

# 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 Proficient and Distinguished in Reading and Math.

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](#)
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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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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 number of students scoring proficient/distinguished in reading.	Remediation and Acceleration Programs based on student ability levels	Literacy groups in 1 <sup>st</sup> Grade.	Student achievement level on literacy assessments	Literacy Assessment in Fall, Winter, and Spring	None
		Daily small group and RTI in K-2 reading classes	Student achievement and performance level on programs	Benchmark assessments in programs at Fall, Winter, and Spring	School Fundraising
		Use of Lexia in grades K-2 and Reading Plus in grades 3-5.			
	Lexia and Reading Plus incentives programs				
	Data Analysis	Data analysis using: KPREP, MAP, CMA, 4 Question Weekly Assessment, and Classroom Formative Assessments to determine RTI groups and individual student needs.	Student achievement on assessments	Various assessment dates throughout the year	None
Objective 2 Increase the number of students scoring proficient/distinguished in math.	Remediation and Acceleration Programs based on student ability levels and standards taught in the classroom.	Use of Study Island to practice skills on various standards as they are taught in the classroom or as students' progress.	Student achievement on math assessments and advancement in the program	Weekly formative and summative assessments and Blue Ribbons earned on Study Island	School Fundraising
		Daily small group and RTI in K-2 Math classes	Student achievement on assessments	Various assessment dates throughout the year	None
	Data Analysis	Data analysis using: KPREP, MAP, CMA, 4 Question Weekly Assessment, and Classroom Formative Assessments to determine RTI groups and individual student needs.			

2: Separate Academic Indicator

Goal 2 (State your separate academic indicator goal): Increase Proficient and Distinguished in Science and Writing.

<p>Which <b>Strategy</b> 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.)</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? (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.)</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 Increase the percent of students scoring proficient/distinguished on the state science assessment (KPREP)	Insure that science is being taught to master in all grades K-5	Standards alignment	Completed standards	October 2018	None
		Mystery Science	Achievement on assignments	Various assessments throughout the year	School General Fund
		Data analysis	Student achievement on assessments	Various assessment dates throughout the year	None
Objective 2 Increase the percent of students scoring proficient/distinguished on the state on-demand writing assessment (KPREP)	Prioritize curriculum standards to focus instruction	Visit schools with successful writing programs to model their programs and instruction.	Declaration of new program/plan	Observation notes – October, 2018	None
		Collaboratively prioritize standards	New set of standards	Completed standards – November 2018	None
	Design and deliver targeted instruction	Using prioritized standards, collaboratively develop lessons that break down the standards into small and manageable lessons	New lessons/units	Completed lesson plans and units – Beginning November 2018	None

### 3: Gap

**Goal 3 (State your Gap goal): Increase Proficient and Distinguished in Reading for males and in Math for students with disabilities.**

<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 We will increase the percentage of proficient/distinguished for male students at JHC so that the reading achievement increases from 61.7% in 2018 to 80% in 2019 as measured by the school report card and based on the yearly KPREP Assessment.	PLC Work	Create individual learning plans for response to intervention for students performing at the novice level	Reduction of students scoring novice on MAP	MAP assessment data at fall, winter and spring	None
		Daily and Weekly RTI using data from: KPREP, MAP, CMA, 4 Question Weekly Assessment, and Classroom Formative Assessments	Student performance increases through RTI instruction	Student achievement on formative assessments	None
	Visual	Score boards for MAP, KPREP, and CMA data in hallways	Reduction of students scoring Novice on MAP	MAP assessment data at fall, winter and spring	None
		Grade Level Lexia and Reading Plus Score Boards in hallways	Decrease in the number of students below literacy level	Weekly literacy assessments	None
Remediation and Acceleration Programs based on student ability levels	Use Reading Plus and Lexia	Increase student ability level on programs	Weekly performance on programs	School Fundraising	
Objective 2 We will increase the percentage of proficient/ distinguished for students with disabilities at JHC so that the math achievement increases from 60.3% in 2018 to 75% in 2019 as measured by the school report card and based on the yearly KPREP Assessment	PLC Work	Create individual learning plans for response to intervention for students performing at the novice level	Reduction of students scoring novice on MAP	MAP assessment data at fall, winter and spring	None
		Daily and Weekly RTI using data from: KPREP, MAP, CMA, 4 Question Weekly Assessment, and Classroom Formative Assessments	Student performance increases through RTI instruction	Student achievement on formative assessments	None
	Visual	Score boards for MAP, KPREP, and CMA data in hallways	Reduction of students scoring Novice on MAP	MAP assessment data at fall, winter and spring	None
		Grade Level Study Score Boards in hallways	Decrease in the number of students below level	Weekly assessments/reports	None
Remediation and Acceleration Programs based on student ability levels	Use Study Island	Increase student ability level on programs	Weekly performance on programs	School Fundraising	

4: Graduation rate

Goal 4 (State your Graduation Rate 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.)

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Objective 1					
Objective 2					

## 5: Growth

Goal 5 (State your Growth goal): Increase number of students meeting expected growth.

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 1 Increase the number of students meeting expected growth in reading and math based on pre-set expectations set by MAP and based on MAP assessments	Visual Representations of the Goal	Students will graph their MAP scores for reading and math in their leadership binders.	Performance on MAP assessment in both Reading and Math	Winter and Spring MAP Data	None
		School wide bulletin boards display the percentage of each class that has met expected growth. (Grade level competition for prizes)	Performance on MAP assessment in both Reading and Math	Winter and Spring MAP Data	None
	PLC Work	Analysis of individual student performance on MAP in Reading and Math	Performance on MAP assessment in both Reading and Math	Winter and Spring MAP Data	None
		Use of learning continuum provided by MAP on all students for small group interventions and RTI.	Performance on MAP assessment in both Reading and Math	Winter and Spring MAP Data	None
		Weekly RTI with students scoring below benchmark.	Weekly formative and summative assessments student performance	Four Question Assessment Documentation Weekly	None

6: Transition Readiness

Goal 6 (State your Transition Readiness goal): Increase Building Leadership

<p>Which <b>Strategy</b> 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.)</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? (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.)</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 building level opportunities for school leadership</p>	<p>Leadership Opportunities</p>	<p>Increase the number of leadership roles and experiences by adding roles such as leading staff meetings, presentation of professional development, chair committees, develop programs, use of Google Docs tools, etc.</p>	<p>Increase in the number of teachers fulfilling leadership roles</p>	<p>Minutes and agendas from teachers meetings, committee meetings, etc.</p>	<p>None</p>

## 7: Other (optional)

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.)

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