

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%.

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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- [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.*)

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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: Develop a systemic approach to encourage / ensure students and parents / guardians participate in summer reading program (CO: Doug / Jonica)	Establish learning culture	Kids Read Now	Building level Principal will establish a monitoring system by June 2019		Section 6
		Middle / High School identify reading lists books for summer reading. Develop potential project based learning activities.	Each Principal will establish a summer reading list with a project based learning experience.		Section 6
	Establish Learning Culture	Each school will develop a system to promote, monitor and evaluate summer reading programs	100% of schools will monitor summer reading opportunities		Section 6
Objective 2: Develop a system to provide parents / guardians opportunities to learn vocabulary and other strategies to assist their students (CO: Doug / Jonica)	Establish systems for learning culture	Each school will develop a protocol for communicating vocabulary to parents	School plan for communication		Section 6
	Design and Deliver instruction using high yield strategies congruent to the learning target	Each school will develop a PLC process to ensure high yield strategies are used that are congruent to the required learning	PLC protocols / PLC meeting minutes and notes		General Fund

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 3: Provide teachers individualized resources and PD needed to improve student learning (CO: Doug / Jonica)	Establish Learning culture	Develop a plan for ensuring professional support and development for all certified staff members	Plan for staff development		General Fund
		Review and revise evaluation documents to better utilize self-reflection documents as a means to determine PD needs for staff	Tell Survey results		General Fund
Objective 4: Provide all staff members with resources necessary to develop professional skills (CO: Doug / Jonica)	Establish Learning culture	Develop a plan for ensuring professional support and development for all staff	Plan for staff development		General Fund

2: Separate Academic Indicator

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 61.8; 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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Objective 1: Develop a system for ensuring student learn to analyze data tables, charts and graphs (CO: Doug / Jonica)	Design and deliver instruction	Each PLC will develop a plan for the inclusion of graphs, charts and tables.	PLC tracking on student performance on analyzing graphs, charts and tables.		General Fund
Objective 2: Develop a system approach to deconstruct standards and vertically align activities and vocabulary (CO: Doug / Jonica)	Design and Deploy standards	A process to ensure vertical curriculum alignment will be developed.	Create a process to be followed so that vertical alignment is complete by August 2020		PD funds

3: Gap

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%.

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

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

5: Growth

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

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

6: Transition Readiness

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.

<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 1: Build self-advocacy for students (CO: Doug)	Design, align and deliver support	Future planning through the use of the ILP and the 6 year plan	Improved student reporting on the quality of course, option planning		Section 6, General Fund

7: Other (optional)

Goal 7: *To increase stakeholder involvement in partnership with Carroll County Schools.*

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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	Establishment of parent groups		Title Parent Involvement
		Parent groups will continue at KWP and RBC			
Objective 3					

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 4					