

# 2018-20 Comprehensive Improvement Plan for Franklin County 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.

## 1: Proficiency Goal

<p>Goal 1 (State your proficiency goal):</p> <p>A. 46.2% of elementary school students scored proficient in Reading as compared to 48.9% in 2016-17. Our goal is to increase Elementary Reading Proficiency to 52% by 2020.</p> <p>B. 55.6% of middle school students scored proficient in Reading as compared to 56.9% in 2016-17. Our goal is to increase Middle School Reading Proficiency to 61% by 2020.</p> <p>C. 41.1% of elementary students scored proficient in math as compared to 42.2% in 2016-17. Our goal is to increase Elementary Reading Proficiency to 47% by 2020.</p> <p>D. 41.6% of middle school students scored proficient in math as compared to 38.7% in 2016-17. Our goal to is increase Middle School Math Proficiency to 44% by 2020.</p>		
<p>Which <b>Strategy</b> 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.)</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? (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.)</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>

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Increase percentage of students scoring proficient and distinguished in reading and math	KCWP 1: Create assurance that the current curriculum(s) is valid (e.g., aligned to state/essential standards, components that support the instruction and assessment, paced with accuracy).	<ul style="list-style-type: none"> <li>KCWP 1: Scheduled meetings of administration and staff to review and revise curriculum pacing guides.</li> <li>KCWP 1: Administration monitoring of curriculum pacing by observation, PLC's, discussion, etc to determine pace of instruction.</li> </ul>	<ul style="list-style-type: none"> <li>Complete curriculum maps posted in Google Drive</li> <li>Curriculum maps being implemented with fidelity by all teachers across the district</li> </ul>	<ul style="list-style-type: none"> <li>Monthly CIA meetings</li> <li>Monthly Admin meetings</li> </ul>	None
	KCWP 3: Ensure the creation of a balanced assessment system based on curriculum work completed.	<ul style="list-style-type: none"> <li>KCWP 3: Create formative and summative assessments that are aligned to the standards.</li> <li>KCWP 3: Develop a tracking system for monitoring student achievement progress.</li> </ul>	<ul style="list-style-type: none"> <li>Implementation of common assessments and analysis of data in PLC work and district meetings</li> </ul>	<ul style="list-style-type: none"> <li>Monthly CIA meetings</li> <li>Monthly Admin meetings</li> </ul>	None

	KCWP 2: Ensure learning is monitored before, during and after instruction.	<ul style="list-style-type: none"> <li>● KCWP 2: Learning labs and learning walks will be implemented district wide to ensure ongoing professional learning is provided in the area of best practice/high yield instructional strategies</li> </ul>	<ul style="list-style-type: none"> <li>● Implementation of learning labs/walks in every school within the district</li> </ul>	<ul style="list-style-type: none"> <li>● Monthly CIA meetings</li> </ul>	Title 1,2, and 4 - Sub fees
	KCWP 6: Promote depth of educator capacity (will and skill) within the district.	<ul style="list-style-type: none"> <li>● KCWP 6: Provide coaching support to ensure that teachers plan for and incorporate culturally responsive practices, embedding in lesson plans, activities and assessments within classroom daily operations.</li> </ul>	<ul style="list-style-type: none"> <li>● Student achievement increases in Reading and Math based on holistic assessment data</li> <li>● Administrator walkthroughs</li> </ul>	<ul style="list-style-type: none"> <li>● Administrator walkthrough feedback</li> <li>● CIA meetings discussions</li> </ul>	None
	KCWP 2: Ensure ongoing professional learning in the area of best practice/high yield instructional strategies to aid in curricular adjustments when students fail to meet mastery.	<ul style="list-style-type: none"> <li>● KCWP 2: Provide monthly district wide professional learning opportunities to promote best practice/high yield instructional strategies</li> <li>● KCWP 2: Provide district facilitated book studies to promote best practice/high yield instructional strategies</li> </ul>	<ul style="list-style-type: none"> <li>● Implementation of strategies promoted through the professional learning experience</li> </ul>	<ul style="list-style-type: none"> <li>● Attendance recorded</li> <li>● Feedback from attendees</li> </ul>	None

## 2: Separate Academic Indicator

Goal 2 (State your separate academic indicator goal):  
 Previous scores indicate science proficiency of 33% and our goal is to reach 40% by 2020.

<p>Which <b>Strategy</b> 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.)</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? (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.)</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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Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1 Design and Deploy Standards to ensure the curriculum is aligned to state standards and support instruction, assessment and paced with accuracy.	KCWP 1: Implement curricular alignment reviews	<ul style="list-style-type: none"> <li>• KCWP 1: Meet add review science standards and create through course tasks and summative assessments which fit the KPREP format within the curricular framework</li> </ul>	<ul style="list-style-type: none"> <li>• Common curriculum for district with tasks and assessments</li> </ul>	<ul style="list-style-type: none"> <li>• Curriculum</li> </ul>	
Objective 2					

### 3: Gap

<p>Goal 3 (State your Gap goal):</p> <p>A. GAP Group for Reading in elementary schools: 30.8% scored proficient in Reading compared to 45.4% in 2017-18. Our goal is to increase proficiency to 51% by 2020.</p> <p>B. GAP Group for Reading in middle schools: 37.3% scored proficient in Reading compared to 42.3% in 2017-18. Our goal is to increase proficiency to 48% by 2020.</p> <p>C. GAP Group for Math in elementary schools: 25.2% scored proficient in Math compared to 32.1% in 2017-18. Our goal is to increase proficiency to 38% by 2020.</p> <p>D. GAP group Math in middle schools: 23.1% scored proficient in Math compared to 27.1% in 2017-18. Our goal is to increase proficiency to 33% by 2020.</p>		
<p>Which <b>Strategy</b> 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.)</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? (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.)</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>

