a collaborative process involving all stakeholders to establish and address priority needs, district funding, and closing achievement gaps between identified subgroups of students. Additionally, schools build upon their capacity for high-quality planning by making connections between academic resources and available funding to address targeted needs.

## Operational definitions of each area within the plan

**Goal:** Long-term three to five year target based on Kentucky Board of Education required goals. Schools may supplement with individual or district goals.

**Objective:** Short-term target to be attained by the end of the current school year.

**Strategy:** Research-based approach based on the 6 Key Core Work Processes designed to systematically address the process, practice or condition that the district will focus its efforts upon in order to reach its goals/objectives.

**Activity:** The actionable steps used to deploy the chosen strategy.

**Key Core Work Processes:** A series of processes that involve the majority of an organization's workforce and relate to its core competencies. These are the factors that determine an organization's success and help it prioritize areas for growth.

**Measure of Success:** the criteria that you believe shows the impact of our work. The **measures** may be quantifiable or qualitative, but they are observable in some way. Without data on what is being accomplished by our deliberate actions, we have little or no foundation for decision-making or improvement.

**Progress Monitoring:** is used to assess the plan performance, to quantify a rate of improvement based on goals and objectives, and to evaluate the effectiveness of the plan.

## Guidelines for Building an Improvement Plan

- There are 6 required District Goals: Proficiency, Separate Academic Indicator, Achievement Gap Closure, Graduation rate, Growth, and Transition readiness.
- There are 5 required school-level goals:  
For elementary/middle school: Proficiency, Separate Academic Indicator, Gap, Growth, and Transition readiness.  
For high school: Proficiency, Separate Academic Indicator, Gap, Graduation rate, and Transition readiness.
- There can be multiple objectives for each goal.
- There can be multiple strategies for each objective.
- There can be multiple activities for each strategy.

## 1: Proficiency Goal

Goal 1 (*State your proficiency goal*): By 2021, increase the proficiency indicator (reading and math) of 49 to 59.

Which **Strategy** will the district use to address this goal? (*The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.*)

- [KCWP 1: Design and Deploy Standards](#)
- [KCWP 2: Design and Deliver Instruction](#)
- [KCWP 3: Design and Deliver Assessment Literacy](#)
- [KCWP 4: Review, Analyze and Apply Data](#)
- [KCWP 5: Design, Align and Deliver Support](#)
- [KCWP 6: Establishing Learning Culture and Environment](#)

Which **Activities** will the district deploy based on the strategy or strategies chosen? (*The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.*)

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In the following chart, identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: By 2021, increase the proficiency indicator (reading and math) of 49 to 59.	KCWP 1: Design and Deploy Standards	<b>Activity- Aligned Curriculum</b> Bundled priority and supporting standards are in place (June 2018) but need to develop a process to monitor/measure implementation by LSS, principals, teacher leaders, coaches in order to make sure ALL students receive access to a highly aligned instructional system.	Common guided planning sessions/scoreboards	Ongoing	1,000
		<b>Activity- Highly Aligned Assessment System</b> In collaboration with LSS team, teacher leaders and instructional coaches will develop/design common formative assessments/ benchmarks based on aligned standards to ensure alignment and monitor student progress	Development of common formative assessments using Mastery Connect	By May 2019	1,000
	KCWP 2: Design and Deliver Instruction	<b>Activity- Common PLC Processes</b> LSS team working with principals, instructional coaches, and teacher leaders will develop a systemic process for ensuring PLC's is active and effective in the building	Development of the norms, processes, and monitoring 4DX Scoreboard	By May 2019	1,000
		<b>Activity- Training of PLC Implementation</b> LSS team working with principals, coaches, and teacher leaders will develop a timeline and system for training for effective PLC implementation for all school teams.	Timeline and Strategic Roll-Out Plan on PLC Processes/Non negotiables	By May 2019	1,000

## 2: Separate Academic Indicator

Goal 2 (State your separate academic indicator goal): By 2021, increase the Separate Academic Indicator of Science, Social Studies, and Writing of 45 to 55.

Which **Strategy** will the district use to address this goal? (The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)

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Objective 1: By 2021, increase the Separate Academic Indicator of Science, Social Studies, and Writing of 45 to 55.	KCWP 2: Design and Deliver Instruction	<b>Activity- Engagement Structures and Kagan Structures</b> District admins, LSS team, and school leadership teams employ Kagan Structures and other high-yield, research-based cooperative learning strategies to improve student engagement in the classroom, specifically focusing in our students who fall in a gap group.	STAR scores, KPREP data, ongoing classroom formative assessments	Ongoing	1,000
		<b>Activity- Eleot District/School Walk-thrus</b> In partnership with our school leadership teams, district office staff will conduct and lead teams through the eleot tool to ensure that our students are engaged in learning experiences that are EQUITABLE, RIGOROUS, ACCESSIBLE, and RELEVANT for ALL learners.	STAR scores, KPREP data, ongoing classroom formative assessments	Ongoing	0

### 3: Gap

**Goal 3 (State your Gap goal): Increase the average combined reading and math proficiency rates for all students in the Gap Group (Consolidated Student Group): 20.9 to 30.9% by 2021.**

