# Comprehensive Improvement Plan for Burlington Elementary School

## Rationale

​District 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, districts 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.

MATH TEAM SCIENCE TEAM SOCIAL STUDIES TEAM SEL TEAM WRITING TEAM READING TEAM

## 1: Proficiency Goal

| Goal 1 (*State your proficiency goal):* By 2021, will increase the proficiency indicator (reading and math) of 72.1 to **82.1**. |
| --- |
| Which **Strategy** will the 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](https://education.ky.gov/school/csip/Documents/KCWP%201%20Strategic%20Design%20and%20Deploy%20Standards.pdf)
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 | Which **Activities** will the 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 Classroom Activities](https://education.ky.gov/school/csip/Documents/KCWP%201%20Design%20and%20Deploy%20Standards%20Classroom%20Activities.pdf)
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 | 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 2021, will increase the proficiency indicator (reading and math) of 72.1 to **82.1**. | KCWP 1: Design and Deploy Standards  | ***Activity- Aligned District Curriculum***Bundled priority and supporting standards are in place (June 2018) but need to develop a process to monitor/measure implementation by LSS team, principals, teacher leaders, instructional coaches in order to make sure ALL students receive access to a highly aligned instructional system. | Targeting Standards in Weekly Lesson PlansAnnual grade level curriculum timeline/calendarFollowing district approved programs (Envisions, Benchmark) to deliver standards based instruction; supplementary programs to fulfill required standards where needed | Ongoing |  |
| ***Activity- Highly Aligned District Assessment System*** LSS team working with teacher leaders and instructional coaches will develop/design common formative assessments/benchmarks based on aligned standards to ensure alignment and monitor student progress | Grade level formative assessments created by district  | By May 2019 |  |
| KCWP 2: Design and Deliver Instruction | ***Activity- Training of PLC Implementation*** LSS team working with principals, instructional coaches, teacher leaders, and RTI taskforce will develop a timeline and system for training for effective PLC implementation for all school teams | Timeline and Strategic Roll-Out Plan on PLC Processes/Non negotiables  | By May 2019 |  |
| KCWP 3: Design and Deliver Assessment Literacy | ***Activity- 4DX- Scoreboard Review at School & District Level*** Using the 4DX (4 Disciplines of Execution) model, BES will ensure a 30-60-90 day plan and monitoring tool is developed and implemented | 4DX Lag/Lead Measures Scoreboards Meetings Agendas/Minutes  | Reviewed Monthly at School level and Quarterly at District level |  |
| KCWP 4: Review, Analyze, and Apply Data | ***Activity- Differentiating/Personalized Learning***LSS will provide training and support for schools to ensure that students are provided high quality, personalized learning targeted to help students at all levels succeed at mastering content standards and develop student agency as a learner. This ensures that ALL Learners receive an EQUITABLE, ACCESSIBLE, RIGOROUS, and RELEVANT educational experience. | STAR scores, KPREP data, ongoing classroom formative assessments | Ongoing |  |
| [KCWP 6: Establishing Learning Culture and Environment](https://education.ky.gov/school/csip/Documents/KCWP%206%20Strategic%20Establish%20Learning%20Culture%20and%20Environment.pdf)  | **Activity –** Approve and implement a Behavior regulation curriculum | Behavior Data | May 2019 |  |
| **Activity –** Goal SettingStudents will complete goal setting sheets for academics and behavior. Student/Teacher conferences will support a culture of learning and self-monitoring (behavior and academics) through the sharing of Goal Setting data. | Student Led ConferencesProgress Monitoring of Goals – Academic and Behavior  | Fall 2019 |  |

