

# 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*): Increase the average reading and math KPREP proficiency ratings for all students: Reading from 37.5% in 2018 to 70.2% in 2019 and Math from 24.3% in 2018 to 66.6% in 2019.

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](#)
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- [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 * Collaborate to increase reading proficiency from 36% in Fall 2018 to 60% according to MAP by May 2019.  *Increase the percentage of students scoring at the proficiency level on the District Benchmark Assessments from 19.8% in the fall of 2018 to 60% in the spring of 2019.	Design and Deploy Standards	Curriculum Maps – Teachers will meet throughout the year in grade level and content area PLCs across the district to develop and refine curriculum maps, pacing guides, and assessments.	District Curriculum Maps	August 2018-May 2019	
	Design and Deliver Instruction	Walkthroughs – Administrators and Instructional Coaches will conduct weekly walkthroughs to monitor instruction and provide feedback to the teachers.	Walkthrough Data, Lesson Plans, Evaluations	August 2018-May 2019	
		Grade Level Planning – Grade level teams will meet weekly to develop lesson plans. Administrators and Instructional Coaches will participate with grade level teams in the planning process. Lesson Plans will also be uploaded to Google Drive and monitored by administration.	Classroom Lesson Plans	August 2018-May 2019	
	Design, Analyze and Apply Data	Professional Learning – Teachers will participate in item analysis using the Atlas protocol and DuFour’s Four essential questions in PLCs. This information will be used to determine next steps for individual students.	PLC Minutes, Summative Assessment Data	August 2018-May 2019	
		Benchmark Assessment Analysis – Teachers will participate in analyzing benchmark assessment data using the benchmark standard analysis form to determine mastery of progress and identify next steps.	Benchmark Assessment Data	August 2018-May 2019	

<p>Objective 2 * Collaborate to increase math proficiency from 34% in Fall 2017 to 60% according to MAP by May 2018.</p>	Design and Deploy Standards	Curriculum Maps – Teachers will meet throughout the year in grade level and content area PLCs across the district to develop and refine curriculum maps, pacing guides, and assessments.	District Curriculum Maps	August 2018-May 2019	
	Design and Deliver Instruction	Walkthroughs – Administrators and Instructional Coaches will conduct weekly walkthroughs to monitor instruction and provide feedback to the teachers.	Walkthrough Data, Lesson Plans, Evaluations	August 2018-May 2019	
		Unit Development and Lesson Planning – Teachers will utilize Great Minds/Eureka Math for developing units and lesson plans.	Great Minds/Eureka Math	August 2018-May 2019	
		Intervention/Enrichment – Students will use Khan Foundations, Zearn or Compass Learning as an intervention or enrichment opportunity to meet individual needs.	Khan Foundations Edgenuity	August 2018-May 2019	
	Design, Analyze and Apply Data	Grade Level Planning – Grade level teams will meet weekly to develop lesson plans. Administrators and Instructional Coaches will participate with grade level teams in the planning process. Lesson Plans will also be uploaded to Google Drive and monitored by administration.	Classroom Lesson Plans	August 2018-May 2019	
		Professional Learning – Teachers will participate in item analysis using the Atlas protocol and DuFour’s Four essential questions in PLCs. This information will be used to determine next steps for individual students.	PLC Minutes, Summative Assessment Data	August 2018-May 2019	
	Establishing Learning Culture and Environment - Peer Walkthroughs and Observations	Peer Walkthroughs - Teachers will conduct peer walkthroughs to collect evidence of best practice instruction and to share feedback and ideas.	Peer Walkthrough Google Form	December 2018- April 2019	\$0

## 2: Separate Academic Indicator

Goal 2 (State your separate academic indicator goal): Increase the average writing KPREP proficiency ratings for all students in fifth grade from 6.2% in 2018 to 50% in 2019.