<p>Which <b>Strategy</b> will the district use to address this goal? (<i>The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.</i>)</p> <ul style="list-style-type: none"> <li><a href="#">KCWP 1: Design and Deploy Standards</a></li> <li><a href="#">KCWP 2: Design and Deliver Instruction</a></li> <li><a href="#">KCWP 3: Design and Deliver Assessment Literacy</a></li> <li><a href="#">KCWP 4: Review, Analyze and Apply Data</a></li> <li><a href="#">KCWP 5: Design, Align and Deliver Support</a></li> <li><a href="#">KCWP 6: Establishing Learning Culture and Environment</a></li> </ul>	<p>Which <b>Activities</b> will the district deploy based on the strategy or strategies chosen? (<i>The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.</i>)</p> <ul style="list-style-type: none"> <li><a href="#">KCWP1: Design and Deploy Standards Classroom Activities</a></li> <li><a href="#">KCWP2: Design and Deliver Instruction Classroom Activities</a></li> <li><a href="#">KCWP3: Design and Deliver Assessment Literacy Classroom Activities</a></li> <li><a href="#">KCWP4: Review, Analyze and Apply Data Classroom Activities</a></li> <li><a href="#">KCWP5: Design, Align and Deliver Support Classroom Activities</a></li> <li><a href="#">KCWP6: Establishing Learning Culture and Environment Classroom Activities</a></li> </ul>	<p>In the following chart, identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.</p>
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<p>Objective 1: Increase the average combined reading and math proficiency rates for all students in the Gap Group (Consolidated Student Group): 20.9 to 30.9% by 2021.</p>	<p><b>KCWP 5: Design, Align and Deliver Support</b></p>	<p><b>Activity- Alignment and Review of RTI processes</b> LSS team, school leadership team, coaches, and teacher leaders will collaborate in order to review, refine, and improve RTI processes and ensure that ALL students are receiving the best instruction by highly effective teachers.</p>	<p>RTI 2.0 District-wide Manual/Handbook STAR scores, KPREP data, ongoing classroom formative assessments</p>	<p>Ongoing</p>	<p>0</p>
		<p><b>Activity- All Means All Project</b> District admins, LSS team, and school leadership teams will meet together regularly in order to ensure that curriculum, instruction, interventions, and support is aligned and monitored to ensure that ALL students are growing.</p>	<p>STAR scores, KPREP data, ongoing classroom formative assessments</p>	<p>Fall Benchmark Winter Benchmark Spring Benchmark</p>	<p>1,000</p>
	<p><b>KCWP 2: Design and Deliver Instruction</b></p>	<p><b>Activity- Eleot District/School Walk-thrus</b> In partnership with our school leadership teams, district office staff will conduct and lead teams through the eleot tool to ensure that our students are engaged in learning experiences that are EQUITABLE, RIGOROUS, ACCESSIBLE, and RELEVANT for ALL learners.</p>	<p>STAR scores, KPREP data, ongoing classroom formative assessments</p>	<p>Ongoing</p>	<p>0</p>
		<p><b>Activity- Modules and Professional Learning to support teachers after eleot and engagement data is collected</b></p>	<p>STAR scores, KPREP data, ongoing classroom formative assessments</p>	<p>Ongoing</p>	<p>0</p>

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		LSS team will work directly with school leadership teams at PLC's, ILT meetings, or faculty meetings to ensure teachers receive support for improving the learning environment of focus based on collected and shared data.			

#### 4: Graduation rate

Goal 4 (State your Graduation Rate goal):

Which **Strategy** will the district use to address this goal? (*The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.*)

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Objective 1: N/A					

## 5: Growth

Goal 5 (*State your Growth goal*): Increase the average combined reading and math growth indicator of 8.9 to 18.9 by 2021.

Which **Strategy** will the district use to address this goal? (*The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.*)

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Objective 1: Increase the average combined reading and math growth indicator of 8.9 to 18.9 by 2021.	<b>KCWP 4: Review, Analyze and Apply Data</b>	<b>Activity- 4DX- Scoreboard Review at School &amp; District Level</b> Using the 4DX (4 Disciplines of Execution) model, Jones will create a Data Dashboard as a way to monitor and support growth for all students.	4DX Lag/Lead Measures Scoreboards Meetings Agendas/Minutes	Weekly review at School level & Quarterly Data Reviewed Quarterly	0
	<b>KCWP 5: Design, Align and Deliver Support</b>	<b>Activity- Action Research on District and School Programs</b> LSS works in partnership with school leadership teams to monitor and evaluate current implementation of programs based on ESSA standards as well as using district data to determine effectiveness.	STAR scores, KPREP data, ongoing classroom formative assessments	Ongoing	0

## 6: Transition Readiness

Goal 6 (*State your Transition Readiness goal*): By 2021, we will increase the proficiency of all students in reading from 38.9 to 48.9% and math from 17.5 to 27.5%.

Which **Strategy** will the district use to address this goal? (*The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.*)

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Objective 1: By 2021, we will increase the proficiency of all students in reading from 38.9 to 48.9% and math from 17.5 to 27.5%.	KCWP 2: Design and Deliver Instruction	<p><b>Activity- Mastery Learning/Standards-Based Grading</b></p> <p>All teachers will continue in PD practices in the area of Mastery Learning and Standards-Based Grading. Ensure that formative assessment practices allow students to understand where they currently are, where they are going, and how they can improve through their personalized learning path.</p>	STAR scores, KPREP data, ongoing classroom formative assessments	Ongoing	1,000
		<p><b>Activity- Continued Professional Development Support of teachers pertaining to PLC work, RTI work, Effective Instructional Strategies, Student Engagement, and Guaranteed and Viable Aligned Curriculum Support</b></p> <p>Jones leadership team, in partnership with, LSS team will continue to stay at the forefront of research on best practices for continuous improvement in all areas of teaching and learning. Whether it be professional outsourcing, or internal support, we will work to provide whatever PD is necessary to support our team.</p>	STAR scores, KPREP data, ongoing classroom formative assessments	Ongoing	2,000



**7: Other (optional)**

Goal 7 (State your goal): N/A

Which **Strategy** will the district use to address this goal? (*The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.*)

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