Goal 1: By May 2020 MCES in collaboration with MCIS will increase the percentage of students scoring at or above proficiency by at least 10% in all content areas on the KPREP assessment.

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.)*	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.*	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.
- 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	- 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	

Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: collaborate to increase the average combined reading and math proficiency score by 07/01/2020 as measured by KPREP testing (grades 3-5)	Early Childhood - MCES will efficiently utilize state and federal resources and collaborate with a variety of community partners to continue to implement a quality early childhood program	Preschool teachers will review information from Teaching Strategies Gold to determine areas of need and use this information to make instructional decisions.	Lesson plans & assessments	Quarterly monitoring Jan. 2018-May 2020	N/A
		Preschool staff will collaborate with local daycares and community programs to assist families who need a combined preschool/ child care program.	Parent surveys, feedback	Quarterly monitoring	120000 grant
	Assessment - MCES will utilize a variety of assessments to drive instruction to provide continuous improvement in student learning.	MCES will utilize the universal assessments of MAP and/ or STAR (Renaissance Learning 360) three times per year (fall, winter, and spring) to determine students' strengths/ weaknesses in reading and math. Data will be used to design appropriate instruction (core, enrichment, and intervention).	Assessment data	Jan. 2018- May 2020	$8500/ yr
		Teachers will continue to revise common assessments for reading and math as new understandings of formative and summative develop from their participation in the work of the PLC. Teachers will work with the Instructional support coach to ensure test questions align with the true intent of the standard. The goal is that 80% of students score mastery or above on common assessments.	Assessment data	Jan. 2018 – May 2020	$2000

		After completion of summative assessments, common assessments, and universal assessments, teachers will identify students who are struggling to master standards and those working above and beyond the standard. Teams will discuss next steps for students and best instructional decisions based on student performance.	Assessment data	Jan. 2018- May 2020	N/A
	PBIS/ Behavior - MCES will continue to implement the PBIS system with fidelity in order to provide behavior management to maximize classroom instruction.	MCES will implement, modify, and maintain a positive behavior plan for our school through the use of the PBIS system. An administrator and FRC director will be an active member of the team. The PBIS team will meet and communicate with staff and other stakeholders (including families) regularly.	PBIS committee data & notes	Ongoing	$2000
	Instruction - Teachers will utilize a variety of strategies teaching to a variety of learning styles to provide explicit instruction to students based on the Common Core standards	Teachers will post and refer to learning targets/ objectives as they provide explicit instruction to students, modeling expected outcomes, and practicing skills together and independently with direct feedback.	Walkthrough data & evaluations	Ongoing	N/A
		Teachers will receive training in and utilize methods of student engagement, such as technology, Kagan strategies, project-based learning, cooperative groups, variety, product/performance, and student directed learning, to promote and improve student achievement.	PD records, walkthrough data & evaluations	Ongoing	$2000
	Training - Every teacher will create a professional growth plan of 24 hours of training specifically designed to meet their needs as well as to meet school and district goals	Teachers will receive training in specifically taught content areas (including RTI reading or math, PE, Health, Library, Art, Music, special education).	PD records	Ongoing	$2000
Objective 2: Collaborate to improve student writing across the curriculum in a variety of settings for a variety of purposes to support student achievement by 12/01/2019.	Writing instruction - MCES will utilize evidence-based instructional strategies for writing in order to improve student writing in all areas.	Teachers will use evidence-based writing instruction aligned to the grade level standards and reading curriculum. Writing RTI interventions will be provided to students scoring in the bottom 10% of writing benchmark.	Lesson plans & evaluations	Ongoing	$5000

	Communication - MCES will communicate with parents and stakeholders on a regular basis to include parents in the educational process and decision making and to improve student learning.	MCES teachers and leadership will provide ongoing communication to parents through weekly classroom newsletters, monthly school newsletters, one-calls, website and social media updates, and reports to PTO.	Copies of newsletters, one-call logs	Ongoing	N/A

2: Gap
State your <mark>Gap</mark> **Goal**

Goal 2: By May 2020 MCES will reduce "gaps" in MAP/ STAR scores so that the difference between the whole group average and subgroup average (2 + races, disability) is less than 10% (of scale score).

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: Teachers will use assessment data to identify the lowest achieving students and provide math or reading interventions or a referral to ESS or tutoring services.	Interventions - MCES will provide a variety of interventions (including daytime ESS, after school ESS, and community tutoring) to assist struggling students.	MCES will continue to utilize ESS funds to provide daytime and after school ESS, as well as summer programs, to provide supplemental instruction to struggling students.	ESS records, student assessment data	Ongoing	16000/yr
		MCES will continue to provide RTI reading, math, writing, and behavior instruction to students performing in the bottom 10% of the grade level.	RTI data & committee notes	Ongoing	$165000/yr
Objective 2: Collaborate to include parents and other community partners in educational activities and decision making in order to improve student learning by 03/30/2019 as measured by TELL and parent surveys.	Family Resource Center - The MCES Family Resource Center will provide family support in the areas of food, school supplies, clothing, connections/ referrals to community agencies, parent training, and school transition to reduce barriers to student learning.	The FRC will provide information on parent volunteer policies and training for parents and community members as needed to assist with school activities.	FRC records	Ongoing	$1000
		The FRC, in collaboration with the school and PTO, will sponsor an Open House prior to the first day of school in order to familiarize parent and students with the teachers, school, procedures, and school-related community organizations. Other transition activities are also sponsored in order to ease student transitions into preschool, kindergarten, and grade 3. District FRYSCs collaborate with community agencies to provide a back-to-school Readifest to prepare parents for the start of school.	FRC records	Ongoing	$5000

