

# 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 1: Freedom Elementary School will increase the number of students scoring proficient or above in combined reading and mathematics from 26.5% to 31.8% by 2019.

Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
<p>Objective 1: Increase proficiency from 60% to 70% of students as measured on the reading inventory by May 2019.</p>	<p><a href="#">KCWP1: Design and Deploy Standards</a></p> <p><a href="#">KCWP3: Design and Deliver Assessment Literacy</a></p> <p><a href="#">KCWP2: Design and Deliver Instruction</a></p>	<p><b>Standards, Curriculum, Assessment</b>  <u>30-Day</u>            Standards alignment / Process for Learning Targets</p> <p>Ensuring creation of a balanced assessment system.</p> <p>Ensuring appropriate assessment design</p> <p><u>60-Day</u>            Systems for re-adjusting curriculum (based on assessments)</p> <p>Process for ensuring students understand learning expectations</p> <p><b>Instruction</b>  <u>30-Day</u>            Processes for Tier 1 instruction and assessment</p> <p>How is learning monitored before, during, and after instruction?</p> <p><u>60-Day</u>            Teachers making Learning Targets clear</p> <p>Ensure teachers determine appropriate high-yield strategies to ensure congruency</p>	<p>Lesson plans, PLCs minutes, ELEOT observations, other walkthroughs, Data analysis of interim assessments</p>	<p><a href="#">Freedom Goals and Activities</a></p> <p><a href="#">5X monitoring</a></p>	<p>No funding</p>

Which **Strategy** will the school/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 school/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 - Continuous Improvement Activities](#)
- [KCWP2: Design and Deliver Instruction - Continuous Improvement Activities](#)
- [KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities](#)
- [KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities](#)
- [KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities](#)
- [KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities](#)

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.

		<u>90-Day</u> Feedback given to students on progression			
		Teachers will participate and actively be engaged in TILT (Teachers Intentionally Learning Together) sessions. TILT sessions account for 6 of their 24 required hours of professional development this year. Teachers will choose TILT sessions based on their self-reflections and individual professional growth plans.	Lesson plans, staff surveys	<a href="#">5X monitoring</a>	District
		PLCs will meet weekly by grade-level during a 5 week cycle (Standards/Common Assessment, Formative Planning, Quality Instruction, and Data Analysis) to collaborate and learn from each other based on student achievement. Response to Intervention PLCs will meet bi-monthly to share out growth and areas of concern for our students. Progress monitoring data will be discussed and analyzed. Teachers will use a google tracking sheet to keep data up-to-date and share student growth.	PLC minutes	<a href="#">5X Monitoring</a>	No funding
		Teachers will be trained in the Fountas & Pinnell Literacy Continuum. Teachers will implement the interactive read aloud in all classrooms. District Literacy Coach will train staff and monitor progress through observations and planning period meetings. K-2 ELA teachers will implement the Interactive Read Aloud libraries. Teachers will participate in instructional rounds with another school also working on Interactive Read Alouds.	Observations, PLC minutes, Lesson Plans	<a href="#">5X Monitoring</a>	District
Objective 2: Increase proficiency from 64% to 75% of students as measured on the math inventory by May 2019.	<a href="#">KCWP1: Design and Deploy Standards</a>	Teachers will participate in the K-6 Math Cohort and build their capacity as math experts for our school. Teachers in the math cohort will meet twice a year for a lesson study and during TILT learning sessions. Strategies will be shared out during vertical math PLCs.	Scholastic Math Inventory Growth, District Standards Assessment proficiency, Scholastic Math Inventory fact fluency checks, Scholastic Fastt Math progress monitoring	<a href="#">5X Monitoring</a>	District
		Tier 3 Math intervention will be implemented in Grades 2-6. Do the Math will be utilized daily for a minimum of 45 minutes. Students will be identified based on Math Inventory and Do the Math initial placement assessment.	Scholastic Do the Math modules	<a href="#">5X Monitoring</a>	Title I

Objective 3: Equitable opportunities and access to instruction will be given to all students.	<a href="#">KCWP 6: Establishing Learning Culture and Environment</a>	<p><b>Environment &amp; Support</b></p> <p><u>30-Day</u> How does the grading system communicate student learning? (Homework)</p> <p>Ensuring the school operates under a definition of cultural responsiveness.</p> <p><u>90-Day</u> Systems in place for students to track &amp; evaluate progress</p> <p>Stakeholders determine best-practice strategies</p>	PLC Minutes, Lesson Plans, Observations	<a href="#">Freedom Goals and Activities</a>  <a href="#">5X monitoring</a>	
Objective 4: Increase the amount of positive interactions with parents and guardians	<a href="#">KCWP 6: Establishing Learning Culture and Environment</a>	According to the Tell Survey, a variety of opportunities for parents and guardians to participate in activities that contribute to the academic success of their child. A focus will be placed on how the parent and guardian can support teachers in academic areas and will be measured by an increase in agreement rate on the TELL Survey Question 4.1f from 34.7% to 50% (TELL Working Condition).	Studer Education Surveys	<a href="#">5X Monitoring</a>	Title I
		All homeroom teachers are expected to have Class Dojo accounts for weekly communication to parents. Grade-level teams, two-man teams, and/or individual teachers are expected to send home a monthly newsletter (minimum) to parents. All certified teachers are expected to maintain and update regularly their classroom webpage. Teachers are required to make at least two parent contacts a week and document under parent contacts on Infinite Campus. Also, each teacher will be required to send home ten positive school-postcards each semester.	Studer Education Parent and Student Satisfaction Survey	<a href="#">5X Monitoring</a>	Title I
Objective 5: 100% of 6th grade students will complete their individual learning plans.	<a href="#">KCWP 6: Establishing Learning Culture and Environment</a>	6th grade students will complete their individual learning plans and conference with an accountability partner in the school.	Benchmarks of ILP school plan	<a href="#">5X Monitoring</a>	No funding

