Calvary Elementary School

Improvement Plan 2016-2017

Calvary Elementary School

Marion County

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Lebanon, KY 40033

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Overview

Plan Name

Calvary Elementary School Improvement Plan 2016-2017

Plan Description

Goals Summary

The following is a summary of the goals encompassed in this plan. The details for each goal are available in the next section.

#	Goal Name	Goal Details	Goal Type	Total Funding
1	KPREP Goal- CES students will increase proficiency: Reading from 63.5 in 13-14 to 81.8% in 18-19; Math from 61.8 in 13-14 to 80.9 in 18-19; Social Studies from 70.6% in 13-14 to 85.3% in 18-19; and Writing from 60.5% in 13-14 to 80.3 in 18-19	Objectives: 1 Strategies: 5 Activities: 19	Organizational	$6900
2	- CES GAP students will increase proficiency rates as follows: Reading 52.1% in 2013-14 to 76.1% in 2017-18; Math 51.8% in 2013-14 to 75.9% in 2017-18; Social Studies 57.2% in 2013-14 to 78.6% in 2017-18; Writing 52.9% in 2013-14 to 76.5 in 2017-18	Objectives: 1 Strategies: 4 Activities: 7	Organizational	$13000
3	Novice Reduction Goal	Objectives: 1 Strategies: 1 Activities: 4	Organizational	$0

Goal 1: KPREP Goal- CES students will increase proficiency: Reading from 63.5 in 13-14 to 81.8% in 18-19; Math from 61.8 in 13-14 to 80.9 in 18-19; Social Studies from 70.6% in 13-14 to 85.3% in 18-19; and Writing from 60.5% in 13-14 to 80.3 in 18-19

Measurable Objective 1:

demonstrate a proficiency by increasing academic areas: Reading from 70.8% in 2015-16 to 74.5% in 2016-17; Math from 69.4% in 2015-16 to 73.3% in 2016-17; Social Studies from 76.5%% in 2015-16 to 79.4% in 2016-17; and Writing from 68.4% in 2015-16 to 72.4% in 2016-17. by 05/15/2015 as measured by KPREP results released in the fall of each school year. .

Strategy 1:

Professional Learning Communities - Teachers will regularly meet in PLC groups/Data Team to analyze data, observe patterns, create hypothesis, and make decisions regarding instructional practices and student progress.

Category: Professional Learning & Support

Research Cited: DuFours-Learning by Doing

Activity - Collective Teacher Efficacy	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will meet regularly to analyze student work and provide meaningful feedback, support each other by sharing effective strategies, use multiple methods to systematically gather data and revise instruction based on student achievement.	Professional Learning	08/09/2016	05/19/2017	$0	No Funding Required	Teachers and principal

Activity - Who's Doing the Work book study	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will read and implement strategies from the book Who's Doing the Work by Jan Burkins and Kim Yaris.	Professional Learning	10/18/2016	01/31/2017	$400	District Funding	Teachers and principal

Strategy 2:

Align Academic Systems towards School Achievement Goals - School will align all systems to reflect PGES and Leader in Me rubrics for streamlined monitoring and expectations.

Category: Learning Systems

Research Cited: John Hattie, Stephen Covey

Activity - Utilize the 4DX Process	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers and students will write goals using the 4DX model-using from X to Y by when, lag measures, and lead measures.	Academic Support Program	08/03/2016	05/19/2017	$0	No Funding Required	Teachers, principal, counselor

Activity - School Scoreboards	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Action teams will create and display school wide data regarding the progress towards WIGS (Wildly Important Goals) in a scoreboard format.	Academic Support Program	10/10/2016	05/19/2017	$0	No Funding Required	Action teams

Activity - Student Leadership Binders	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will track their own data and progress towards personal and school goals through their Leadership Binder.	Academic Support Program	08/03/2016	05/19/2017	$500	General Fund	Teachers and students

Activity - Goal Setting	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers and students will set goals (personal and school), create plans of action, and monitor progress in classrooms and Leadership Binders.	Academic Support Program	08/03/2016	05/19/2017	$0	No Funding Required	Teachers and students

Strategy 3:

Students Lead their own Learning - Teachers will develop and design instructional opportunities to empower students to be actively cognitively engaged and think at high levels. Students will be in charge of their learning through a focus on 21st century skills and learning.

