Comprehensive Improvement Plan for Districts

Rationale
District improvement efforts focus on student needs through a collaborative process involving all stakeholders to establish and address priority needs, district funding, and closing achievement gaps between identified subgroups of students. Additionally, districts build upon their capacity for high-quality planning by making connections between academic resources and available funding to address targeted needs.

Operational definitions of each area within the plan

Goal: Long-term three to five year target based on Kentucky Board of Education required goals. Schools may supplement with individual or district goals.

Objective: Short-term target to be attained by the end of the current school year.

Strategy: Research-based approach based on the 6 Key Core Work Processes designed to systematically address the process, practice or condition that the district will focus its efforts upon in order to reach its goals/objectives.

Activity: The actionable steps used to deploy the chosen strategy.

Key Core Work Processes: A series of processes that involve the majority of an organization’s workforce and relate to its core competencies. These are the factors that determine an organization’s success and help it prioritize areas for growth.

Measure of Success: the criteria that you believe shows the impact of our work. The measures may be quantifiable or qualitative, but they are observable in some way. Without data on what is being accomplished by our deliberate actions, we have little or no foundation for decision-making or improvement.

Progress Monitoring: is used to assess the plan performance, to quantify a rate of improvement based on goals and objectives, and to evaluate the effectiveness of the plan.

Guidelines for Building an Improvement Plan

- There are 6 required District Goals: Proficiency, Separate Academic Indicator, Achievement Gap Closure, Graduation rate, Growth, and Transition readiness.
- There are 5 required school-level goals:
  - For elementary/middle school: Proficiency, Separate Academic Indicator, Gap, Growth, and Transition readiness.
  - For high school: Proficiency, Separate Academic Indicator, Gap, Graduation rate, and Transition readiness.
- There can be multiple objectives for each goal.
- There can be multiple strategies for each objective.
- There can be multiple activities for each strategy.
## 1: Proficiency Goal

### Goal 1: To meet the goal requirements established by the department of education in the areas of reading and math: Elementary 69.3%; Middle 70.3%; High 65.6%.

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<tr>
<td>Objective 1: Develop a systemic approach to encourage/ensure students and parents/guardians participate in summer reading program</td>
<td>Establish learning culture</td>
<td>Kids Read Now</td>
<td>Building level Principal will establish a monitoring system by June 2019</td>
<td>Section 6</td>
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<td>(CO: Doug / Jonica)</td>
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<td>Middle/High School identify reading lists books for summer reading. Develop potential project based learning activities.</td>
<td>Each Principal will establish a summer reading list with a project based learning experience.</td>
<td>Section 6</td>
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<td>Establish Learning Culture</td>
<td>Each school will develop a system to promote, monitor and evaluate summer reading programs</td>
<td>100% of schools will monitor summer reading opportunities</td>
<td>Section 6</td>
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<td>Objective 2: Develop a system to provide parents/guardians opportunities to learn vocabulary and other strategies to assist their students</td>
<td>Establish systems for learning culture</td>
<td>Each school will develop a protocol for communicating vocabulary to parents</td>
<td>School plan for communication</td>
<td>Section 6</td>
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<tr>
<td>(CO: Doug / Jonica)</td>
<td>Design and Deliver instruction using high yield strategies congruent to the learning target</td>
<td>Each school will develop a PLC process to ensure high yield strategies are used that are congruent to the required learning</td>
<td>PLC protocols / PLC meeting minutes and notes</td>
<td>General Fund</td>
<td></td>
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### Which Strategy will the district use to address this goal? (The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)
- KCWP 1: Design and Deploy Standards
- KCWP 2: Design and Deliver Instruction
- KCWP 3: Design and Deliver Assessment Literacy
- KCWP 4: Review, Analyze and Apply Data
- KCWP 5: Design, Align and Deliver Support
- KCWP 6: Establishing Learning Culture and Environment

### Which Activities will the district deploy based on the strategy or strategies chosen? (The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.)
- KCWP1: Design and Deploy Standards Classroom Activities
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In the following chart, identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.
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<td>Objective 3: Provide teachers individualized resources and PD needed to improve student learning</td>
<td>Establish Learning culture</td>
<td>Develop a plan for ensuring professional support and development for all certified staff members</td>
<td>Plan for staff development</td>
<td></td>
<td>General Fund</td>
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<tr>
<td>(CO: Doug / Jonica)</td>
<td></td>
<td>Review and revise evaluation documents to better utilize self-reflection documents as a means to determine PD needs for staff</td>
<td>Tell Survey results</td>
<td></td>
<td>General Fund</td>
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<tr>
<td>Objective 4: Provide all staff members with resources necessary to develop professional skills</td>
<td>Establish Learning culture</td>
<td>Develop a plan for ensuring professional support and development for all staff</td>
<td>Plan for staff development</td>
<td></td>
<td>General Fund</td>
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<tr>
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Goal 2: to meet the goal requirements established by the department of education in the areas of science, social studies and writing: Elementary -- Science N/A, Social Studies 68.3, Writing 67%; Middle -- Science N/A, Social Studies 73.6%, Writing 67%; High School -- Science 67%, Social Studies 73.6%; Writing 70.8.