## 2: Gap

Goal 2: Freedom Elementary School will increase the number of students scoring proficient or above in the consolidated student group from 37.3% to 44.76% by 2019.

Which **Strategy** will the school/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 school/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 - Continuous Improvement Activities](#)
- [KCWP2: Design and Deliver Instruction - Continuous Improvement Activities](#)
- [KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities](#)
- [KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities](#)
- [KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities](#)
- [KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities](#)

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: Decrease the achievement gap in reading for African-American and Students with Disabilities by 25% as indicated by the spring district standards assessment by May 2019.	<a href="#">KCWP5: Design, Align and Deliver Support</a>  <a href="#">KCWP6: Establishing Learning Culture and Environment</a>	<p><b>Continuous Improvement</b></p> <p><u>30-Day</u> Monitoring assessments for congruency</p> <p>Ensuring teachers use balanced assessments, using specific data points</p> <p>Leadership analyzes data to identify priorities that impact instruction</p> <p>Monitor/Evaluate achievement as related to targets</p> <p>Protocol for ensuring Tier 1 &amp; 2 instruction needs are met</p> <p>Process to measure teacher effectiveness by data</p> <p><u>60- Day</u> Monitoring systems for fidelity</p> <p>Protocol for revising curriculum</p> <p>Measurement of program effectiveness</p>	Observations, Lesson Plans	<a href="#">Freedom Goals and Activities</a>  <a href="#">5X monitoring</a>	No funding

		<u>90-Day</u> Leading next-level leaders in use of data  Use of data protocol			
		Monitoring of IEPs, implementing 504 plans, and increasing co-teaching model will occur in all special education classrooms. An addition of weekly SPED PLCs will occur after-school to implement best practices.	PLC minutes, Observations	<a href="#">5X Monitoring</a>	No funding
		K-2nd grade teachers will have students complete daily iRead instruction with an additional 20 minutes per day. Data will be shared in student's leadership notebooks and will be used to form groups in classroom based on benchmarks.	Scholastic iRead progress monitoring, google tracking sheet	<a href="#">5X Monitoring</a>	District
		Tier 3 Instruction will be implemented using System 44 and Read 180 in grades 3-6. Students are identified based on Reading Inventory and Phonics Inventory scores. These scores will be placed in a grade-level google tracking sheet and shared out during bi-monthly RtI PLCs. Progress monitoring will occur bi-monthly and information will be shared with parents quarterly.	Scholastic System 44 district created progress monitoring, google tracking sheet	<a href="#">5X Monitoring</a>	Title I
		Kagan Cooperative Learning structures and "Essential 5" will be implemented and monitored weekly through lesson plans and monthly "stars and stairs." The school-wide Kagan plan will establish monthly structures (October- Timed, Pair, Share; November- Rally Robin; December- Stand Up, Hand Up, Pair Up; January- Rally Coach; February- Round Robin).	Staff survey, lesson plans, Framework for Teaching evaluation	<a href="#">5X Monitoring</a>	Title I
Objective 2: Decrease the achievement gap in math for African-American and Students with Disabilities by 25% as indicated by the spring district standards assessment by May 2019.	<a href="#">KCWP5: Design, Align and Deliver Support</a>  <a href="#">KCWP6: Establishing Learning Culture and Environment</a>	Tier 3 Instruction will be implemented using Math 180 in 6th Grade and Do the Math in Grades 2nd-6th. Students will be identified based on Math Inventory and Do the Math Initial Module Assessment.	Scholastic Math 180 blocks, Scholastic Math 180 and Do the Math district created progress monitoring google tracking sheet	<a href="#">5X Monitoring</a>	Title I

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### 3: Growth

Goal 3: Increase the average combined reading and math proficiency rates as measured by the KPREP growth indicator from 15.5 to 18.48 by 2021.