Category: Continuous Improvement

Research Cited: John Hattie, Daniel Pink, Carol Dweck, Danielson Framework

Activity - Student Voice	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will be actively involved in collecting information, providing input on rubrics/assessments, and having student choice.	Academic Support Program	11/28/2016	05/19/2017	$0	No Funding Required	Teachers, students, and principal

Activity - Project/Problem Based Learning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will provide opportunities for students to be involved in problem/project based learning.	Academic Support Program	11/28/2016	05/19/2017	$800	General Fund	Teachers, principal

Activity - Growth MIndset	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers and students will be involved with developing a growth mindset.	Academic Support Program	08/03/2016	05/19/2017	$0	No Funding Required	Teachers, students, principal, counselor

Activity - 21st Century Learning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will learn more about classroom and lesson design to support 21st thinking: collaboration, communication, critical thinking, and creativity.	Academic Support Program, Professional Learning	10/10/2016	05/19/2017	$0	No Funding Required	Teachers, principal

Strategy 4:

Reach Lighthouse Status - Teachers and students will strive to provide evidence according to the Leader in Me Rubric 3.0 to document the journey of success and

obtain Lighthouse Status with Franklin Covey.

Category: Continuous Improvement

Research Cited: 7 Habits of Happy Kids-Stephen Covey

Activity - 2-3 Timeline	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will develop a 2-3 timeline that addresses the areas of leadership, academics, and culture.	Behavioral Support Program, Academic Support Program, Parent Involvement	11/21/2016	05/19/2017	$5000	General Fund	teachers, principal

Activity - Teacher Action Teams	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All staff at CES will participate in Action Team to divide the work of Leader in Me and create a sense of community as we work to incorporate Leader in Me principles.	Behavioral Support Program, Academic Support Program	08/03/2016	05/19/2017	$0	No Funding Required	teachers, principal

Activity - Wildly Important Goals	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students and teachers will develop school wide WIGS that connect to school goals.	Academic Support Program	08/03/2016	05/19/2017	$0	No Funding Required	teachers, students, principal

Activity - Embedded Leader in Me lessons	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will embed the 7 habits into regular curriculum through direct instruction of habits and integration with academic content.	Behavioral Support Program	08/03/2016	05/19/2017	$0	No Funding Required	Teachers

Activity - Student Lighthouse Team	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Participating students will represent the student body and give students a voice in the culture, events, and happenings at CES.	Other - Student Voice	01/09/2017	05/19/2017	$0	No Funding Required	Culture Action Team

Activity - Student Leadership Tool Board	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Develop a student leadership tool board for teachers to find resources that relate to the Leader in Me to use in their classrooms.	Other - Teacher Resource	01/09/2017	05/19/2017	$200	General Fund	Principal

Strategy 5:

Effective Feedback - Teachers will provide feedback that is timely, user friendly, clear, actionable, and targeted. Feedback will come through a variety of sources: peer, teacher, discussions, and self assessment.

Category: Continuous Improvement

Activity - Classroom Discussion/Questioning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will design classroom discussion for high level of thinking and resulting in feedback that allows students to progress their skills.	Academic Support Program	08/03/2016	05/19/2017	$0	No Funding Required	Teachers

Activity - Clear Targets and Success Criteria	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will use clear targets to guide instruction with success criteria for students to monitor their progress and know what quality work is expected.	Academic Support Program	08/03/2016	05/19/2017	$0	No Funding Required	Teachers

Activity - Student Use of Feedback	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will provide students with feedback and allow time for students to use it to make improvements on their work. In addition students will be given the opportunity for peer feedback and self assessments.	Academic Support Program	08/03/2016	05/19/2017	$0	No Funding Required	Teachers

Goal 2: - CES GAP students will increase proficiency rates as follows: Reading 52.1% in 2013-14 to 76.1% in 2017-18; Math 51.8% in 2013-14 to 75.9% in 2017-18; Social Studies 57.2% in 2013-14 to 78.6% in 2017-18; Writing 52.9% in 2013-14 to 76.5 in 2017-18

Measurable Objective 1:

demonstrate a proficiency to increase the combined reading and math proficient/distinguished percentage from 61.6% in 2015-2016 to 66.4% in 2016-2017 by 05/19/2017 as measured by KPREP results released in the fall of the school year.