## 2: Separate Academic Indicator

| Goal 2 (*State your separate academic indicator goal):* By 2021, will increase the Separate Academic Indicator of Science, Social Studies, and Writing 53.6 to **63.6.**  |
| --- |
| Which **Strategy** will the 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](https://education.ky.gov/school/csip/Documents/KCWP%201%20Strategic%20Design%20and%20Deploy%20Standards.pdf)
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| **Objective** | **Strategy** | **Activities to Deploy Strategy** | **Measure of Success** | **Progress Monitoring Date & Notes** | **Funding** |
| --- | --- | --- | --- | --- | --- |
| Objective 1By 2021, will increase the Separate Academic Indicator of Science, Social Studies, and Writing 53.6 to **63.6.** | KCWP 2: Design and Deliver Instruction  | ***Activity- Kagan Structures***BES will employ Kagan Structures and other high-yield, research-based cooperative learning strategies to improve student engagement in the classroom, specifically focusing in our students who fall in a gap group. Staff that are available will be provided the opportunity to attend the 5 Day summer training that BCS coordinates with KAGAN. | STAR scores, KPREP data, CERT, ongoing classroom formative assessments | Ongoing |  |
| ***Activity- ELEOT District/School Walk-thrus*** In partnership with our school leadership teams, district office staff will conduct and lead teams through the ELEOT tool to ensure that our students are engaged in learning experiences that are EQUITABLE, RIGOROUS, ACCESSIBLE, and RELEVANT for ALL learners. | STAR scores, KPREP data, CERT, ongoing classroom formative assessmentsSelf-Reflections | Ongoing  |  |
| **Activity – Intentional Explicit Writing Instruction will occur daily**Intentional explicit instruction on conventions will be scaffolded across grade levels. | Designate time for Writing block in the Daily ScheduleNon-Negotiable List | May 2019 |  |
| [KCWP 1: Design and Deploy Standards](https://education.ky.gov/school/csip/Documents/KCWP%201%20Strategic%20Design%20and%20Deploy%20Standards.pdf) | **Activity – Learning Targets**Teachers will create clear, precise student friendly learning targets that are congruent to the KY Core Standards | Lesson PlansELEOT Walkthroughs | Ongoing |  |
| **Activity – Create Timeline**Social Studies timeline will be created with common assessments that are aligned to the standards. | Completed TimelineCommon Assessments | Common Assessment #1 Jan. 2019Common Assessment #2 March 2019Common Assessment #3 May 2019 |  |
| **Activity – Writing across all content areas** | Review writing samples across curriculum at PLCs |  |  |

## 3: Gap

| Goal 3 (*State your Gap goal):* Increase the average combined reading and math proficiency rates for all students in the Gap Group (Consolidated Student Group): 31 to **41**%. |
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| Which **Strategy** will the 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](https://education.ky.gov/school/csip/Documents/KCWP%201%20Strategic%20Design%20and%20Deploy%20Standards.pdf)
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|  **Objective**  | **Strategy** | **Activities to Deploy Strategy** | **Measure of Success** | **Progress Monitoring Date & Notes** | **Funding** |
| --- | --- | --- | --- | --- | --- |
| Objective 1Increase the average combined reading and math proficiency rates for all students in the Gap Group (Consolidated Student Group): 31 to **41**%. | KCWP 5: Design, Align and Deliver Support | ***Activity- Alignment and Review of RTI processes*** LSS team, school leadership teams, instructional coaches, teacher leaders, and RTI taskforce will collaborate in order to review, refine, and improve RTI processes and ensure that ALL students are receiving the best instruction by highly effective teachers. BES Gap Group Students will receive RTI instruction from ESSA approved program. | RTI 2.0 District-wide Manual/HandbookSTAR scores, KPREP data, ongoing classroom formative assessmentsLLI Records | OngoingATMs |  |
| **Activity – Non-Negotiables**BES vertical teams need to establish a list of non-negotiables for instruction. (Writing Team had this in their notes too). | Non-Negotiable List is completed and shared with all staff | Vertical Team Meetings |  |
| KCWP 2: Design and Deliver Instruction | ***Activity- ELEOT District/School Walk-thrus*** In partnership with our school leadership teams, district office staff will conduct and lead teams through the ELEOT tool to ensure that our students are engaged in learning experiences that are EQUITABLE, RIGOROUS, ACCESSIBLE, and RELEVANT for ALL learners. | STAR scores, KPREP data, ongoing classroom formative assessmentsSelf-Reflections | Ongoing |  |
| ***Activity- Kagan Structures***BES will employ Kagan Structures and other high-yield, research-based cooperative learning strategies to improve student engagement in the classroom, specifically focusing in our students who fall in a gap group. Staff that are available will be provided the opportunity to attend the 5 Day summer training that BCS coordinates with KAGAN. | STAR scores, KPREP data, CERT, ongoing classroom formative assessments | Ongoing |  |
| KCWP 6: Establishing Learning Culture and Environment | ***Activity- Academic & Behavioral Supports*** In collaboration with district office, the leadership team, vertical teams and LIM Action Teams will develop school culture supports, both academic and behavioral, to promote and support learning for all. |  |  |  |
| Resiliency Poll DataOther School SurveysAnecdotal Evidence | Ongoing |  |
| ***Activity- Social Emotional Learning for ALL students*** In partnership with our schools, Student Services, Learning Support Services, and SEL Taskforce committee will work to develop curriculum and embed Social Emotional Learning opportunities for ALL students. This may include “Zones of Regulation”. | Resiliency Poll DataOther School SurveysAnecdotal EvidenceClassroom SEL Lessons – teacher and counselor | Ongoing |  |
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| KCWP 4: Review, Analyze and Apply Data | **Activity – Align Assessments**Formative and Summative assessments will be aligned to the standards. (CSA’s, Independent Practice Math, using district curriculum to fidelity to ensure alignment with the standards) | Formative and Summative Assessments Data | Ongoing |  |
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## 4: Graduation rate

