Comprehensive Improvement Plan for Schools

Rationale

District 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, districts 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.

Goal 1 (*State your proficiency goal*):

2018-2019: By 2021, will increase the proficiency indicator (reading and math) of 47.6 to **57.6**.

2019-2020: By 2022, will increase the proficiency indicator (reading and math) of 49.7 to **59.7**.

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.*)	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.*)	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.
• 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	• KCWP1: Design and Deploy Standards Classroom Activities • KCWP2: Design and Deliver Instruction Classroom Activities • KCWP3: Design and Deliver Assessment Literacy Classroom Activities • KCWP4: Review, Analyze and Apply Data Classroom Activities • KCWP5: Design, Align and Deliver Support Classroom Activities • KCWP6: Establishing Learning Culture and Environment Classroom Activities	

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: **The school will increase READING proficiency from 32.2% PD to 37.2% PD by May 2020.**	**KCWP 1: Design and Deploy Standards**	School teams will work in weekly PLC/ILT meetings in order to address the 4 DuFour Questions of: 1. What do your Ss need to know and be able to do? 2. How do we know they have learned it? 3. What do we do if they have not learned it? 4. What do we do when they have learned it?	• School/Team PLC/ILT agendas or minutes		
	KCWP 2: Design and Deliver Instruction	Teachers will engage in professional learning centered around the curriculum, instruction, and assessment cycle in order to impact student achievement with particular focus on differentiation of instruction during guided reading and guided math structures.	• School professional learning session agendas • ELEOT data • PLC's	• ELEOT data per school a minimum of 2 times per year for review. Results shared with teachers and grade level teams. • Principal and Coach work monitoring progress on quarterly report data to include CASE,	$10,000

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		Assessment literacy practices will be implemented.	LSS, principals, and instructional coaches PD agendas,	STAR, and school common assessments	
		Activity: Continued implementation of Guided Reading: All homeroom teachers will successfully implement the guided reading structure in their classrooms for differentiating reading for the needs of their students	STAR Scores, Running Records, District Common Assessments, Guided Reading/Math walkthrough checklist	Monthly Team Meetings	
		Activity: Implementation of LLI Reading program for Special Educations students with reading goals on their IEP.	STAR Scores, LLI Running Records, District Common Assessments	STAR Scores, LLI Running Records, District Common Assessments	
Objective 2 : **The school will increase MATH proficiency from 29% PD to 34% by May 2020.**		Activity: Continued implementation of Envison Math Series. Determine if there are teachers newer to the building needing additional training.	STAR Scores, Common Envision Assessments	Monthly Team Meetings	
		Activity: Implementation of Guided Math: All homeroom teachers will successfully implement the guided math structure in their classrooms for differentiating math for the needs of their students. Collaborate with district's math coach to provide one on one support and trainings based on data, teacher requests and admin walkthroughs.	STAR Scores, Envision Common assessments, CASE	Monthly Team Meetings	
	• KCWP4: Review, Analyze and Apply Data Classroom Activities	Activity: Differentiating/Personalizing Learning: Through support of LSS, Instructional Coaches, and outside agencies provide support for all teachers to ensure that students are provided high quality, differentiated learning targeted to help students at all levels succeed at mastering	STAR Scores, K-PREP Data, Ongoing classroom formative assessments, Common Reading Assessments and Common Envision Math Assessments	Ongoing	$10,000

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		content standards. This ensures that ALL Learners receive equitable, accessible, rigorous, and relevant educational experiences.			
	KCWP6: Establishing Learning Culture and Environment Classroom Activities	Activity: Family Resource Center: Provide supports to student and parents to minimize the outside of the building influences on students performing at proficiency. These supports include: Whiz Kids Family Story Times Math Family Nights Homework help Social Skills night "Say Cheese" night Big Smiles Lion's Club – Vision Plan Ahead Smiles Hygiene Talks Cultural Awareness Summer Reading programs in the students' communities ELL Support Classes Relatives Raising Relatives	STAR Scores, K-PREP Data, Ongoing classroom formative assessments, Common Reading Assessments and Common Envision Math Assessments, Parent Surveys, Needs Assessments every other year for grant Pre-Post tests on programs offered attached to the Standards and Indicators for FRC – 5 areas.	On-Going	$75,000
		Training of staff on trauma informed care for student support.	Reduction of office referrals. Resiliency Poll data	Ongoing	$5000