Strategy 1:

Professional Learning - Teachers will learn professionally from a variety of resources such as book studies, peer observation, instructional coaching, book studies, and research.

Category: Continuous Improvement

Research Cited: John Hatte-Visible Learning

Robyn Jackson-How to Support Struggling Learners

Eric Jensen-Engaging students with Poverty in Mind

Activity - Book/Articles Study	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will study works from Robyn Jackson, Ruby Payne, and Eric Jensen	Professional Learning	01/09/2017	05/19/2017	$0	No Funding Required	Principal, teachers

Strategy 2:

Kindergarten Readiness - School will design a series of activities to support families in preparing their child to start school.

Category: Early Learning

Research Cited: University Early Childhood Research Institute

Activity - Kindergarten Home Visits	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers and Family Resource Director will visit all homes of incoming K students in the spring to discuss kindergarten readiness, and support with resources and materials.	Academic Support Program	02/29/2016	05/20/2016	$500	FRYSC	teachers, principal, FRC director

Activity - Kindergarten Family Night	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Parents will be invited to a Kindergarten Readiness Night to view kindergarten classrooms and expectations. Parents will receive information and resources regarding kindergarten readiness.	Parent Involvement	04/21/2016	05/20/2016	$500	FRYSC	kindergarten teachers, FRCYSC, principal

Strategy 3:

Flexible Strategy Groups - Students in grades K-1 will participate in intentionally planned strategy groups based upon researched based strategies and emergent reading skills. Students in grades 3-5 will participate in guided reading groups with reading conferring and feedback driving instruction. Students will be assessed and moved throughout the process to ensure the instruction is in the zone of proximal development.

Category: Learning Systems

Research Cited: John Hattie

Activity - Guided Reading Groups	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students in grades 3-5 will be involved in flexible guiding reading groups. Students will be placed in groups according to reading level, interest, and reading processes. Teachers will use this time to have students read books that are on their instructional level while conferencing individually with students giving feedback and guiding them with strategies to improve their reading.	Academic Support Program	11/30/2016	05/19/2017	$0	No Funding Required	Teachers and principal

Activity - Skills Strategy Groups	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students in grades K-2 will be involved with skills strategy groups. Teachers will plan for 4 different skills and strategies for all students to be exposed to necessary pre-reading skills with decoding, phonics, comprehension, and fluency.	Academic Support Program	01/03/2017	05/19/2017	$0	No Funding Required	Teachers and principal

Strategy 4:

Additional Instruction Time - Students will be provided with a variety of additional instructional time to learn the content that is best suited to their needs and schedule.

Category: Continuous Improvement

Research Cited: John Hattie

Activity - Effective use of Extended School Services	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will be identified for ESS program before and after school for additional time to learn content with certified and classified instructors.	Academic Support Program	09/06/2016	05/19/2017	$10000	General Fund	Teachers an principal

Activity - Study Buddy Program	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will be selected to participate in a Study Buddy Program that works on developing relationships as well as supporting skills being taught in the regular classroom. These program uses both peer and adult mentors.	Academic Support Program	01/03/2017	05/19/2017	$2000	General Fund	Teachers, principal, volunteers

Goal 3: Novice Reduction Goal

Measurable Objective 1:

collaborate to reduce novice performance for students with disabilities from 50% novice in reading to 25% and from 20% novice in math to 10% by 05/19/2017 as measured by KPREP scores.

Strategy 1:

Explicit Direct Instruction - Teachers will commit to having a strong Tier 1 classroom instruction to reduce the number of students needing Tier 2 and 3 interventions.