| Goal 4 (*State your Graduation Rate goal):*  |
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| Which **Strategy** will the 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](https://education.ky.gov/school/csip/Documents/KCWP%201%20Strategic%20Design%20and%20Deploy%20Standards.pdf)
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| Objective 1 |  |  |  |  |  |
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| Objective 2 |  |  |  |  |  |
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## 5: Growth

| Goal 5 (*State your Growth goal):* Increase the average combined reading and math growth indicator 17.1 to **27.1**. |
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| Which **Strategy** will the 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](https://education.ky.gov/school/csip/Documents/KCWP%201%20Strategic%20Design%20and%20Deploy%20Standards.pdf)
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| --- | --- | --- | --- | --- | --- |
| Objective 1Increase the average combined reading and math growth indicator 17.1 to **27.1**. | KCWP 4: Review, Analyze and Apply Data  | ***Activity- 4DX- Scoreboard Review at School & District Level*** Using the 4DX (4 Disciplines of Execution) model, District will create a visual Data Dashboard as a way to monitor and support schools. District will continue to work with schools to measure high-yield instructional strategies to serve as LEAD measures. | 4DX Lag/Lead Measures Scoreboards (school & district) Meetings Agendas/Minutes Weekly Lexia, FFW, Reading Plus and Reflex reports pulled and reviewed at PLCs | Reviewed Monthly at School level and Quarterly at District level  |  |
|  |  |  |  |
| KCWP 5: Design, Align and Deliver Support  | ***Activity- Action Research on District and School Programs*** LSS works in partnership with school leadership teams to monitor and evaluate current implementation of programs based on ESSA standards as well as using district data to determine effectiveness. | STAR scores, KPREP data, ongoing classroom formative assessments30-60-90 Day PlansSchool-Wide Data Spreadsheet (running records, math records) | Ongoing |  |
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## 6: Transition Readiness

| Goal 6 (*State your Transition Readiness goal):* By 2021, will increase the percent proficiency for all students in reading 57.2 to **67.2**% and math 49.2 to **59.2**%. |
| --- |
| Which **Strategy** will the 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](https://education.ky.gov/school/csip/Documents/KCWP%201%20Strategic%20Design%20and%20Deploy%20Standards.pdf)
* [KCWP 2: Design and Deliver Instruction](https://education.ky.gov/school/csip/Documents/KCWP%202%20Strategic%20Design%20and%20Deploy%20Instruction.pdf)
* [KCWP 3: Design and Deliver Assessment Literacy](https://education.ky.gov/school/csip/Documents/KCWP%203%20Strategic%20Design%20and%20Deploy%20Assessment%20Literacy.pdf)
* [KCWP 4: Review, Analyze and Apply Data](https://education.ky.gov/school/csip/Documents/KCWP%204%20Strategic%20Review%20Analyze%20and%20Apply%20Data.pdf)
* [KCWP 5: Design, Align and Deliver Support](https://education.ky.gov/school/csip/Documents/KCWP%205%20Strategic%20Design%20Align%20Deliver%20Support%20Processes.pdf)
* [KCWP 6: Establishing Learning Culture and Environment](https://education.ky.gov/school/csip/Documents/KCWP%206%20Strategic%20Establish%20Learning%20Culture%20and%20Environment.pdf)
 | Which **Activities** will the 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 Classroom Activities](https://education.ky.gov/school/csip/Documents/KCWP%201%20Design%20and%20Deploy%20Standards%20Classroom%20Activities.pdf)
* [KCWP2: Design and Deliver Instruction Classroom Activities](https://education.ky.gov/school/csip/Documents/KCWP%202%20Design%20and%20Deliver%20Instruction%20Classroom%20Activities.pdf)
* [KCWP3: Design and Deliver Assessment Literacy Classroom Activities](https://education.ky.gov/school/csip/Documents/KCWP%203%20Design%20and%20Deliver%20Assessment%20Literacy%20Classroom%20Activities.pdf)
* [KCWP4: Review, Analyze and Apply Data Classroom Activities](https://education.ky.gov/school/csip/Documents/KCWP%204%20Review%2C%20Analyze%2C%20and%20Apply%20Data%20Classroom%20Activities.pdf)
* [KCWP5: Design, Align and Deliver Support Classroom Activities](https://education.ky.gov/school/csip/Documents/KCWP%205%20Design%20Align%20Deliver%20Support%20Classroom%20Activities.pdf)
* [KCWP6: Establishing Learning Culture and Environment Classroom Activities](https://education.ky.gov/school/csip/Documents/KCWP%206%20Establishing%20Learning%20Culture%20and%20Environment%20Classroom%20Activities.pdf)
 | 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 1By 2021, will increase the percent proficiency for all students in reading 57.2 to **67.2**% and math 49.2 to **59.2**%. | KCWP 2: Design and Deliver Instruction | ***Activity- Mastery Learning/Standards-Based Grading***All teachers will continue in PD practices in the area of Mastery Learning and Standards-Based Grading. Ensure that formative assessment practices allow students to understand where they currently are, where they are going, and how they can improve through their personalized learning path. LSS team will develop a systematic approach including deliverables to be shared with school leadership teams and will continue to support schools with blended professional learning. Skype sessions, Canvas courses, face-to-face meetings will be offered to teachers, as well as in-person training for teachers as we make this district-wide transition over the next 3-4 years.  | STAR scores, KPREP data, CERT, ongoing classroom formative assessments | Ongoing  |  |
| ***Activity- Continued Professional Development Support of teachers pertaining to PLC work, RTI work, Effective Instructional Strategies, Student Engagement, and Guaranteed and Viable Aligned Curriculum Support***LSS team, in partnership with school leadership teams, will continue to stay at the forefront of research on best practices for continuous improvement in all areas of teaching and learning. Whether it be professional outsourcing, or internal support, we will work to provide whatever PD is necessary to support our team. | STAR scores, KPREP data, CERT, ongoing classroom formative assessments | Ongoing |  |
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7: Other (optional)

