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*):

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: In reading, % P&D will increase from 62.3% to 71.9%	Teachers will access and utilize CERT to work within Department PLCs to identify areas for remediation and extension.	Teachers will incorporate CERT within their classrooms/lesson plans.	% of students utilizing CERT	Measured each 9 weeks via CERT utilization	None
		Departments will analyze CERT data to determine areas of weakness for planning remediation activities. This will be evidenced in PLC minutes. Teachers will utilize CERT quizzes on a rotational schedule on Fridays	Weekly PLC Meetings PLC Protocol Sheets	Weekly PLC Meetings PLC Protocol Sheets (Once developed)	
	Teacher work in PLCs Utilize PLC protocol for common assessment analysis	Teachers will meet weekly to work in PLCs. Dufour's questions will guide PLC work. The focus is on what do we want students to learn, how will we measure what they have learned, and what will we do if they don't learn.	Weekly PLC Meetings	Weekly feedback given by Principal	None

	Daily Classroom Walkthroughs	Administrative staff will conduct daily walkthroughs of classrooms. Evaluating principal will discuss results of walkthroughs with individuals and departments to highlight areas of strengths and areas for growth.	Daily walkthroughs This will help identify teachers to partner/mentor teachers with as well as areas of strong instructional practice.	Number of completed walkthroughs	None
Objective 2: In math % P&D will increase from 20.3% to 50.3%.	Teachers will access and utilize CERT to work within Department PLCs to identify areas for remediation and extension.	Teachers will incorporate CERT within their classrooms/lesson plans. Departments will analyze CERT data to determine areas of weakness for planning remediation activities. This will be evidenced in PLC minutes.	% of students utilizing CERT	Measured each 9 weeks via CERT utilization	None
		Teachers utilize PLC Protocol based upon common assessment analysis			
	Teacher work in PLCs	Teachers will meet weekly to work in PLCs. Dufour's questions will guide PLC work. The focus is on what do we want students to learn, how will we measure what they have learned, and what will we do if they don't learn.	Weekly Submission of PLC Minutes		Weekly feedback on PLC PLCs	
		Daily Classroom Walkthroughs. Administrative staff will conduct daily walkthroughs of classrooms. Evaluating principal will discuss results of	Administrative staff will conduct daily walkthroughs of classrooms. Daily walkthroughs	Daily walkthroughs	

		walkthroughs with individuals and departments to highlight areas of strengths and areas for growth.	This will help identify teachers to partner/mentor teachers with as well as areas of strong instructional practice.		

2: Separate Academic Indicator

Goal 2 (*State your separate academic indicator goal):On Demand Writing will improve based upon the 18-19 accountability results*

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
The number of students scoring P&D will increase by 10% based upon the 18-19 accountability results.	SBDM will revise and updated the School Writing Policy.	Development of SBDM writing policy.	Completion of policy	Creation and monitoring of policy	
	The Leadership team will develop and implement a school wide writing plan.	The development of a school wide writing plan.	Creation and utilization of school wide writing plan.	Teachers within the departmental PLCs will examine writing prompts as well as student work examples	
		PLCs will examine and review writing school wide.	18-19 assessment results		
Objective 2					

3: Gap

<table>
<tr><td colspan="3">Goal 3 (State your Gap goal):</td></tr>
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<td>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</td>
<td>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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Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes		Funding
Objective 1: In reading the % P/D will increase from 43.9% to 61.5%.	Intentional utilization of strategies and resources to improve student performance. Monitoring of student progress will be used to identify students for the following: ESS remediation Winter remediation school will be offered to identified students. Fall/Winter/Spring break remediation school will be offered to identified students.	ESS will be held multiple days of the week and staffed with content area teachers. Administrative team will analyze student progress to identify students at risk of failure. Conferences will be held with students at risk in relation to ESS and Remediation Break School. Parents will be contacted to inform them of ESS and remediation school. Admin team will work with teachers to develop content/curriculum with the aim of helping to remediate identified students.	# of students attending	Weekly attendance		ESS Funds
		Professional feedback from admin to staff. Admin will meet with leadership team (department chairs) and monthly standing item will be graduation rate/remediation	Walkthroughs	Feedback from Admin		None
		Utilization of PLC meetings to identify at risk students for referral to ESS/Flex/Remediation School	Weekly minutes	Feedback Principal		None
Objective 2: In math the % P/D will increase from 27.2% to 45.8%	Intentional utilization of strategies and resources to improve student performance.	ESS will be held multiple days and staffed with Content area teachers Administrative team will analyze student progress to identify students at risk of failure. Conferences will be held with students at risk in relation to ESS and Remediation Break School.	# of students attending ESS	Weekly attendance		ESS Funds

	Monitoring of student progress will be used to identify students for the following: ESS remediation	Parents will be contacted to inform them of ESS and remediation school. Admin team will work with teachers to develop content/curriculum with the aim of helping to remediate identified students.			
	Fall remediation school will be offered to identified students.	Professional feedback from admin to staff. Admin will meet with leadership team (department chairs) and monthly standing item will be graduation rate/remediation	Walkthroughs	Feedback from Admin	None
	Winter remediation school will be offered to identified students. Spring break remediation school will be offered to identified students.	Utilization of PLC meetings to identify at risk students for referral to ESS/Flex/Remediation School	Weekly PLC Minutes	Feedback from Principal	None

4: Graduation rate

Goal 4 (*State your Graduation Rate goal*):The graduation rate for the class of 2018 was 87.1%. The initial rate for the class of 2019 was 78% based upon the start of the 18-19 school year. The goal for the class of 2019 is 88%.

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: Admin team will identify all 2019 Cohort students who are at risk of not graduating.	Administrative team will identify the needed number of students required to reach the graduation goal. Admin will create a graduation and mentoring plan for all 2018 Cohort students who are not on track to graduate	Identify students from 2018 cohort needed to reach graduation number.	List of identified students	Each 9 weeks		None
		Share the identified students with faculty to develop/foster mentoring relationships	Spreadsheet of faculty mentors	Each 9 weeks		None
		Individual meetings will be held with each student to discuss the implementation of graduation plan. Admin will conduct progress monitoring of all at-risk students All 2018 Cohort students at risk of not graduating will participate in the FLEX program.				
Objective 2: Create "winter school" to allow students from 2018 cohort options to catch up	Identify students from 2018 cohort who will need additional supports to graduate.	Create list of students at risk for not graduating with their cohort	Creation of list	End of 1st 9 weeks		None
		Develop criteria and procedure for winter School	Creation of Fall/Winter/Spring school			None

5: Growth

Goal 5 (*State your Growth 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.)* ● 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					
Objective 2					

6: Transition Readiness

Goal 6 (*State your Transition Readiness 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.*) • 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 % of students meeting CPE benchmarks	Monitor the % of students meeting CPE benchmarks in Math, Reading, and English on CERT assessment	CERT will be administered three times within the school year	Successful deployment of test	Fall/Winter/Spring	None
		Teachers will utilize CERT within their classrooms/lessons or via NTI	% of student utilization	Each 9 weeks	None
	Teachers will utilize CERT mini quizzes in the content areas	Teachers will utilize CERT within their classrooms/lessons or via NTI			
Objective 2					

Goal 7 (*State your 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.*) - 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					
Objective 2					