Category: Continuous Improvement

Research Cited: Novice Reduction- Kentucky Department of Education

Activity - Stages of Direct Instruction	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will learn and implement the stages of direct instruction in order to support student learning for gradual mastery of content and allow time for classroom interventions to take place in a timely and actionable manner.	Professional Learning	01/09/2017	05/19/2017	$0	No Funding Required	teachers, principal, counselor

Activity - Zone of Proximal Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will revisit the zone of proximal development in order to provide solid Tier One classroom instruction that allows for appropriate student learning.	Academic Support Program, Professional Learning	01/09/2017	05/19/2017	$0	No Funding Required	Teachers, principal, and counselor.

Activity - Meta cognitive Strategies	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will learn and implement how to use and plan for opportunities for students to use meta cognitive strategies to increase student thinking and discussion.	Academic Support Program, Professional Learning	01/16/2017	05/19/2017	$0	No Funding Required	Teachers, students, principal

Activity - Mnemonic Devices	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will learn and use mnemonic devices with students during instruction.	Academic Support Program, Professional Learning	02/06/2017	05/19/2017	$0	No Funding Required	Teachers, principal, counselor

Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

FRYSC

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Kindergarten Home Visits	Teachers and Family Resource Director will visit all homes of incoming K students in the spring to discuss kindergarten readiness, and support with resources and materials.	Academic Support Program	02/29/2016	05/20/2016	$500	teachers, principal, FRC director
Kindergarten Family Night	Parents will be invited to a Kindergarten Readiness Night to view kindergarten classrooms and expectations. Parents will receive information and resources regarding kindergarten readiness.	Parent Involvement	04/21/2016	05/20/2016	$500	kindergarten teachers, FRCYSC, principal
				Total	$1000	

General Fund

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Study Buddy Program	Students will be selected to participate in a Study Buddy Program that works on developing relationships as well as supporting skills being taught in the regular classroom. These program uses both peer and adult mentors.	Academic Support Program	01/03/2017	05/19/2017	$2000	Teachers, principal, volunteers
Effective use of Extended School Services	Students will be identified for ESS program before and after school for additional time to learn content with certified and classified instructors.	Academic Support Program	09/06/2016	05/19/2017	$10000	Teachers an principal
Project/Problem Based Learning	Teachers will provide opportunities for students to be involved in problem/project based learning.	Academic Support Program	11/28/2016	05/19/2017	$800	Teachers, principal
2-3 Timeline	Teachers will develop a 2-3 timeline that addresses the areas of leadership, academics, and culture.	Behavioral Support Program, Academic Support Program, Parent Involvement	11/21/2016	05/19/2017	$5000	teachers, principal
Student Leadership Tool Board	Develop a student leadership tool board for teachers to find resources that relate to the Leader in Me to use in their classrooms.	Other - Teacher Resource	01/09/2017	05/19/2017	$200	Principal

Student Leadership Binders	Students will track their own data and progress towards personal and school goals through their Leadership Binder.	Academic Support Program	08/03/2016	05/19/2017	$500	Teachers and students
				Total	$18500	

District Funding

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Who's Doing the Work book study	Teachers will read and implement strategies from the book Who's Doing the Work by Jan Burkins and Kim Yaris.	Professional Learning	10/18/2016	01/31/2017	$400	Teachers and principal
				Total	$400	

No Funding Required

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Collective Teacher Efficacy	Teachers will meet regularly to analyze student work and provide meaningful feedback, support each other by sharing effective strategies, use multiple methods to systematically gather data and revise instruction based on student achievement.	Professional Learning	08/09/2016	05/19/2017	$0	Teachers and principal
Clear Targets and Success Criteria	Teachers will use clear targets to guide instruction with success criteria for students to monitor their progress and know what quality work is expected.	Academic Support Program	08/03/2016	05/19/2017	$0	Teachers
Embedded Leader in Me lessons	Teachers will embed the 7 habits into regular curriculum through direct instruction of habits and integration with academic content.	Behavioral Support Program	08/03/2016	05/19/2017	$0	Teachers
21st Century Learning	Teachers will learn more about classroom and lesson design to support 21st thinking: collaboration, communication, critical thinking, and creativity.	Academic Support Program, Professional Learning	10/10/2016	05/19/2017	$0	Teachers, principal
Student Voice	Students will be actively involved in collecting information, providing input on rubrics/assessments, and having student choice.	Academic Support Program	11/28/2016	05/19/2017	$0	Teachers, students, and principal
Stages of Direct Instruction	Teachers will learn and implement the stages of direct instruction in order to support student learning for gradual mastery of content and allow time for classroom interventions to take place in a timely and actionable manner.	Professional Learning	01/09/2017	05/19/2017	$0	teachers, principal, counselor
Wildly Important Goals	Students and teachers will develop school wide WIGS that connect to school goals.	Academic Support Program	08/03/2016	05/19/2017	$0	teachers, students, principal