| Goal 7 (*State your goal): To incorporate SEL through Leader in Me to enable students to develop leadership roles within the classroom and across school settings.* |
| --- |
| Which **Strategy** will the 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](https://education.ky.gov/school/csip/Documents/KCWP%201%20Strategic%20Design%20and%20Deploy%20Standards.pdf)
* [KCWP 2: Design and Deliver Instruction](https://education.ky.gov/school/csip/Documents/KCWP%202%20Strategic%20Design%20and%20Deploy%20Instruction.pdf)
* [KCWP 3: Design and Deliver Assessment Literacy](https://education.ky.gov/school/csip/Documents/KCWP%203%20Strategic%20Design%20and%20Deploy%20Assessment%20Literacy.pdf)
* [KCWP 4: Review, Analyze and Apply Data](https://education.ky.gov/school/csip/Documents/KCWP%204%20Strategic%20Review%20Analyze%20and%20Apply%20Data.pdf)
* [KCWP 5: Design, Align and Deliver Support](https://education.ky.gov/school/csip/Documents/KCWP%205%20Strategic%20Design%20Align%20Deliver%20Support%20Processes.pdf)
* [KCWP 6: Establishing Learning Culture and Environment](https://education.ky.gov/school/csip/Documents/KCWP%206%20Strategic%20Establish%20Learning%20Culture%20and%20Environment.pdf)
 | Which **Activities** will the district deploy based on the strategy or strategies chosen? *(The links to the Key Core Work Processes activity bank below ma be a helpful resource. Provide a brief explanation or justification for the activity.* * [KCWP1: Design and Deploy Standards Classroom Activities](https://education.ky.gov/school/csip/Documents/KCWP%201%20Design%20and%20Deploy%20Standards%20Classroom%20Activities.pdf)
* [KCWP2: Design and Deliver Instruction Classroom Activities](https://education.ky.gov/school/csip/Documents/KCWP%202%20Design%20and%20Deliver%20Instruction%20Classroom%20Activities.pdf)
* [KCWP3: Design and Deliver Assessment Literacy Classroom Activities](https://education.ky.gov/school/csip/Documents/KCWP%203%20Design%20and%20Deliver%20Assessment%20Literacy%20Classroom%20Activities.pdf)
* [KCWP4: Review, Analyze and Apply Data Classroom Activities](https://education.ky.gov/school/csip/Documents/KCWP%204%20Review%2C%20Analyze%2C%20and%20Apply%20Data%20Classroom%20Activities.pdf)
* [KCWP5: Design, Align and Deliver Support Classroom Activities](https://education.ky.gov/school/csip/Documents/KCWP%205%20Design%20Align%20Deliver%20Support%20Classroom%20Activities.pdf)
* [KCWP6: Establishing Learning Culture and Environment Classroom Activities](https://education.ky.gov/school/csip/Documents/KCWP%206%20Establishing%20Learning%20Culture%20and%20Environment%20Classroom%20Activities.pdf)
 | 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*To incorporate SEL through Leader in Me to enable students to develop leadership roles within the classroom and across school settings.* | KCWP 6: Establishing Learning Culture and Environment | **Activity – Develop an Action Plan**Staff will begin to carry over the LIM process slowly and deliberately through the school year through the development of an action plan. | Action Plan completed w/ Action Teams meeting monthly | Lighthouse Team meetings – Monthly Action Team Meetings – Monthly Planning meeting w/LIM Coach – Spring 2019 |  |
| **Activity –SEL instruction** Weekly SEL instruction in the classroom and weekly Family Circles | Action Plan is being implemented | Ongoing |  |
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