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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Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1 * Collaborate to increase writing proficiency from 22.5% in the Fall of 2018 to 50% by May of 2019 according to the On-Demand Benchmark Assessments.	Design and Deploy Standards	Curriculum Maps – Teachers will meet throughout the year in grade level and content area PLCs across the district to develop and refine curriculum maps, pacing guides, and assessments.	District Curriculum Maps	August 2018- May 2019	
	Design and Deliver Instruction	Walkthroughs – Administrators and Instructional Coaches will conduct weekly walkthroughs to monitor instruction and provide feedback to the teachers.	Walkthrough Data, Lesson Plans, Evaluations	August 2018- May 2019	
		Vertical Writing Plan – A school-wide vertical writing plan will be developed and implemented which will include paragraph structures, common pre-writing, and a common proofreading/revision checklist.	PLCs, Vertical Writing Plans	August 2018- May 2019	
	Design, Analyze and Apply Data	Grade Level Planning – Grade level teams will meet weekly to develop lesson plans. Administrators and Instructional Coaches will participate with grade level teams in the planning process. Lesson Plans will also be uploaded to Google Drive and monitored by administration.	Classroom Lesson Plans	August 2018- May 2019	
		Professional Learning – Teachers will participate in item analysis using the Atlas protocol and DuFour's Four essential questions in PLCs. This information will be used to determine next steps for individual students.	PLC Minutes, Summative Assessment Data	August 2018- May 2019	
		Live Scoring – Students will write to proficiency through live scoring and immediate feedback.	Benchmark Assessments	August 2018- May 2019	
	Establishing Learning Culture and Environment	Writing Mentors – Each fifth grade student will be assigned a writing mentor to conference with each month throughout the school year.	On-Demand Writings	August 2018- May 2019	

3: Gap

Goal 3 (*State your Gap goal*): Increase the average reading and math KPREP proficiency ratings for Hispanic students: Reading from 25% in 2018 to 37.5% in 2019 and Math from 18.8% in 2018 to 24.3% in 2019.

<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 * Increase the average reading and math KPREP proficiency ratings for Hispanic students: Reading from 25% in 2018 to 37.5% in 2019 and Math from 18.8% in 2018 to 24.3% in 2019.</p>	Design and Deliver Instruction	Vocabulary - Teachers trained in Total Physical Response and will implement intentional use of content area vocabulary strategies.	Walkthrough Feedback and Evidence of TPR	August 2018-May 2019	
		Native Language Instruction - Teachers will use translation resources to assist students in making spanish to english content connections to their native language.	MyON, Google Translate, Library Resources, Walkthrough Feedback	August 2018-May 2019	
	Review, Analyze and Apply Data	ACCESS - Teachers will utilize WIDA ACCESS results and the prior years can-do descriptors to drive instruction for hispanic students.	WIDA ACCESS Test Data	August 2018-May 2019	
		ELA Benchmark Assessment - Teachers will utilize hispanic students data to determine individualized instructional plans.	ELA Benchmark Analysis	August 2018-May 2019	
	Lexia - Teachers will use data to inform instruction and drive instruction.	Lexia	August 2018-May 2019		

	Design, Align and Deliver Support	Staff Development - Staff will be trained in Total Physical Response, WIDA ACCESS Reports, use of Can-Do Descriptors, Native Language Translation,	DAC, Use of ACCESS reports and Can-Do Descriptors	August 2018-May 2019	
	Establish Learning Culture and Environment	County Wide Workshops - Family Resource Coordinator will collaborate with other FRCs in the district to support school concerns, legal issues, immunizations and other important information	Family Engagement, Number of Hispanic Families in Attendance	August 2018-May 2019	
		Neighborhood Support - FRC will reach out in the community to connect with Hispanic families and identify ways to involve them in their students education.	Family Engagement, Number of Hispanic Families in Attendance	August 2018-May 2019	
		Spanish Translation - All communication that comes from the school will be sent in English as well as Spanish for our Hispanic families. Information will include items such as permission slips, newsletters, etc.	Family Engagement, Number of Hispanic Families in Attendance	August 2018-May 2019	
		Hispanic Heritage Night - A Hispanic Heritage Night will be held to celebrate the Hispanic Heritage at our school.	Family Engagement, Number of Families in Attendance	August 2018-May 2019	

**5: Growth**

Goal 5 (State your Growth goal): Increase the overall growth indicator from 18.3 according to KPREP in 2018 to 19.0 in 2019.

