

Comprehensive Improvement Plan for Schools

Rationale

School improvement efforts focus on student needs through a collaborative process involving all stakeholders to establish and address priority needs, district funding, and closing achievement gaps between identified subgroups of students. Additionally, schools build upon their capacity for high-quality planning by making connections between academic resources and available funding to address targeted needs.

Operational definitions of each area within the plan

Goal: Long-term three to five year target based on Kentucky Board of Education required goals. Schools may supplement with individual or district goals.

Objective: Short-term target to be attained by the end of the current school year.

Strategy: Research-based approach based on the 6 Key Core Work Processes designed to systematically address the process, practice or condition that the district will focus its efforts upon in order to reach its goals/objectives.

Activity: The actionable steps used to deploy the chosen strategy.

Key Core Work Processes: A series of processes that involve the majority of an organization’s workforce and relate to its core competencies. These are the factors that determine an organization’s success and help it prioritize areas for growth.

Measure of Success: the criteria that you believe shows the impact of our work. The **measures** may be quantifiable or qualitative, but they are observable in some way. Without data on what is being accomplished by our deliberate actions, we have little or no foundation for decision-making or improvement.

Progress Monitoring: is used to assess the plan performance, to quantify a rate of improvement based on goals and objectives, and to evaluate the effectiveness of the plan.

Guidelines for Building an Improvement Plan

- There are 6 required District Goals: Proficiency, Separate Academic Indicator, Achievement Gap Closure, Graduation rate, Growth, and Transition readiness.
- There are 5 required school-level goals:
For elementary/middle school: Proficiency, Separate Academic Indicator, Gap, Growth, and Transition readiness.
For high school: Proficiency, Separate Academic Indicator, Gap, Graduation rate, and Transition readiness.
- There can be multiple objectives for each goal.
- There can be multiple strategies for each objective.
- There can be multiple activities for each strategy.

1: Proficiency Goal

Goal 1 By June 2019, KMS will raise its combined reading and math score to 81.		
Which Strategy will the district use to address this goal? (<i>The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.</i>) <ul style="list-style-type: none">KCWP 1: Design and Deploy StandardsKCWP 2: Design and Deliver InstructionKCWP 3: Design and Deliver Assessment LiteracyKCWP 4: Review, Analyze and Apply DataKCWP 5: Design, Align and Deliver SupportKCWP 6: Establishing Learning Culture and Environment	Which Activities will the district deploy based on the strategy or strategies chosen? (<i>The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.</i>) <ul style="list-style-type: none">KCWP1: Design and Deploy Standards Classroom ActivitiesKCWP2: Design and Deliver Instruction Classroom ActivitiesKCWP3: Design and Deliver Assessment Literacy Classroom ActivitiesKCWP4: Review, Analyze and Apply Data Classroom ActivitiesKCWP5: Design, Align and Deliver Support Classroom ActivitiesKCWP6: Establishing Learning Culture and Environment Classroom Activities	In the following chart, identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: By June 2019, KMS reading scores will increase to 85.	KMS will use STAR reading data to measure student success three times per year and as needed.	Students will be tested three times per year using STAR Reading	10 % increase in the number of student scoring P/D in Star Reading	Data will be analyzed by grade level teachers with the instructional coach after each assessment: August, December, April	District
		Reading teachers will incorporate LTF activities in daily lessons	30 % of lesson plan		
		Teachers will use LDC juried prompts	Three per year		
		ELA teachers will have on-demand training and schedule on-demand activities with students	Two per year		
		KMS will continue to use Reading Plus	Identified students will attend		
Objective 2: By June 2019, KMS math scores will increase to 77.	KMS will use STAR math data to measure student success three times per year and as needed.	Students will be tested three times per year using STAR Math	10% increase in the number of students scoring P/D in Star Math	Data will be analyzed by grade level teachers with the instructional coach	District
		Math teachers will incorporate LTF activities in daily lessons	30% of lessons		
		Teachers will use flashbacks and exit slips	All staff		
		Teachers will review weekly identified standards	All staff		

