

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): During the 2019-2020 school year, the percentage of proficient/distinguished students will increase from 58.1% in reading to 65% in reading and in math the percentage of proficient/distinguished will increase from 44.3% to 65%. Further, students with a disability will have a proficiency indicator of at least 63 as determined by the spring K-Prep Assessment.

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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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: Students will be taught, and have access to learn with a comprehensive curriculum aligned wo the Kentucky Program of Studies, Kentucky Core Academic Standards, using district common resources and curriculum pacing guides. Instruction will demonstrate congruence with standards and will be consistently monitored by principals.	KCWP 1: Design and Deploy Standards KCWP 2: Design and Deliver Instruction KCWP 4: Review, analyze and apply data	During regularly scheduled department PLC's, teachers will review the alignment between standards, learning targets, and assessment measures.	Curriculum maps, assessments, and learning targets aligned to standards. Impact KY Results show a strong staff comfort with curriculum. Improved student achievement. Improved student voice survey results.	Continued implementation of PLC model. Work is being monitored and assisted by building principal and district instructional coaches.	None
		Redefine RTI school process with applicable checklist(s) and documentation tools, including such information as service frequency, intervention programs/strategies, and progress monitoring checks.	Increased student achievement. Improved student response to interventions.	Implementation already in place. Fidelity checks monthly throughout Spring and Fall 2020.	None

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
		<p>Department level PLC's will take part in vertical curriculum mapping to identify instructional gaps including planning for the introduction of the standards, development and gradual release phases, and arrival at standards mastery.</p>	<p>Curriculum maps, assessments, and learning targets aligned to standards.</p> <p>Results regarding curriculum.</p> <p>Improved student achievement.</p> <p>Improved student voice survey results.</p>	<p>Summer 2020.</p>	<p>None</p>
		<p>On-going professional development including release days to observe teachers at other grade levels and gain access to of best practice/high yield instructional strategies to aid in curricular adjustments when students fail to meet mastery.</p>	<p>Curriculum maps, assessments, and learning targets aligned to standards.</p> <p>Improved student achievement.</p> <p>Improved student voice survey results.</p>	<p>Spring 2020, Fall 2020</p>	<p>Payment for subs to allow for release days for teachers.</p>
		<p>Ensure that PLC's are developing formative assessment practices that allow students to understand where they are going, where they currently are, and how they can close the gap.</p>	<p>Formative assessments aligned to learning targets and standards. Students practices for reviewing assessment results.</p>	<p>Summer 2020, Fall 2020</p>	<p>None.</p>
		<p>Review of student data by PLC groups, RTI specialists, and administrators on formative and summative assessments throughout the school year to determine the efficacy of instruction.</p>	<p>Students will be meeting proficiency on interim assessments comparably to the overall proficiency goal.</p>	<p>Fall 2020</p>	<p>None.</p>
<p>Objective 2: Deliver evidence-based interventions aligned to ESSA levels 1,2, or</p>	<p>KCWP 1: Design and Deploy Standards</p>	<p>On-going, appropriately leveled, professional development for staff members providing specific</p>	<p>Completion of training of evidence-based programming.</p>	<p>Summer 2020, Fall 2020</p>	<p>Payment for subs to allow for release days for teachers.</p>

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
3 to students requiring Tier II or Tier III supports in order to gain success within math or reading.	KCWP 2: Design and Deliver Instruction. KCWP 5: Design, Align and Deliver Support	evidence-based interventions to students requiring additional support. Staff will be trained on appropriate usage of Fast ForWord, Voyager Math, Voyager Reading, Barton, Spire, and Ready Reading	Fidelity checks through building walk-throughs. Improved student achievement results.		Trainers for selected programs.

