

BREATHITT COUNTY SCHOOLS

CURRICULUM, INSTRUCTION, AND ASSESSMENT 30/60/90 Day Plan

Horizon Goal:

Proficiency: By 2019, the district will increase the combined (reading and math) percentage of proficient/distinguished students to 67.9% (elementary), 69.7 (middle), and 62.2% (high)

CCR: District will reduce the number of students who are NOT CCR by 50% by 2020.

Gap: By 2020, increase the average combined reading and math proficiency rates for all students in the Gap group (non-duplicated): elementary to 65.3%, middle to 67.2%, and high 60.0%.

Novice Reduction: The district will reduce the percent of students scoring novice by 50% by 2020.

180 Day Goal:

- The district will increase the percent of students scoring proficient/distinguished in reading and math as follows:
 - Elementary from 38.2 to 55.0
 - Middle from 33.9 to 57.5
 - High from 30.7 to 47.1
- The district will increase the percent of students in the Gap group scoring proficient/distinguished in reading and math as follows:
 - Elementary from 31.5 to 51.4
 - Middle from 28.5 to 54.0
 - High from 27.4 to 44.0
- The district will increase the percent of students who are College and Career Ready from 64.0 to 70.1%.
- The district will reduce the percent of students scoring novice by 15% by May 2017.

In the first 30 days (July 1-August 12), we will know we are successful when:

1. 100% of staff have attended at least one Novice Reduction training during the BIG 2. **(IP: 3.1, 3.2, 3.3, 3.5, 3.6, 3.11)**
2. When the Leadership Retreat has been held and Mission & Vision is shared with all leadership teachers. **(IP: 3.5, 3.11)**
3. The Building Assessment Coordinators' role has been redefined to have a leadership focus. **(IP: 3.5)**
4. A District-wide Literacy Plan has been developed. **(IP: 3.1, 3.5)**
5. District PD plan has been shared with principals for input. **(IP: 3.5, 3.11)**
6. Data has been updated in District Pulse Check to establish baseline data. **(IP: 3.5)**
7. 2016-17 District Assessment Calendar has been developed. **(IP: 3.5)**
8. The CCR Team has been identified and roles have been assigned. **(IP: 3.5)**

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The measures we will use are:				
<p>The measures include the necessary data that indicates the success of the work</p> <ul style="list-style-type: none"> • Various data points (MAP, KPREP, etc.) • Monitoring Tool • Assessment results from Tier I, II and III, Infinite Campus) • Eleot (Academic and Learning Environment Review Team)-walk-through data results-change • CCR Spreadsheet (BHS & ATC) • Surveys, perception data • Consensogram Results/Movements • Plus/Deltas • <i>Review/Audit Team Data</i> 				
SoQ	First 30 days action strategies:	Who is on point?	By When?	Communication Tools/Evidences
	<ul style="list-style-type: none"> • 100% of staff will attend at least one Novice Reduction training session during the BIG 2 as provided by KDE Novice Reduction Coaches. 	Donna Fugate	8/5/2016	BIG 2 agenda, sign-in sheets and brochure
	<ul style="list-style-type: none"> • A leadership retreat will be held where: • teacher leaders will be identified, • school mission and vision will be reviewed and revised, and • AdvancED standard 3 will be unpacked. 	David Gibson	7/28-29, 2016	Agenda, sign-in sheets, principals' meeting
	<ul style="list-style-type: none"> • Principals begin developing the school's instructional process in support of student learning. 	David Gibson Donna Fugate	8/12/2016	Agenda, sign-in sheets
	<ul style="list-style-type: none"> • Building Assessment Coordinators begin DAC/BAC cadre. In this meeting BACs will understand their role as leaders and make necessary changes in the pulse check to continue the data analysis process. 	Donna Fugate BACs	8/12/2016	Agenda, sign-in sheets, pulse check

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•	<ul style="list-style-type: none"> The 2016-17 Assessment Calendar will be developed and shared with the BACs in the cadre. 	Donna Fugate BACs	8/12/2016	Agenda, sign-in sheets, pulse check
•	<ul style="list-style-type: none"> The CAO will meet with the high school principal to identify the CCR Team. 			
•	<ul style="list-style-type: none"> Based on principal feedback, the CAO will revise and share the district literacy plan, and principals will roll out to teachers. 	Donna Fugate Principals	8/12/16	District Plan
•	<ul style="list-style-type: none"> Development of PD Plan 	Donna Fugate Principals	8/12/16	District Plan
If we are not successful, why?				
•	<ul style="list-style-type: none"> Conduct a Root Cause Analysis (5 Whys, conduct an analysis to determine data appropriateness to the expected outcome, determine the validity of the data. Was the correct data collected in order to achieve the expected outcomes?) Common barriers are: setting unrealistic goals, stakeholders unable to meet deadlines, prediction of risk/mitigation and making assumptions. <p>✚ There has been a great deal of work done on the district literacy plan. The process began during the "BIG 4." The Chief Academic Officer worked with the principals to make necessary changes. The plan has been shared with all staff; however, a process must be created to monitor implementation.</p>			