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		KMS will continue to use ALEKS math	Identified students		

2: Separate Academic Indicator

Goal 2 By June 2019, KMS will increase its Separate Academic Indicator to 69.		
Which Strategy will the district use to address this goal? (<i>The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.</i>) <ul style="list-style-type: none">KCWP 1: Design and Deploy StandardsKCWP 2: Design and Deliver InstructionKCWP 3: Design and Deliver Assessment LiteracyKCWP 4: Review, Analyze and Apply DataKCWP 5: Design, Align and Deliver SupportKCWP 6: Establishing Learning Culture and Environment	Which Activities will the district deploy based on the strategy or strategies chosen? (<i>The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.</i>) <ul style="list-style-type: none">KCWP1: Design and Deploy Standards Classroom ActivitiesKCWP2: Design and Deliver Instruction Classroom ActivitiesKCWP3: Design and Deliver Assessment Literacy Classroom ActivitiesKCWP4: Review, Analyze and Apply Data Classroom ActivitiesKCWP5: Design, Align and Deliver Support Classroom ActivitiesKCWP6: Establishing Learning Culture and Environment Classroom Activities	In the following chart, identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.

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Objective 1 By June 2019, KMS will increase science score to 53.	Department Chairs will work with PIMSER to develop teaching strategies to increase student learning.	Dept chair will attend KSTA to gain instructional strategies	Students score higher on TCT	Students will do two TCT per year, one fall and one spring	Title I
		Dept chair will work with Mrs. Johnson to develop instructional strategies.			
Objective 2 By June 2019, KMS will increase social studies scores to 85.	Dept Chair will work with dept to develop strategies to increase student learning.	Teachers will use History Alive to deliver curriculum.	More student engagement	Walkthroughs by admin	
		Teachers will use common assessment practices	Higher scores on common assessments	Data examined after each summative test.	
Objective 2 By June 2019, KMS will increase writing scores to 70.	ELA teachers will be trained in on-demand writing strategies.	ELA teachers will attend two day workshop on writing	Higher student learning	ELA teachers will use grade level on demand practice assessment twice per year	Title I

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3: Gap

Goal 3 KMS will reduce the number of special education students and those of two or more races scoring novice by 20% in reading and math.		
Which Strategy will the district use to address this goal? (<i>The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.</i>) <ul style="list-style-type: none">KCWP 1: Design and Deploy StandardsKCWP 2: Design and Deliver InstructionKCWP 3: Design and Deliver Assessment LiteracyKCWP 4: Review, Analyze and Apply DataKCWP 5: Design, Align and Deliver SupportKCWP 6: Establishing Learning Culture and Environment	Which Activities will the district deploy based on the strategy or strategies chosen? (<i>The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.</i>) <ul style="list-style-type: none">KCWP1: Design and Deploy Standards Classroom ActivitiesKCWP2: Design and Deliver Instruction Classroom ActivitiesKCWP3: Design and Deliver Assessment Literacy Classroom ActivitiesKCWP4: Review, Analyze and Apply Data Classroom ActivitiesKCWP5: Design, Align and Deliver Support Classroom ActivitiesKCWP6: Establishing Learning Culture and Environment Classroom Activities	In the following chart, identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.

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Objective 1, By June 2019, KMS will reduce the number of special education students scoring novice in math and reading by 20%. (TSI objective)	Three math and three special education teachers will attend the special education math cadre	Co-teachers in math will attend the cadre	20% drop in special education students scoring novice	Star data will be used to monitor student learning	Title I for subs
		Special education teachers will specialize in either math or reading for instruction.	20% drop in special education students scoring novice	Star data will be used to monitor student learning	
	Two special education teachers will be training in writing/reading by coop.	Teachers will attend the meetings in Lexington	20% drop in special education students scoring novice in reading/writing	Star data will be used to monitor student learning.	Title I for subs
	KMS teachers will participate in co-teaching training	KMS special education and team teachers will participate in pairs.	20% drop in special education students scoring novice in reading/math	Star data will be used to monitor student learning.	Title I for subs
Objective 2, By June 2019, KMS will reduce the number of students of two races scoring novice in math and	Teams will develop individualized plans for each identified student	Teams will develop plans to identify students based on KPREP scores and Star data	20% drop in the number of students of two or more races scoring novice in reading and math	Star data will be used to monitor. Teams will report to Mr. Gordon by the last Monday of each month progress.	