2: Separate Academic Indicator

Goal 2 (*State your separate academic indicator goal*):
2018-2019: By 2021, will increase the Separate Academic Indicator of Science, Social Studies, and Writing 42.3 to **52.3.**
2019-2020: By 2022, will increase the Separate Academic Indicator of Science, Social Studies, and Writing 45.9 to **55.9.**

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.)*	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.*	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.
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Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1 *The school will increase the Separate Academic Indicator of Science, Social Studies, and Writing from 45.9% PD to 50.9% by May 2020.*	**KCWP 1: Design and Deploy standards**	**School teams will work in weekly PLC/ILT meetings in order to address the 4 DuFour Questions of:** 1. What do your Ss need to know and be able to do? 2. How do we know they have learned it? 3. What do we do if they have not learned it? 4. What do we do when they have learned it? Use of Learning by Doing book to analyze level of PLC effectiveness within each grade/course team and admin/coach work to drive work forward. Explore and utilize KDE's standard rollout website and resources to aid with standard deployment.	• School/Team PLC/ILT agendas or minutes	Ongoing	

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	KCWP 5: Design, Align, and Deliver Support	***Activity- Action Research on School Programs*** LSS works in partnership with school leadership teams to monitor and evaluate current implementation of programs based on ESSA standards as well as using school data to determine effectiveness.	STAR scores, KPREP data, ongoing classroom formative assessments	Ongoing	
Objective 2 *The school will increase the Separate Academic Indicator of Writing from 22.8% PD to 28% by May 2020.*	KCWP2: Design and Deliver Instruction Classroom Activities	Activity: Implement Writer's Workshop through the implementation of the Smeken's writing traits for the 2020-2021 school year.	CASE assessments, Common Writing Assessments, K-PREP data, ongoing-classroom formative assessment	Ongoing	$50,000
		Teacher leaders will attend Smeken's 6+1 Writing Traits training. These teachers will provide training and ongoing support to remainder of staff to ensure successful implementation and "buy in". Implement 6+1 Writing methodology during the 2020-2021 school year. Create a pacing timeline for implementation of 6+1. Develop a monitoring tool to ensure teachers are following pacing and are provided supports in a timely fashion.	Lesson Plans Student Writing		

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding

3: Growth

Goal 3 *(State your Growth goal):*
~~2018-2019: By 2021, increase the average combined reading and math growth indicator 17.4 to **27.4**.~~
2019-2020: By 2022, increase the average combined reading and math growth indicator 60 to **70**

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.* • KCWP1: Design and Deploy Standards Classroom Activities • KCWP2: Design and Deliver Instruction Classroom Activities • KCWP3: Design and Deliver Assessment Literacy Classroom Activities • KCWP4: Review, Analyze and Apply Data Classroom Activities • KCWP5: Design, Align and Deliver Support Classroom Activities • KCWP6: Establishing Learning Culture and Environment Classroom Activities	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: Increase the % P/D in Reading from 31.2 to 36.2 by May 2020.	**KCWP 4: Review, Analyze, and Apply Data**	***RTI 2.0 – Multi-Tiered System of Support*** • Use the district multi-tiered system of support and implement at the building level. • Work to build integrated systems that support the whole child including academic supports (teachers, coaches, teaching and learning team) working directly with student services supports including (counselors, psychologists, social workers)	• Progress Monitoring Data • RTI 2.0 agendas/minutes • Google Drive with all 2.0 documents and PD sessions	• Progress Monitoring Data reviewed quarterly • Base-line data from STAR to see where individual students from the end of the year- quarterly • CASE summative data to see any increase of proficiency of students in the RTI May/June 2020	
	KCWP 4: Review, Analyze and Apply Data	**Use CASE assessments as common data analysis tool for PLC work.**	• CASE Benchmarking	• Planning and Goal setting documents centered around CASE data could include:	