<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
Objective 1: <i>Increase the overall growth indicator from 18.3 according to KPREP in 2018 to 19.0 in 2019.</i>	Design and Deliver Assessment Literacy – Create formative and summative assessments that are aligned to the standards. Develop a tracking system for monitoring of student achievement progress by learning target and by standard.	Assessment Analysis – Assessment item analysis will occur during professional learning communities with instructional coaches, administrators, and teachers. This will allow the PLC to focus on DuFour’s Four Essential Questions and determine next steps for instruction.	Summative Assessment Data, PLC Minutes	August 2018-May 2019	
		Benchmark Assessments – Student progress will be measured through the Benchmark Assessments. Teachers will analyze the data to determine the next steps for each student.	Benchmark Assessment	August 2018-May 2019	

## 6: Transition Readiness

Goal 6 (*State your Transition Readiness goal*): Increase the percentage of fifth grade students scoring at the 60<sup>th</sup> percentile in reading and math on the NWEA MAP Assessment: Reading from 28% in the Fall of 2018 to 60% in the Spring of 2019, and in Math from 24% in the Fall of 2018 to 60% in the Spring of 2019.

<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 * Increase the percentage of fifth grade students scoring at the 60<sup>th</sup> percentile in reading and math on the NWEA MAP Assessment: Reading from 28% in the Fall of 2018 to 60% in the Spring of 2019, and in Math from 24% in the Fall of 2018 to 60% in the Spring of 2019.</p> <p>*Increase the percentage of fifth grade students scoring at the proficiency level on the District Benchmark Assessments from 16.8% in the fall of 2018 to 60% in the spring of 2019.</p>	<p>Design, Align, and Deliver Support – Increase collaboration in data analysis and student progress towards standards mastery, including identification of students in need of intervention supports. Ensure that effective communication regarding assessments and student performance are shared with appropriate stakeholders to guide instructional planning, and student grouping. Develop school culture supports, both academic and behavioral, to promote and support learning for all.</p>	<p>Professional Learning – Teachers will participate in item analysis using the Atlas protocol and DuFour’s Four essential questions in PLCs. This information will be used to determine next steps for individual students.</p>	<p>PLC Minutes, Summative Assessment Data</p>	<p>August 2018- May 2019</p>	<p>\$0</p>
		<p>Grade Level Planning – Grade level teams will meet weekly to develop lesson plans. Administrators and Instructional Coaches will participate with grade level teams in the planning process.</p>	<p>Classroom Lesson Plans</p>	<p>August 2018- May 2019</p>	<p>\$0</p>
		<p>Walkthroughs – Administrators and Instructional Coaches will conduct weekly walkthroughs and provide feedback regarding instructional practices.</p>	<p>Walkthrough Data, Plans, Evaluations</p>	<p>August 2018- May 2019</p>	<p>\$0</p>
		<p>Transition Meetings – Administrators, Counselors, CIA, Interventionists, FRC, and Special Education teachers from EES will meet with stakeholders from EMS to discuss students transitioning to the Middle School (academics, behavior, social).</p>	<p>Transition Meeting Agenda, Transition ARC Minutes</p>	<p>August 2018- May 2019</p>	<p>\$0</p>
	<p>Review, Analyze, and Apply Data – Use assessment data to help students assess and adjust their own learning.</p>	<p>Goal Setting – After each summative assessment, teachers will provide students with time for an assessment reflection through a Relearning Plan in which students will analyze test items and make corrections as needed. Teachers will also design a specific learning path using Khan Academy based on the assessment results. Students will participate in Goal Setting prior to MAP assessments. Teachers will utilize the Student Profile and the Learning Continuum to individualize instruction for each student.</p>	<p>Goal Setting Worksheets, Student Mentors, MAP Learning Continuum</p>	<p>August 2018- May 2019</p>	<p>\$0</p>