2: Separate Academic Indicator

<p>Goal 2 (State your separate academic indicator goal): During the 2019-2020 school year, the percentage of proficient/distinguished students will increase from 25.3% to 45% in writing and in social studies the percentage of proficient/distinguished will increase from 63.0% to 75%. Also, as measured by the spring KPrep assessment, students with disabilities will see a separate academic indicator of at least 56.0 for the 2019-2020 school year.</p>		
<p>Which Strategy 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"> 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 	<p>Which Activities 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"> 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 	<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: Students will be taught, and have access to learn with a comprehensive curriculum aligned wo the Kentucky Program of Studies, Kentucky Core Academic Standards, using district common resources and curriculum pacing guides. Instruction will	KCWP 1: Design and Deploy Standards KCWP 2: Design and Deliver Instruction KCWP 4: Review, Analyze and Apply Data	During regularly scheduled department PLC's, teachers will review the alignment between standards, learning targets, and assessment measures.	Curriculum maps, assessments, and learning targets aligned to standards. Impact KY Results show a strong staff comfort with curriculum.	Throughout 2020.	None

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
demonstrate congruence with standards and will be consistently monitored by principals.			Improved student achievement. Improved student voice survey results.		
		Department level PLC's will take part in vertical curriculum mapping to identify instructional gaps including planning for the introduction of the standards, development and gradual release phases, and arrival at standards mastery.	Curriculum maps, assessments, and learning targets aligned to standards. Results regarding curriculum. Improved student achievement. Improved student voice survey results.	Through Spring 2021	None
Objective 2: Provide support for students with disabilities within their Social Studies and Science Courses.	KCWP 2: Design and Deliver Instruction KCWP 5: Design, Align and Deliver Support	Utilizing common planning times, special education case managers will meet with the teachers who have their students and develop plans for accommodating to the specific functions of their disabilities when applicable.	Specific activities and instructional supports are put into place for individual students. Students with disabilities will have a separate academic indicator of at least 56.0.	Winter 2020 – Spring 2021	None.

3: Gap

Goal 3 (State your Gap goal): *Special education students, as measured by spring 2020 KPrep assessment data, will obtain a growth indicator score of at least 50.6. Further, special education students will have a proficiency indicator of at least 63 and a separate academic indicator of at least 56.0.*

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](#)
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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.*)

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Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Students with identified disabilities will see growth on KPrep comparable to their same age peers.	KCWP 4: Review, Analyze, and Apply Data KCWP 5: Design, Align and Deliver Support	To ensure the proper identification of students needing additional support we will develop a clearly defined RTI school/districtwide process with applicable checklist(s) and documentation tools, including such information as service frequency, intervention programs/strategies, and progress monitoring checks.	Evidence of RTI documentation will be in place with clear implementation of appropriate application of the data collected. Teacher lesson plans, student work analysis, PLC Notes, observation of meetings. Improved student achievement. Updated RTI data base.	Spring 2019 ongoing.	None.
	KCWP 2: Design and Deliver Instruction KCWP 5: Design, Align and Deliver Support	Ensure that instructional modifications are made based upon the immediate feedback gained from formative assessments (Assessments for Learning).	Evidence of RTI documentation will be in place with clear implementation of	Spring 2020 Ongoing.	None.

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
			<p>appropriate application of the data collected.</p> <p>Teacher lesson plans, student work analysis, PLC Notes, observation of meetings.</p> <p>Improved student achievement.</p> <p>Updated RTI data base.</p>	<p>Lesson Plans submitted to school administrators.</p>	
		<p>Implementation of ESSA aligned evidence-based programs to ensure that the appropriate skill deficits are addressed with individual students. (Fast ForWord, Voyager Reading, Voyager Math, Barton, and Spire)</p>	<p>Percentages of students meeting proficiency on their interim assessments throughout the school year. Students with disabilities will have a conditional growth percentile comparable to their same age peers.</p> <p>Improved student results on KPrep assessment.</p> <p>Improved results of monthly fidelity checks.</p>	<p>Spring and Fall Map assessments.</p> <p>Spring 2019</p>	<p>None.</p>
		<p>Provide opportunities for on-going professional development for both regular and special education teachers in the area of best practice/high yield instructional strategies to aid in curricular</p>	<p>Appropriately written IEP's.</p> <p>Complete and accurate progress monitoring data.</p>	<p>IEP's to be reviewed by school and district personnel to ensure this is properly written.</p>	<p>Payment for subs to allow for release days for teachers or teacher stipend's for after school work sessions.</p>

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		adjustments when students fail to meet mastery.	Lesson plans and classroom activities are designed with appropriate accommodations and modification.	Lesson plans will be submitted to school administrators on a weekly basis.	
Objective 2:					

4: Graduation rate

Goal 4 (State your Graduation Rate goal):N/A		
<p>Which Strategy 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"> 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 	<p>Which Activities 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"> 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 	<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					
Objective 2					

5: Growth

Goal 5 (State your Growth goal): For the 2019-2020 school year, CCMS will see an increase in our overall growth indicator of from 42.9 to 53.0. In addition, our students with disabilities will see an increase from 37.7 to 51.0.