<p>Which <b>Strategy</b> will the school/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 school/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 - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</a></li> <li>• <a href="#">KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</a></li> </ul>	<p>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: Baseline data will be collected to determine the number of students achieving at least 1 year growth as measured by the Scholastic Reading Inventory by May 2019.</p>	<p><a href="#">KCWP 6: Establishing Learning Culture and Environment</a></p>	<p>Reading Scoreboard will reflect progress towards grade-level goals. Students will sign the scoreboard after reaching proficiency during each interim scholastic inventory assessment.</p>	<p>Number of students who sign the scoreboard after each interim.</p>	<p><a href="#">5X Monitoring</a></p>	<p>No funding</p>
		<p>Student Led conferences will be implemented twice a year (1st Nine Weeks- October and 3rd Nine Weeks- March) in grades K-6th.</p>	<p>Parent surveys, Student surveys, Action teams minutes</p>	<p><a href="#">5X Monitoring</a></p>	<p>No funding</p>
		<p>Leadership Notebooks will be implemented in grades K-6th that include goal-setting, formative and summative assessments, and student achievements. Students will meet with accountability twice a month to share out notebooks.</p>	<p>Accountability partners monitoring</p>	<p><a href="#">5X Monitoring</a></p>	<p>No funding</p>

Objective 2: Baseline data will be collected to determine the number of students achieving at least 1 year growth as measured by the Scholastic Math Inventory by May 2019.	<a href="#">KCWP 6: Establishing Learning Culture and Environment</a>	Math Scoreboard will reflect progress towards grade-level goals. Students will sign the scoreboard after reaching proficiency during each interim scholastic inventory assessment.	Number of students who sign the scoreboard after each interim.	<a href="#">5X Monitoring</a>	No funding
		PBIS (Positive Behavior Instructional Supports) Team will meet monthly to discuss school progress towards silver status, PBIS rubric, coaching strategies, and monthly student rewards. A school-wide behavior scoreboard will reflect progress towards school-wide goal of decreasing officer discipline referrals.	PBIS Team minutes	<a href="#">5X Monitoring</a>	No funding

#### 4: Transition Readiness

Goal 4: An increase of students in grades 5 will meet or exceed the transition readiness benchmark on KPREP by 2019.					
Which <b>Strategy</b> will the school/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 <b>Activities</b> will the school/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>		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.	
<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>		<ul style="list-style-type: none"> <li><a href="#">KCWP1: Design and Deploy Standards - Continuous Improvement Activities</a></li> <li><a href="#">KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</a></li> <li><a href="#">KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</a></li> <li><a href="#">KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</a></li> <li><a href="#">KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</a></li> <li><a href="#">KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</a></li> </ul>			
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Equitable opportunities and access to instruction will be give to all students	<a href="#">KCWP 6: Establishing Learning Culture and Environment</a>	School will continue to work towards gold PBIS status and create a positive, engaging learning environment.	Walkthroughs, PBIS committee minutes, Tier 2 team minutes, Surveys	<a href="#">5X Monitoring</a>	No funding



	<a href="#">KCWP 6: Establishing Learning Culture and Environment</a>	Family Resource Center will assist in removing barriers for our students to attend school and for parents, caregivers to be actively engaged in their child's education.	FRC Advisory Council minutes, Staff surveys	<a href="#">5X Monitoring</a>	FRC funding
Objective 2: 100% of 6th grade students will complete their individual learning plans.	<a href="#">KCWP 5: Design, Align and Deliver Support</a>	6th grade students will complete their individual learning plans and conference with an accountability partner in the school.	Benchmarks of ILP school plan, 6th grade student surveys	<a href="#">5X Monitoring</a>	No funding
Objective 3: School will maintain Leader in Me Lighthouse School status.	<a href="#">KCWP 6: Establishing Learning Culture and Environment</a>	Staff will be coached in the 7 Habits by Franklin Covey coach Liz Brewer.	Lighthouse Rubric 3.0	<a href="#">5X Monitoring</a>	Title I

**5: Separate Academic Indicator**

Goal 5: Increase the percent of students performing at the P/D level on Separate Academic Indicators from 11% P/D in Science to 13.2% P/D by 2021, from 33.5% P/D in Social Studies to 40.2% P/D by 2021, and from 18.25% P/D in Writing to 21.9% P/D by 2021.

<p>Which <b>Strategy</b> will the school/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 school/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 - Continuous Improvement Activities</a></li> <li>● <a href="#">KCWP2: Design and Deliver Instruction - Continuous Improvement Activities</a></li> <li>● <a href="#">KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities</a></li> <li>● <a href="#">KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities</a></li> <li>● <a href="#">KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities</a></li> <li>● <a href="#">KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities</a></li> </ul>	<p>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: :Equitable opportunities and access to instruction will be give to all students	<a href="#">KCWP 3: Design and Deliver Assessment Literacy</a>  <a href="#">KCWP 1: Design and Deploy Standards</a>	Teachers will be invited to attend the TCT Science trainings, develop grade-level tasks, share strategies with staff, and analyze student work.	TCT analysis of student work, lesson plans	<a href="#">5X Monitoring</a>	District
		Teachers will be invited to attend the TCT Social Studies trainings, develop grade-level task, share strategies with staff, and analyze student work.	TCT analysis of student work, lesson plans	<a href="#">5X Monitoring</a>	District
		Monthly writing days will establish consistent components of the writing standards, development of portfolio pieces, and strategies in all classrooms.	Writing rubrics, lesson plans, surveys	<a href="#">5X Monitoring</a>	No funding

