

Comprehensive Improvement Plan for Districts

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.

1: Proficiency Goal

Goal 1 By 2021, will increase the proficiency indicator (reading and math) of 74.9 to 84.9.

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.*)

- [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](#)
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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.

- Superintendent
- Deputy Superintendent Chief Academic Officer
- Assistant Superintendent Learning Support Services
- LSS Team
- Building Principals
- School Leadership Teams
- Teacher Leaders/Teachers

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: By 2021, will increase the proficiency indicator (reading and math) of 74.9 to 84.9.	KCWP 1: Design and Deploy Standards	Activity- Aligned District Curriculum All teachers will use district-designed priority standards to make sure ALL students receive access to a highly aligned instructional system.	Walk-throughs, PLC Notes, Cadence of Accountability documents	Ongoing	0
		Activity- Highly Aligned District Assessment System Teachers will utilize common formative assessments/benchmarks based on aligned standards to ensure alignment and monitor student progress	Development of common formative assessments and utilization of Mastery Connect to analyze data and inform instruction.	August 2019	\$4400 SBDM Funds
	KCWP 2: Design and Deliver Instruction	Activity- Update PLC Processes Ensure PLCs are active and effective	Utilize district-designed PLC handbook	August 2019	0
		Activity- PLC Processes Teachers will formulate the focus of PLCs at least 50% of the time.	PLC Agendas and Notes	By May 2020	0

	KCWP 3: Design and Deliver Assessment Literacy	<p>Activity- Eleot Walk-throughs</p> <p>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>	STAR scores, KPREP data, ongoing classroom formative assessments, eleot walk-through data	Ongoing	0
	KCWP 4: Review, Analyze, and Apply Data	<p>Activity- Modules and Professional Learning to support teachers after eleot and engagement data is collected</p> <p>School leadership teams will work with teachers at PLCs and/or faculty meetings to ensure they receive support for improving the learning environment of focus based on collected and shared data.</p>	STAR scores, KPREP data, ongoing classroom formative assessments, Stinger Tracker Sheets	Ongoing	0

2: Separate Academic Indicator

Goal 2: By 2021, will increase the Separate Academic Indicator of Science, Social Studies, and Writing 61.8 to 71.8.

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, will increase the Separate Academic Indicator of Science, Social Studies, and Writing 61.8 to 71.8.	KCWP 2: Design and Deliver Instruction	Activity--Science Students will be exposed to STEM process activities at least two times per week.	Classroom walk-throughs Student work samples PLC meetings	Ongoing	\$5000 SBDM funds
	KCWP 2: Design and Deliver Instruction	Activity Social Studies Students will use a nonfiction materials in a blended ELA/SS approach	Classroom walk-throughs Student work samples PLC meetings	Ongoing	\$1000 SBDM funds
	KCWP 2: Design and Deliver Instruction	Activity--Social Studies Students will complete content writing at least one time per week in grades 3-5 and at least two times per month in grades K-2	Classroom walk-throughs Student work samples PLC meetings	Ongoing	\$0
	KCWP 2: Design and Deliver Instruction	Activity--Writing Teachers will have the opportunity to attend Smekens training on Launching Writing Workshop	Attendance at PD workshop Classroom walk-throughs	July 17 or 18, 2019	\$5000 SBDM funds
	KCWP 2: Design and Deliver Instruction	Activity--Writing Teachers will take part in PLCs, demonstration lessons, debriefing and on Managing Writing Workshop provided by Smekens Education Solution, Inc.	PLC discussions Student writing samples	September 2019	\$4000 SBDM funds

3: Gap

Goal 3: Increase the average combined reading and math proficiency rates for all students in the Gap Group (Consolidated Student Group) from 32.9 to 42.9%.