		The FRC, in collaboration with the school and PTO, will host a variety of special educational activities for families (including but not limited to Reading Wonderland, Parent Information Nights, Art & PE Showcase, Book Fair Family night).	FRC records & communications	Ongoing	$5000
		The FRC, in collaboration with the school and PTO, will offer summer programs to students including (but not limited to) Summer literacy, community tutoring services or information, summer enrichment opportunities, Kindergarten transition, and back-to-school JumpStart programs. (Community tutoring is a joint collaboration between Mercer Transformation group and FRC.)	FRC & ESS records & communications	Ongoing	$3000 PTO, $4000 ESS, $1000 FRC
Objective 3: Teachers will use individualized assessment data to identify and implement the most effective program(s) for students with disabilities.	Intentional instruction and collaboration	Regular and special education teachers will learn more about individualized, special designed instructional programs through PD opportunities and through visiting consultants. Instructional assistants will be provided more in-depth training related to instructional strategies and collaboration	PD records, Special ed meetings and PLCs	November 2018-May 2020	$1000 PD
		MCES will set up Minds in Motion stations to be used with students with neurological, sensory, or similar needs.		December 2018-May 2019	$300
		During spring transition meetings, special ed teachers will share a list of specific instructional programs each child is receiving so these can be continued year to year when effective. Special ed teachers will also have more input with regard to student placement and scheduling of students to assist with the delivery of such programs	Special ed meetings & PLCs	March- May 2019	

3: Graduation rate
State your *Transition* **Goal**

Goal 3: HIGH SCHOOL ONLY

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

4: Growth
State your <mark>Growth</mark> Goal

Goal 4: By May 2020 fewer than 10% of K students will score in the bottom percentile range on MAP reading or math and fewer than 10% of grade 1 & 2 students will be at the intervention levels or novice levels in STAR reading/ ELA or math.

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: Staff will incorporate a variety of instructional strategies to promote student engagement and to provide intervention to students who are struggling.	Technology - Technology will be integrated into instruction to provide differentiation and continuous improvement for student learning. Technology - Technology will be integrated into instruction to provide differentiation and continuous improvement for student learning.	Computer, web-based programs will be purchased to provide students with remediation, re-teaching, assessment, continuous improvement, and enrichment opportunities in reading, writing, and math.	Program logs	Ongoing	$18000
	Interventions - MCES will provide a variety of interventions to assist struggling students.	Reading and Math intervention teachers (and instructional assistants) will be employed to provide research-based small group instruction to students who are performing in the bottom 10% (as required by RTI) and additional struggling students	RTI data	Ongoing	$180000/yr
	Differentiation- Teachers will differentiate core	Teachers will differentiate learning in the classroom based on formative assessment in order to provide continuous learning	Lesson plans & evaluations	Ongoing	N/A

	lessons in order to provide individualized instruction and continuous learning to students on their level.	to students. This may occur through small group instruction, technology, individualized assignments, student choice, etc..			
		Teachers will deliberately plan higher order questions and activities to accompany lesson plans.	Lesson plans & evaluations	Ongoing	N/A
		Teachers will be trained in various instructional strategies to enhance their grade level teaching and/ or content.	PD records	Ongoing	$2000

5: Transition readiness
State your <mark>*Transition readiness*</mark> **Goal**

Goal 5: Prior to the 2019-2020 school year, 60% of incoming K students will participate in K readiness programs such as Preschool, Kindergarten Camp or similar.

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:					
	Successful Preschool Program/ Early Childhood - MCES will efficiently utilize state and federal resources and collaborate with a variety of community partners to continue to implement a quality early childhood program	MCES will continue to provide a safe and positive learning environment for preschool with a state-level 5 star rating. We will continue to work with community agencies and the Board of Education to provide wrap around child care and transportation to maximize participation in the program by all who qualify.	Preschool records & reports	Ongoing	$400000
	K Readiness	The FRC, in collaboration with the school and PTO, will sponsor a K Open House prior to the first day of school in order to familiarize parent and students with the teachers, school, procedures, and school-related community organizations. Other transition activities may also be sponsored in order to ease student transitions into preschool and kindergarten. District FRYSCs collaborate with community agencies to provide a back-to-school Readifest to prepare parents for the start of school.	FRC & ESS records	Ongoing	$5000
	Communication - MCES will communicate with parents	Preschool staff and school administration will disseminate information about the preschool and kindergarten programs	Preschool records and communications	Ongoing	$2000

		throughout the community using a variety of methods (including but not limited to one-calls, flyers, public advertisements, websites, social media). This includes Child Find activities and collaborations with local day care providers.			
and stakeholders on a regular basis to include parents in the educational process and decision making and to improve student learning.					

6: Other (optional)

State your <mark>Other</mark> **Goal** (optional)

Goal 6: In 2017 only 50% of teachers feel class sizes are reasonable. For three years we've started school with numerous classes above cap size and had to make adjustments in September/ October. The goal is to have 70% of teachers feel class sizes are reasonable 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: Reduce class sizes	Find ways to reduce class sizes while still maintaining current successful programs.	Research class sizes at other districts & schools	Council minutes & discussion notes	Ongoing	N/A
		Research scheduling at other districts & schools	Council minutes & discussion notes	Ongoing	N/A
		Present options to staff and school council for reducing class sizes	Council minutes & discussion notes	March- May 2019	N/A