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In 60 days (August 15-September 26), we will know we are successful when:

1. At least one representative has attended at least one Novice Reduction training as provided by KDE Novice Reduction Coaches. **(IP: 3.1, 3.2, 3.3, 3.5, 3.6, 3.11)**
2. The Curriculum Monitoring Flowchart has been developed and implemented. **(IP: 3.1, 3.2, 3.6)**
3. Instructional processes are being implemented through school and district level PLCs to create and revise curriculum and student achievement data is being used to make changes to instruction. **(IP: 3.1, 3.2, 3.3, 3.5, 3.6, 3.11)**
4. All Professional Learning Communities (PLC) are conducted using the district approved Plan, Do Study Act (PDSA). **(IP: 3.4, 3.6, 3.11)**
5. Principals have trained their teachers to use data wise questions to analyze student achievement as it pertains to Novice Reduction Practices. **(IP: 3.3, 3.4, 3.5, 3.6, 3.11, 3.12)**
6. Data rooms have been created at the school level and district level to support student achievement. **(IP: 3.3, 3.4, 3.5, 3.6, 3.12)**

The measures/evidence we will use are:

- Various data points (MAP, KPREP, etc.)
- Monitoring Tool
- Assessment results from Tier I, II and III, Infinite Campus)
- Eleot (Academic and Learning Environment Review Team)-walk-through data results-change
- CCR Spreadsheet (BHS & ATC)
- Surveys, perception data
- Consensogram Results/Movements
- Plus/Deltas
- Review/Audit Team Data

	60 days action strategies:	Who is on point?	By When?		How Communicated?
•	<ul style="list-style-type: none"> • KDE Novice Reduction Coach will collaborate with district leadership to identify needs for differentiation of instruction in the classroom using the key work processes. A plan for the 2016-17 school year will be developed. 	Donna Fugate	9/26/16		The Novice Reduction Plan-Board Meeting, BAC and Principal Cadres

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•	<ul style="list-style-type: none"> Principals submit the school's instructional process in support of student learning. 	David Gibson Donna Fugate	9/26/16	Principals' meetings agendas
•	<ul style="list-style-type: none"> Building Assessment Coordinators collaborate with DAC and principals to develop job descriptions. 	Donna Fugate BACs Principals	8/19/2016	Board policies and procedures
•	<ul style="list-style-type: none"> Develop agendas for the district-wide PLCs. 	Donna Fugate	9/26/2016	PLC agendas
•	<ul style="list-style-type: none"> Through professional learning opportunities and PLCs, principals will support their teachers in developing learning activities and strategies that are individualized for each student and support achievement of novice reduction. 	Donna Fugate Principals	9/26/2016	Professional Learning and PLC sign-ins and agendas
•	<ul style="list-style-type: none"> ALERT (Academic and Learning Environment Review Team) members will meet in school data rooms to monitor student progress. The findings will be shared to support the district data room. 	Donna Fugate ALERT Members	1 st meeting 9/26/16 Ongoing	ALERT meeting minutes, district data room
•	•			
If we are not successful, we will:				
<ul style="list-style-type: none"> Carolyn McDaniel (BHS), Reggie Hamilton (SMS), and Jason Fugate (MRC) have submitted their Instructional Process. All schools sent representation to the Novice Reduction Training offered by the KDE team. Principals have trained their teachers. Carolyn McDaniel will attend the upcoming training. 				

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In 90 days (September 27-December 12), we will know we are successful when:

1. Instructional processes are being implemented through school and district level PLCs to create and revise curriculum and student achievement data is being used to make changes to instruction. **(IP: 3.1, 3.2, 3.6)**
 All Professional Learning Communities (PLC) are conducted using the district approved Plan, Do Study Act (PDSA). **(IP: 3.4, 3.6, 3.11)**
2. Teachers use data wise questions to analyze student achievement as it pertains to Novice Reduction Practices, and when Data has been updated in the district Pulse Check and shared with all stakeholders. **(IP: 3.3, 3.4, 3.5, 3.6, 3.12)**
3. Data rooms have been created at the school level and district level to support student achievement. And when data is monitored and shared at ALERT meetings. **(IP: 3.3, 3.4, 3.5, 3.6, 3.12)**
4. A CCR monitoring tool is created and shared. **(IP: 3.4, 3.5)**