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reading by 20%. (TSI objective)		Identified students will be asked to participate in ESS	20% drop in the number of students of two or more races scoring novice in reading and math	Mrs. Ison will report to Council ESS data monthly	ESS
Objective 3, By June 2019, KMS will reduce the number of all students scoring novice in math and reading by 20%.	KMS staff will participate in Ruby Payne, Bridges from Poverty training.	All KMS staff members will participate in training before the 2019-2020 school year	20% drop in KMS students scoring novice in reading and math	Star data will be used to monitor students' scores in reading and math.	Title I

4: Graduation rate

Goal 4 NA		
Which Strategy will the district use to address this goal? (<i>The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.</i>) <ul style="list-style-type: none">KCWP 1: Design and Deploy StandardsKCWP 2: Design and Deliver InstructionKCWP 3: Design and Deliver Assessment LiteracyKCWP 4: Review, Analyze and Apply DataKCWP 5: Design, Align and Deliver SupportKCWP 6: Establishing Learning Culture and Environment	Which Activities will the district deploy based on the strategy or strategies chosen? (<i>The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.</i>) <ul style="list-style-type: none">KCWP1: Design and Deploy Standards Classroom ActivitiesKCWP2: Design and Deliver Instruction Classroom ActivitiesKCWP3: Design and Deliver Assessment Literacy Classroom ActivitiesKCWP4: Review, Analyze and Apply Data Classroom ActivitiesKCWP5: Design, Align and Deliver Support Classroom ActivitiesKCWP6: Establishing Learning Culture and Environment Classroom Activities	In the following chart, identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.

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Objective 1					
Objective 2					

5: Growth

Goal 5 Goal 4: By April 2018, 70% of KMS students will grow at the 40 percentile or above as measured by Star Reading and Star Math.		
Which Strategy will the district use to address this goal? (<i>The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.</i>) <ul style="list-style-type: none">KCWP 1: Design and Deploy StandardsKCWP 2: Design and Deliver InstructionKCWP 3: Design and Deliver Assessment LiteracyKCWP 4: Review, Analyze and Apply DataKCWP 5: Design, Align and Deliver SupportKCWP 6: Establishing Learning Culture and Environment	Which Activities will the district deploy based on the strategy or strategies chosen? (<i>The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.</i>) <ul style="list-style-type: none">KCWP1: Design and Deploy Standards Classroom ActivitiesKCWP2: Design and Deliver Instruction Classroom ActivitiesKCWP3: Design and Deliver Assessment Literacy Classroom ActivitiesKCWP4: Review, Analyze and Apply Data Classroom ActivitiesKCWP5: Design, Align and Deliver Support Classroom ActivitiesKCWP6: Establishing Learning Culture and Environment Classroom Activities	In the following chart, identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.

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Objective 1:Staff will receive high quality professional development	Teachers will receive 6 hours of PD based on PGP	Administrators will help teachers develop growth plans and secure PD in identified areas	All staff participate		Section 6 and Title I
Objective 2:Student goal setting	KMS administration will meet with students to set achievement goals and discuss the new HS graduation requirements.	KMS administration will meet with each student to set a goal in each tested area	Higher student achievement	Star data in reading and math	
		Math and ELA teachers will set math and reading goals with students	Higher student achievement	Star data in reading and math	