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.*)

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Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1 Increase the average combined reading and math proficiency rates for all students in the Gap Group (Consolidated Student Group) from 32.9 to 42.9%.	KCWP 5: Design, Align and Deliver Support	Activity- Alignment and Review of RTI processes School leadership teams and teachers 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 while focusing on our students with disabilities.	STAR scores, KPREP data, ongoing classroom formative assessments	Ongoing	0
		Activity- Name and Claim Project School leadership teams will regularly partner with LSS team and district leadership in order to ensure that curriculum, instruction, interventions, and support are aligned and monitored to ensure that ALL students are growing while focusing on our students with disabilities.	STAR scores, KPREP data, ongoing classroom formative assessments, Stinger Tracker Sheets	Fall Benchmark Winter Benchmark Spring Benchmark	0
	KCWP 2: Design and Deliver Instruction	Activity- Engagement Structures and Kagan Structures Teachers employ Kagan Structures 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, Kagan training	Ongoing	\$9000 SBDM funds
		Activity- Eleot Walk-throughs 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 while specifically focusing on our gap groups	STAR scores, KPREP data, ongoing classroom formative assessments, eleot walk-through data	Ongoing	0

	KCWP 4: Review, Analyze, and Apply Data	Activity- Modules and Professional Learning to support teachers after eleot and engagement data is collected School leadership teams will work with teachers at PLCs and/or faculty meetings to ensure they receive support for improving the learning environment of focus based on collected and shared data.	STAR scores, KPREP data, ongoing classroom formative assessments, Stinger Tracker Sheets	Ongoing	0
	KCWP 2: Design and Deliver Instruction	Activity--Interventions--ELA and Math Students who are not reaching proficiency, especially those with disabilities, will receive interventions from the ESSA approved master list.	LLI Data, Lexia data, Dreambox data	Ongoing	\$15,000

5: Growth

Goal 5: Increase the average combined reading and math growth indicator 17.2 to 27.2.

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 17.2 to 27.2.	KCWP 4: Review, Analyze and Apply Data	Activity- 4DX- Scoreboard Review at School Level Using the 4DX (4 Disciplines of Execution) model, Stephens will create a visual Data Dashboard as a way to monitor and support schools. School leaders will work with teachers to measure high-yield instructional strategies to serve as LEAD measures.	4DX Lag/Lead Measures Scoreboards (school & district) Meetings Agendas/Minutes	Reviewed monthly at faculty meetings and PLCs.	0
	KCWP 6: Establishing Learning Culture and Environment Classroom Activities	Activity--The Leader in Me Continue implementation of program. Teachers will utilize goal-setting to improve class success in reading and math.	Cadences of Accountability	Reviewed monthly at faculty meetings and PLCs beginning with the 2019-2020 school year.	\$8000 SBDM funds
	KCWP 6: Establishing Learning Culture and Environment Classroom Activities	Activity--The Leader in Me Continue implementation of program. Students will set goals to improve their own reading and math proficiency.	Student goal setting data	Teachers will review with students on a monthly basis beginning with the 2020-2021 school year.	\$8000 (noted above)

6: Transition Readiness

By 2021, will increase the percent proficiency for all students in reading from 59.4% to 69.4% and math from 53.7% to 63.7%.

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Objective 1: By 2021, will increase the proficiency indicator (reading and math) of 74.9 to 84.9.	KCWP 1: Design and Deploy Standards	Activity- Aligned District Curriculum All teachers will use district-designed priority standards to make sure ALL students receive access to a highly aligned instructional system.	Walk-throughs, PLC Notes, Cadence of Accountability documents	Ongoing	0
		Activity- Highly Aligned District Assessment System Teachers will utilize common formative assessments/benchmarks based on aligned standards to ensure alignment and monitor student progress	Development of common formative assessments and utilization of Mastery Connect to analyze data and inform instruction.	August 2019	\$4400 SBDM Funds
	KCWP 2: Design and Deliver Instruction	Activity- Update PLC Processes Ensure PLCs are active and effective	Utilize district-designed PLC handbook	August 2019	0
		Activity- PLC Processes Teachers will formulate the focus of PLCs at least 50% of the time.	PLC Agendas and Notes	By May 2020	0

	KCWP 3: Design and Deliver Assessment Literacy	<p>Activity- Eleot Walk-throughs</p> <p>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>	STAR scores, KPREP data, ongoing classroom formative assessments, eleot walk-through data	Ongoing	0
	KCWP 4: Review, Analyze, and Apply Data	<p>Activity- Modules and Professional Learning to support teachers after eleot and engagement data is collected</p> <p>School leadership teams will work with teachers at PLCs and/or faculty meetings to ensure they receive support for improving the learning environment of focus based on collected and shared data.</p>	STAR scores, KPREP data, ongoing classroom formative assessments, Stinger Tracker Sheets	Ongoing	0