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<td>Objective 1: Develop a system for ensuring student learn to analyze data tables, charts and graphs (CO: Doug / Jonica)</td>
<td>Design and deliver instruction</td>
<td>Each PLC will develop a plan for the inclusion of graphs, charts and tables.</td>
<td>PLC tracking on student performance on analyzing graphs, charts and tables.</td>
<td></td>
<td>General Fund</td>
</tr>
<tr>
<td>Objective 2: Develop a system approach to deconstruct standards and vertically align activities and vocabulary (CO: Doug / Jonica)</td>
<td>Design and Deploy standards</td>
<td>A process to ensure vertical curriculum alignment will be developed.</td>
<td>Create a process to be followed so that vertical alignment is complete by August 2020</td>
<td></td>
<td>PD funds</td>
</tr>
</tbody>
</table>
Goal 3: Increase performance of students in the GAP groups in comparison to non-gap peers in combined reading and math: Elementary 65.7%, Middle 65.7%, High 60.8%.

Which **Strategy** will the district use to address this goal? *(The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)*

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<td>Objective 1: Communicate with parents and guardians in a more effective manner regarding student learning barriers. <em>(CO: Doug / Mark)</em></td>
<td>Design, Align and Deliver support</td>
<td>Each School will develop a protocol to communicate with parents to address student barriers.</td>
<td>Creation of protocols to be reviewed by central office by Jan. 2020</td>
<td>PD / District Funds</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>All Staff will be trained on how to communicate with parents in an effective and compassionate manner</td>
<td>Training logs of completed training by Jan. 2020</td>
<td>PD / District Funds</td>
<td></td>
</tr>
</tbody>
</table>

| Objective 2: Ensure all new staff members have been trained in building level strategies for reading and math *(CO: Doug / Jonica)* | Design and Deliver Instruction | Each building will use its PLC to provide assistance to new staff in reading and math strategies | PLC minutes | Section 6 / PD funds |
### 4: Graduation rate

Goal 4: Increase the graduation rate by increasing student and staff attendance to 97% by 2021 by increasing attendance at by 1% each year at KWP, RBC, CCMS; 1.5% per year at CCHS and 7% per year CCALC.

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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<td><strong>Objective 1:</strong> Create and Implement systems to identify trends and barriers to attendance.</td>
<td>Review, Analyze and Apply Data</td>
<td>Increase positive relationships with parents through a truancy diversion protocol.</td>
<td>Protocol developed and implemented</td>
<td>General Fund</td>
<td></td>
</tr>
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<td><strong>(CO: Doug / Mark)</strong></td>
<td>Educate staff, students and parents on why attendance is important.</td>
<td>DPP / Asst. Super. will develop a curriculum to educate stakeholders on the importance of attendance.</td>
<td>Development and implementation of curriculum</td>
<td>General Fund</td>
<td></td>
</tr>
<tr>
<td><strong>Objective 2:</strong> Develop systems to collect attendance data, to identify reasons for absenteeism then analyze the attendance information.</td>
<td>Review, Analyze and Apply Data</td>
<td>Identify students who are chronically absent.</td>
<td>List of chronically absent students.</td>
<td>General Fund</td>
<td></td>
</tr>
<tr>
<td><strong>(CO: Mark)</strong></td>
<td>Establish Strategies and Interventions by school to address student barriers.</td>
<td>Review of plan for each school.</td>
<td></td>
<td>General Fund</td>
<td></td>
</tr>
</tbody>
</table>
5: Growth

Goal 5: To grow every student at least one grade level each school year and those below grade level 1.5 years.

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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<td>Objective 1: Improve staff to student relationships including but not limited to SRO’s and SSO’s.</td>
<td>Design, align and deliver support</td>
<td>Empathy training for students and staff</td>
<td>Improved academic performance and resiliency poll data</td>
<td></td>
<td>General Fund</td>
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<td></td>
<td>Conflict resolution training for students</td>
<td>IC Bully reporting data</td>
<td></td>
<td>General Fund</td>
</tr>
<tr>
<td>Objective 2: Use active supervision strategies to reduce barriers, improved relationships, and address growth for all students</td>
<td>PBIS Systems</td>
<td>All schools will solidify Tier 1 behavior systems through the use of PBIS</td>
<td>PBIS systems, teaching tools and increased resiliency poll scores</td>
<td></td>
<td>Section 6</td>
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<td></td>
<td>District Staff will identify opportunities to realign resources to address social emotional needs of students and families</td>
<td>Decrease in behavior referrals</td>
<td></td>
<td>General Fund, SBDM allocations</td>
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</tbody>
</table>

(CO: Doug / Kathy)

(CO: Doug / Kathy)
Goal 6: to increase the readiness of each student to be prepared for the next school grade or to have them prepared for college or career.

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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<td>Objective 1: Build self-advocacy for students</td>
<td>Design, align and deliver support</td>
<td>Future planning through the use of the ILP and the 6 year plan</td>
<td>Improved student reporting on the quality of course, option planning</td>
<td></td>
<td>Section 6, General Fund</td>
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Objective 2
**Objective** | **Strategy** | **Activities to Deploy Strategy** | **Measure of Success** | **Progress Monitoring Date & Notes** | **Funding**
---|---|---|---|---|---
Objective 1: Increase participation on all district, community and school surveys.  
(CO: Carl, Cindy) | System to involve stakeholders | School leaders, Public Information Officer and CIO will develop a protocol for all surveys; including announcements about the surveys during events and having computers set up to help those at the events | Protocol; increased participation on surveys |  | General Fund

Objective 2: Develop parent groups (PTA / PTO) at each school  
(CO: Doug / Jonica) | Parent involvement | CCMS / CCHS SBDM will work to establish a parent group at each school through policy and outreach  
Parent groups will continue at KWP and RBC | Establishment of parent groups |  | Title Parent Involvement

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