The measures/evidence we will use are:

- Various data points (MAP, KPREP, etc.)
- Monitoring Tool
- Assessment results from Tier I, II and III, Infinite Campus)
- Eleot (Academic and Learning Environment Review Team)-walk-through data results-change
- CCR Spreadsheet (BHS & ATC)
- Surveys, perception data
- Consensogram Results/Movements
- Plus/Deltas
- Review/Audit Team Data

	90 days action strategies:	Who is on point?	By When?	How Communicated?
•	<ul style="list-style-type: none"> • Curriculum maps and pacing guides will be reviewed and/or created. Ensure that curriculum is being vertically and horizontally aligned. Flexible Teacher Work Days will be scheduled to ensure teachers have adequate time to work. 	Donna Fugate Principals	10/13/16 Ongoing	One Drive Agenda, and sign-ins, Leadership meeting minutes
•	<ul style="list-style-type: none"> • Common assessments will be reviewed and/or created. The assessments will be used to inform instruction. Flexible Teacher 	Donna Fugate Principals	10/13/16 Ongoing	Teachers have access in One Drive

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	Work and/or professional development days will be scheduled to ensure teachers have adequate time to work.			Agenda, and sign-ins, Leadership meetings
•	• All Professional Learning Communities (PLC) are conducted using the district approved Plan, Do Study Act (PDSA). Elementary teachers will meet monthly to revise curriculum and common assessments.	Donna Fugate Principals	Monthly On-going	PLC sign in sheets, developed curriculum
•	• All elementary teachers work to align curriculum and common assessments. (Flexible Work Day)	Donna Fugate	October 13, 2016	PLC sign in sheets, developed curriculum
•	• Submit Writing/Communications Plan for Board approval.	Donna Fugate	October 25, 2016	Plan, board agenda and minutes
•	• DAC, BACs and principal present data to board.	Donna Fugate BACs Principals	October 25, 2016	Board agenda and minutes, data presentations.
•	• Conduct On-Demand Writing scrimmage in grades 3-12.	Donna Fugate Principals	November 14-18	Student work samples
•	• Create and share On-Demand Writing Scrimmage materials 3-12.	Donna Fugate Principals	November 14-18	
•	• The district oversees the creation of the CTE/ATC pathways brochure that reflects coursework required for career ready certifications.	Donna Fugate, Wayne Sizemore Tim Johnson, Joe	12/12/16	Email, leadership meeting minutes, BOE Report

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		Mayabb, Carolyn McDaniel		
•	<ul style="list-style-type: none"> The ALERT will develop a tool that will be used to monitor College and Career Readiness—WorkKeys, KOSSA, CTE/TEDS, KYOTE, ASVAB, Industry Certifications, etc. <p>Note: The BHS CCR team (BHS and ATC representatives) developed the CCR monitoring tool.</p>	Donna Fugate, Wayne Sizemore T Johnson, J Mayabb, C McDaniel	12/12/16	Email, leadership meeting minutes, BOE Report
•	<ul style="list-style-type: none"> The ALERT will develop and implement a monitoring tool for curriculum. 	Donna Fugate ALERT members	12/12/16	Email, leadership meeting minutes, BOE Report
•	<ul style="list-style-type: none"> The ALERT will develop and implement a monitoring tool for the District Literacy Plan. 	Donna Fugate ALERT members	12/12/16	Email, leadership meeting minutes, BOE Report
If we are not successful, we will:				
•	<ul style="list-style-type: none"> BHS is implementing the newly developed curriculum "Unit of Study Scoring Rubric." The other schools will begin implementation in the next 30 days. Due to curriculum due date extension, 			

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In 120 days, (December 13-February 2) we will know we are successful when:

1. Instructional processes are being implemented through school and district level PLCs to create and revise curriculum and student achievement data is being used to make changes to instruction. **(IP: 3.1, 3.2, 3.6)**
2. Students are being assessed with high-quality common assessments, and the data is used to inform instruction. **(IP: 3.3, 3.4, 3.5, 3.6, 3.12)**
3. A process for monitoring and evaluating the CSIP/CDIP process has been developed and fully implemented.
4. A curriculum "Unit of Study Scoring Rubric" has been implemented in all schools to monitor all aspects of the curriculum. **(IP: 3.1, 3.2, 3.6)**
5. We have a process for monitoring Program Reviews.