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
		Define the PLC process to inform teachers' understandings of student mastery of grade level standards, skills and concepts. Develop common approaches and plans on how to improve student achievement on standards and enduring skills.	data 3x year district-wide • PLC work with coaches, principals and teachers to work to increase rigor around standards.	• 30-60-90 day plan developed by school and shared with teachers and staff • Quarterly reports at district and school level • More intentionality around the PDSA cycles for continuous improvement- quarterly reviewed	
	KCWP 2: Design and Deliver Instruction	*Intense focus on Primary Grades PreK-2 Literacy/Numeracy Development* • Support teachers with specific professional learning, curriculum resources, vocabulary and phonics support to ensure that ALL teachers have a thorough understanding of: • Early Numeracy Skills Learn to Read process of phonemic awareness, phonics, vocabulary, fluency, comprehension, and writing		**Kindergarten:** Increase from combined reading and math _____ PD (CASE) to _____ PD by May 2020. *Monitor progress quarterly at each benchmark.* **First Grade:** Increase in READING from 48% PD (CASE) to 65% PD by May 2020. **Second Grade:** Increase from combined reading and math 50% PD (CASE) to 70% PD by May 2020. *Monitor progress quarterly at each benchmark.*	
Objective 2	**KCWP 2: Design and Deliver Instruction**	Activity: Implementation of ST Math: Implementation targeted to Gap identified students. 1st priority being any student not performing to grade level proficiency.	ST Math Correct Completion, STAR Scores, Envision Math Assessments	Review Data every 6-8 weeks 3 times a year review of data during PLC's with SMART Goals developed by teachers for students not performing at the P/D level.	$5000
		Activity: Continued implementation of LLI Reading program for Special	STAR Scores, LLI Running Records,	Monthly Special Education Data meetings	$5000

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
		Educations students with reading goals on their IEP.	District Common Assessments		

4: Gap

Goal 4 (*State your Gap goal*):

2018-2019: By 2021, increase the average combined reading and math proficiency rates for all students in the Gap Group (Consolidated Student Group): 22.8 to **32.8%.**

2019-2020: By 2022, increase the average combined reading and math proficiency rates for all students in the Gap Group (Consolidated Student Group): 20.1 to **30.1%.**

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.* • KCWP1: Design and Deploy Standards Classroom Activities • KCWP2: Design and Deliver Instruction Classroom Activities • KCWP3: Design and Deliver Assessment Literacy Classroom Activities • KCWP4: Review, Analyze and Apply Data Classroom Activities • KCWP5: Design, Align and Deliver Support Classroom Activities • KCWP6: Establishing Learning Culture and Environment Classroom Activities	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	**KCWP 5: Design, Align, and Administer Support**	**Special Education Processes** • Develop and maintain effective monitoring systems to ensure all special education students receive an educational experience that is RIGOROUS, RELEVANT, ACCESSIBLE, and EQUITABLE • Provide consistent professional learning and PLC opportunities for SpEd teachers and collaborative teachers and SpEd staff in order to build teacher efficacy • Collaboration with the District initiated team PDSA (Plan/Do/Study/Act) as a system to ensure the QUALITY	• Student schedules • ELEOT data • PLC and professional learning agendas/plans • PDSA model for continuous improvement	• Student progress monitoring data • IEP goals/progress data review • STAR score analysis of growth • CASE summative and growth data	

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
		of education for each special ed student represents the developmentally appropriate REAR learning experience			
		EL Processes (active + monitoring) • Improve monitoring systems to ensure teachers are calibrated with understanding of how to build proficiency with English language learners. • Continue to provide professional learning opportunities/trainings that center around developing proficiency (CIA cycle) with English language learners for all professionals working with English language learners. Trainings should include SIOP (Sheltered Instruction • Provide improved aligned curriculum and resources to schools based on need to ensure strong EL supports are provided.	Increase with students' ACCESS scores.	Quarterly meetings to review EL student progress with language acquisition.	
Objective 2					

Goal 6 (*State your Transition Readiness goal*):
2018-2019: By 2021, will increase the proficiency indicator (reading and math) of 47.6 to **57.6**.
2019-2020: By 2022, will increase the proficiency indicator (reading and math) of 49.7 to **59.7**.

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.*) • KCWP1: Design and Deploy Standards Classroom Activities • KCWP2: Design and Deliver Instruction Classroom Activities • KCWP3: Design and Deliver Assessment Literacy Classroom Activities • KCWP4: Review, Analyze and Apply Data Classroom Activities • KCWP5: Design, Align and Deliver Support Classroom Activities • KCWP6: Establishing Learning Culture and Environment Classroom Activities	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	• KCWP2: Design and Deliver Instruction Classroom Activities	***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*** LSS team, in partnership with school leadership teams, 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.	STAR scores, KPREP data, CERT, ongoing classroom formative assessments	Ongoing	$5000
	• KCWP 5: Design, Align and Deliver Support	Kindergarten Camp for incoming Kindergarten Students	Brigance, STAR Early Literacy	Ongoing	$7,000
		5th Grade to 6th Grade Special Education Transition Meetings	IEP, STAR, CASE Assessments	Ongoing	$3000

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 2					