6: Transition Readiness

Goal 6 By June 2019, KMS will increase the P/D in eighth grade math to 70 and 70 in reading.		
Which Strategy will the district use to address this goal? (<i>The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.</i>) <ul style="list-style-type: none">KCWP 1: Design and Deploy StandardsKCWP 2: Design and Deliver InstructionKCWP 3: Design and Deliver Assessment LiteracyKCWP 4: Review, Analyze and Apply DataKCWP 5: Design, Align and Deliver SupportKCWP 6: Establishing Learning Culture and Environment	Which Activities will the district deploy based on the strategy or strategies chosen? (<i>The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.</i>) <ul style="list-style-type: none">KCWP1: Design and Deploy Standards Classroom ActivitiesKCWP2: Design and Deliver Instruction Classroom ActivitiesKCWP3: Design and Deliver Assessment Literacy Classroom ActivitiesKCWP4: Review, Analyze and Apply Data Classroom ActivitiesKCWP5: Design, Align and Deliver Support Classroom ActivitiesKCWP6: Establishing Learning Culture and Environment Classroom Activities	In the following chart, identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.

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Objective 1:KMS will increase P/D reading in eighth grade to a score of 70 in reading.	Use Star data to determine the level of mastery in reading class.	Eighth grade teachers will use pacing guides and common assessments for a trimester final.	Star Data	August, December and April	District
Objective 2: KMS will increase P/D math in eighth grade to score of 70 in math	Use Star Data to determine the level or mastery in math class.				
		Eight grade teaches will use units and common assessments for a trimester final.	Star Data	August, December, and April	District
Objective: Students will have experiences to become career and college ready.	College and industry visits Reality Fair	Students will have the opportunity to visit a college campus or local industry	90% of students attend		
		KMS will work with the local County Extension service to produce the Reality Fair	All 8 th grade students participate		
	PLTW Community partners	KMS will continue to have PLTW Robotics course for 8 th graders	100% of class will have engineering as part of their ILP		
		KMS will recruit local business and professional leaders to be guest speakers	Three per year		

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7: Other (optional)

Goal 7 Goal 6: KMS will decrease the number of major office referrals by 10% and increase attendance rate to 96.0%		
Which Strategy will the district use to address this goal? (<i>The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.</i>) <ul style="list-style-type: none">KCWP 1: Design and Deploy StandardsKCWP 2: Design and Deliver InstructionKCWP 3: Design and Deliver Assessment LiteracyKCWP 4: Review, Analyze and Apply DataKCWP 5: Design, Align and Deliver SupportKCWP 6: Establishing Learning Culture and Environment	Which Activities will the district deploy based on the strategy or strategies chosen? (<i>The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.</i>) <ul style="list-style-type: none">KCWP1: Design and Deploy Standards Classroom ActivitiesKCWP2: Design and Deliver Instruction Classroom ActivitiesKCWP3: Design and Deliver Assessment Literacy Classroom ActivitiesKCWP4: Review, Analyze and Apply Data Classroom ActivitiesKCWP5: Design, Align and Deliver Support Classroom ActivitiesKCWP6: Establishing Learning Culture and Environment Classroom Activities	In the following chart, identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.

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Objective 1: Increase attendance to 96.5%.	Monitor attendance daily	Attendance clerk will email parents and send One Call daily when a child is absent	Increase attendance	Montly PBIS Committee meetings	Section 6 and FRYSC
		FRYSC director will work with admin to identify common barriers to attendance	Increased attendance		
		KMS will continue Truancy Diversion Program	Increased attendance		
		KMS will continue perfect attendance program	Increased attendance		
		KMS will work with district dropout prevention coach to mentor at risk students and refer students and families to appropriate agencies	Increased attendance		
		Each team will have a member on the PBIS committee which meets monthly	Decrease in discipline referrals		
Objective: Decrease the number of major office referrals by 10%.	KMS will continue to use the PBIS school wide program	Teachers teach PBIS procedures at the beginning of school and after extended breaks	Decrease in discipline referrals	Monthly PBIS Committee meetings	Section 6
		Committee will continue to monitor the data and share with staff during faculty meetings.	Decrease in discipline referrals		

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