The measures/evidence we will use are:

- Curriculum "Unit of Study Scoring Rubric"
- Various data points (MAP, KPREP, etc.)
- ALERT Monitoring Tool
- Eleot (Academic and Learning Environment Review Team)-walk-through data results-change
- CCR Spreadsheet (BHS & ATC)
- Consensogram Results/Movements
- Plus/Deltas
- Review/Audit Team Data
- Literacy Plan/On-Demand Scoring Rubric
- Program Review Process/Rubrics

	120 days action strategies:	Who is on point?	By When?	How Communicated?
3.1, 3.2, 3.6	<ul style="list-style-type: none"> • Curriculum maps and pacing guides will be reviewed and/or created. Ensure that curriculum is vertically and horizontally aligned. Flexible Teacher Work Days will be scheduled to ensure teachers have adequate time to work. 	Donna Fugate Principals	02/10/17 Ongoing	One Drive Agenda, and sign-ins, Leadership meeting minutes
	<ul style="list-style-type: none"> • Common assessments will be reviewed and/or created. The assessments will be used to inform instruction. Flexible Teacher Work and/or professional development days will be scheduled to ensure teachers have adequate time to work. 	Donna Fugate Principals	02/10/17 Ongoing	Teachers have access in One Drive Agenda, and sign-ins,

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				Leadership meetings
	<ul style="list-style-type: none"> The ALERT will implement the UNIT OF STUDY SCORING RUBRIC to monitor all aspects of curriculum including rigor and relevance. 	Donna Fugate ALERT	02/02/17	Email, leadership meeting minutes, BOE Report
	<ul style="list-style-type: none"> The ALERT will develop and implement a District Literacy monitoring instrument to ensure the components of the Literacy Plan are being implemented. 	Donna Fugate ALERT	02/02/17	Email, leadership meeting minutes, BOE Report
	<ul style="list-style-type: none"> The Chief Academic Officer will develop and implement a system for monitoring and evaluating the CSIP/CDIP process. The system will include a timeline (including Needs Assessment, Executive Summary, etc.) to drive the development of the CSIP/CDIP components. 	Donna Fugate ALERT members	02/02/17	Email, leadership meeting minutes, BOE Report
	<ul style="list-style-type: none"> The CAO will meet with teachers in all schools to evaluate the On-Demand Scrimmage (determine strengths, weaknesses and next steps) and provide writing strategies. Data analysis findings will be used to improve the writing instruction at all grade levels. 	Donna Fugate ALERT members	02/02/17	Email, leadership meeting minutes, BOE Report
	<ul style="list-style-type: none"> Create and implement a process for developing and monitoring Program Reviews. A timeline will be included in the process. 	Donna Fugate ALERT	02/02/17	Email, leadership meeting minutes, BOE Report
	<ul style="list-style-type: none"> Liaisons will meet quarterly in their respective school PLCs to monitor implementation of the PLC process. PLC observations will be reported in the ALERT Monitoring Tool and shared in ALERT meetings quarterly. Using the findings, decisions will be made regarding support. 	Donna Fugate Liaisons	Ongoing	Email, leadership meeting minutes, BOE Report
	<ul style="list-style-type: none"> New Teacher Leader Meeting 	Donna Fugate Wayne Sizemore	01/23/16 Ongoing	Email, leadership meeting minutes

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		Phillip Watts		
	If we are not successful, we will:			
	<ul style="list-style-type: none">• Work together in monthly ALERT meetings to provide support to the schools in areas where additional support is needed.			

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In 150 days (February 3-March 16, 2017, we will know we are successful when:			
The measures/evidence we will use are:			
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150 days action strategies:	Who is on point?	By When?	How Communicated?
<ul style="list-style-type: none"> • Liaisons will meet quarterly in their respective school PLCs to monitor implementation of the PLC process. PLC observations will be reported in the ALERT Monitoring Tool and shared in ALERT meetings quarterly. Using the findings, decisions will be made regarding support. 	Donna Fugate Liaisons	Ongoing	Email, leadership meeting minutes, BOE Report
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If we are not successful, we will:			
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In 180 days, we will know we are successful when:			
The measures/evidence we will use are:			
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180 days action strategies:	Who is on point?	By When?	How Communicated?
<ul style="list-style-type: none"> • Curriculum maps and pacing guides and instruction will be monitored to ensure the curriculum is vertically and horizontally aligned and revisions are made as needed based on student achievement data. Flexible Teacher Equivalency Days will be scheduled to ensure teachers have adequate time to work. 			
<ul style="list-style-type: none"> • Common assessments will be reviewed and/or created. The assessments will be used to inform instruction. Flexible Teacher Equivalency and/or professional development days will be scheduled to ensure teachers have adequate time to work. 			
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If we are not successful, we will:			
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