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1 To increase student achievement within the identified GAP populations.	KCWP 2: To implement programs designed to support student learning within Reading and Math and measure the effectiveness on student achievement.	<ul style="list-style-type: none"> <li>KCWP 2: Implement Achieve 3000, System 44, Teach-Town and other systems to address reading deficiencies within Elementary, Middle and High Schools with a specific focus for students with disabilities.</li> <li>KSWP 2: Hiring of two EL aides to provide appropriate levels of support to support student learning.</li> </ul>	<ul style="list-style-type: none"> <li>Growth in Lexile levels of students</li> <li>Growth in Reading accountability scores on MAP, KPREP, etc...</li> </ul>	<ul style="list-style-type: none"> <li>Growth data from Achieve 3000</li> <li>KPREP and MAP reading level reports</li> <li>Growth in Lexile levels</li> <li>Hiring of EL additional support concluded by January 1</li> </ul>	IDEA - \$16,000  General Fund - \$50,000

#### 4: Graduation rate

Goal 4 (State your Graduation Rate goal):  
 Graduation rate increased from 86.9% to 89.4% (4 year). Our five year increased from 87.1% to 88.4%. We are still below the state average but less than 1% away as compared to the previous 3% (4 year). Our goal is to reach 92% graduation rate for the 4 year by 2020 and reach 91% for five year by 2020.

<p>Which <b>Strategy</b> 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.)</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? (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.)</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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Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1 Increase the graduation rate	KCWP 5: Ensure that processes are in place to provide appropriate academic interventions to meet the needs of all students.	<ul style="list-style-type: none"> <li>• KCWP 5: Implement a new high school with a personalized learning environment to meet the learning needs of students.</li> </ul>	<ul style="list-style-type: none"> <li>• Students successfully completing courses and graduating from high school.</li> </ul>	<ul style="list-style-type: none"> <li>• Monitoring of student completion of courses through APEX and IC</li> <li>• Percentage of students graduating as compared to entering WCH.</li> </ul>	
	KCWP 2: Implement a system to ensure students take responsibility for their own learning through understanding of career fields and generate a plan for achieving the education and training required to reach that field.	<ul style="list-style-type: none"> <li>• KCWP 2: Create and implement a plan for implementation of an ILP for each student.</li> </ul>	<ul style="list-style-type: none"> <li>• ILP meets the ILP rubric established by KDE</li> <li>• Students 6-12 complete ILP process</li> </ul>	<ul style="list-style-type: none"> <li>• Monitoring of ILP completion by counselors</li> <li>• Identified career pathway choices by students</li> <li>• Completed financial educational component</li> <li>• Completed academic plans</li> </ul>	
Objective 2					

## 5: Growth

Goal 5 (State your Growth goal):

- A. For elementary schools, the growth indicator is 16.9 based on 17-18 data. Our goal is to reach 17.1 by 2020.  
 B. For middle schools, the growth indicator is 10.2 based on 17-18 data. Our goal is to reach 12.1 by 2020.

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](#)
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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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Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1 To increase student achievement - growth - within Reading and Math	KCWP 5: Implement and commit to purposeful, scheduled monitoring efforts in accordance with continuous improvement needs.	<ul style="list-style-type: none"> <li>• KCWP 5: Implement and commit to purposeful, scheduled district tiered based monitoring of all schools in accordance with continuous improvement needs.</li> </ul>	<ul style="list-style-type: none"> <li>• Schools improve in accountability measures.</li> </ul>	<ul style="list-style-type: none"> <li>• Monthly central office curriculum and instruction administration meetings.</li> </ul>	None
Objective 2					

## 6: Transition Readiness

Goal 6 (State your Transition Readiness goal):

We are at 56.7 as compared to our previous score of 54.8 in 2017-18. Our goal is to increase the transition goal to 62% by 2020.

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](#)
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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 To ensure system or processes are in place to provide appropriate academic interventions to meet the needs of all students.	KCWP 5: Create a system of academic support through academic interventions to meet the needs of all students.	<ul style="list-style-type: none"> <li>• KCWP 5: Develop a ESS protocol/plan for monitoring/documentation for tiered intervention movement considerations.</li> </ul>	<ul style="list-style-type: none"> <li>• Student progress is made in the identified area of intervention</li> </ul>	<ul style="list-style-type: none"> <li>• Record intervention through ESS in IC</li> </ul>	ESS allocations
Objective 2					



**7: Other (optional)**

Goal 7 (State your goal): *To create a safe environment in which all students want to learn leading to increased proficiency scores in all assessed content.*

<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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Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
<p>Objective 1 To have systems in place to support an environment where everyone feels safe and wants to learn</p>	<p>KCWP 6: Ensure behavior and mental health support systems are in place to create an environment where everyone feels safe and wants to learn.</p>	<p>KCWP 6: Ensure that all available resources are deployed to assist students in need, i.e. FRYSC, DPP, Cabinet for Family and Children, Title IV LCSW and new school safety director..</p>	<ul style="list-style-type: none"> <li>• Reduced number of behavioral incidents</li> <li>• Reduced number of school safety issues through a self-audit</li> <li>• Increase in mental health services provided</li> </ul>	<ul style="list-style-type: none"> <li>• Monthly counselor cadre meetings with Director of Student Services</li> <li>• Internal safety audit conducted by Director of School Safety</li> <li>• Monitoring of student referrals for student assistance</li> </ul>	<p>Title IV for LCSW</p>
<p>Objective 2</p>					