Student Use of Feedback	Teachers will provide students with feedback and allow time for students to use it to make improvements on their work. In addition students will be given the opportunity for peer feedback and self assessments.	Academic Support Program	08/03/2016	05/19/2017	$0	Teachers
Zone of Proximal Development	Teachers will revisit the zone of proximal development in order to provide solid Tier One classroom instruction that allows for appropriate student learning.	Academic Support Program, Professional Learning	01/09/2017	05/19/2017	$0	Teachers, principal, and counselor.
Guided Reading Groups	Students in grades 3-5 will be involved in flexible guiding reading groups. Students will be placed in groups according to reading level, interest, and reading processes. Teachers will use this time to have students read books that are on their instructional level while conferencing individually with students giving feedback and guiding them with strategies to improve their reading.	Academic Support Program	11/30/2016	05/19/2017	$0	Teachers and principal
Classroom Discussion/Questioning	Teachers will design classroom discussion for high level of thinking and resulting in feedback that allows students to progress their skills.	Academic Support Program	08/03/2016	05/19/2017	$0	Teachers
Mnemonic Devices	Teachers will learn and use mnemonic devices with students during instruction.	Academic Support Program, Professional Learning	02/06/2017	05/19/2017	$0	Teachers, principal, counselor
Goal Setting	Teachers and students will set goals (personal and school), create plans of action, and monitor progress in classrooms and Leadership Binders.	Academic Support Program	08/03/2016	05/19/2017	$0	Teachers and students
Student Lighthouse Team	Participating students will represent the student body and give students a voice in the culture, events, and happenings at CES.	Other - Student Voice	01/09/2017	05/19/2017	$0	Culture Action Team
Teacher Action Teams	All staff at CES will participate in Action Team to divide the work of Leader in Me and create a sense of community as we work to incorporate Leader in Me principles.	Behavioral Support Program, Academic Support Program	08/03/2016	05/19/2017	$0	teachers, principal
Book/Articles Study	Teachers will study works from Robyn Jackson, Ruby Payne, and Eric Jensen	Professional Learning	01/09/2017	05/19/2017	$0	Principal, teachers
Meta cognitive Strategies	Teachers will learn and implement how to use and plan for opportunities for students to use meta cognitive strategies to increase student thinking and discussion.	Academic Support Program, Professional Learning	01/16/2017	05/19/2017	$0	Teachers, students, principal
Skills Strategy Groups	Students in grades K-2 will be involved with skills strategy groups. Teachers will plan for 4 different skills and strategies for all students to be exposed to necessary pre-reading skills with decoding, phonics, comprehension, and fluency.	Academic Support Program	01/03/2017	05/19/2017	$0	Teachers and principal

School Scoreboards	Action teams will create and display school wide data regarding the progress towards WIGS (Wildly Important Goals) in a scoreboard format.	Academic Support Program	10/10/2016	05/19/2017	$0	Action teams
Utilize the 4DX Process	Teachers and students will write goals using the 4DX model-using from X to Y by when, lag measures, and lead measures.	Academic Support Program	08/03/2016	05/19/2017	$0	Teachers, principal, counselor
Growth MIndset	Teachers and students will be involved with developing a growth mindset.	Academic Support Program	08/03/2016	05/19/2017	$0	Teachers, students, principal, counselor
				Total	$0	