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: Increased understanding of assessment for student learning (CASL).	KCWP 1: Design and Deploy Standards KCWP 3: Design and Deliver Assessment Literacy	Create formative and summative assessments during content PLC meetings that are aligned to the standards.	Increased student achievement. Development of quality assessments in all content areas.		None.
		Provide professional development opportunities that ensure all assessments evolve from high-quality content standards, produce accurate evidence, and are designed to best evaluate student learning.	Implementation of CASL framework in all classrooms.	Fidelity determined through school and district walk-throughs.	None.
		Create a culture of flexibility and responsiveness where teachers adjust instructional plans as needed, while accommodating student needs and interests. Develop of a broad repertoire of differentiation strategies to address student needs.	Use of classroom assessments to inform teacher's instructional decisions. Teacher lesson plans. Student voice surveys.	Fidelity determined through school and district walk-throughs.	None.

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
			Improved student achievement.		
Objective 2: Establish a system for monitoring mastery of learning targets/standards.	KCWP 4: Review, Analyze, and Deliver support	Develop a progress monitoring system for determining standards mastery for students including monitoring of student achievement progress by learning target and by standard.	<p>Evidence of questions, prompts, and assessments used regularly to diagnose individual student needs.</p> <p>Student voice surveys.</p> <p>Student self-assessments.</p> <p>Evidence of accurate and specific teacher feedback, resulting in improved student achievement.</p>	Fidelity determined through school and district walk-throughs.	None.
		Ensure that all assessments evolve from high-quality content standards.	Standards driven common assessment practices are in place.		None.
		Implement formal and informal processes that teachers and students utilize to gather evidence to directly improve the learning of students assessed.	<p>Evidence of questions, prompts, and assessments used regularly to diagnose individual student needs.</p> <p>Student voice surveys.</p> <p>Student self-assessments.</p> <p>Evidence of accurate and specific teacher feedback, resulting in</p>	Fidelity determined through school and district walk-throughs.	None.

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
			improved student achievement.		

6: Transition Readiness

Goal 6 (State your Transition Readiness goal): For the 2019-2020, all students will be provided with instruction that will enable them to transition to, and be successful in their next academic setting.

<p>Which Strategy 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"> 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 	<p>Which Activities 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"> 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 	<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: Activities will be put in place to ensure that curricular options are enabling students to be transition ready at the close of the school year.	KCWP 1: Design and Deploy Standards	Ensure curricular alignment reviews are an ongoing action of the PLC's planning process.	Curricular reviews throughout the school year.	Will review PLC meeting minutes.	None.
		Ensure ongoing professional development in the area of best practice/high yield instructional strategies to aid in curricular adjustments when students fail to meet mastery.	Implementation of reinforcement activities within the classroom environment.	Refinement of school-wide PD plan and implementation of appropriate activities.	None.
	KCWP 3: Design and Deliver Assessment Literacy	Creation of formative and summative assessments aligned to standards.	Use of assessment data to inform instructional decisions.	Classroom observations, assessment data review.	None.
	KCWP 6: Establishing Learning Culture and Environment	Ensure that classrooms operate within the school's guidelines of cultural responsiveness and hold	Resiliency Poll Results indicate students are demonstrating growth	Classroom observations.	None.

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
		students to high expectations for appreciating and accepting diversity. Ensure that classrooms plan for and incorporate culturally responsive practices, embedding such practices in lesson plans, activities, assessments, and within classroom daily operations.	in all positive resilience factors. Also there will be a decrease in the at-risk resilience factors. Decreased chronic absenteeism and disciplinary events.	Attendance and discipline data.	
Objective 2					

7: Other (optional)

Goal 7 (State your goal):		
Which Strategy 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>)	Which Activities 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>)	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					

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