# Comprehensive Improvement Plan for Gray Middle 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.

## 1: Proficiency Goal

| Goal 1 (*State your proficiency goal):* By 2021, increase the proficiency indicator (reading and math) of 88.5 to **98.5**. |
| --- |
| 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)
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* [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)
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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 1By 2021, increase the proficiency indicator (reading and math) of 88.5 to **98.5**. | KCWP1: Design & Deploy Standards | Review & conduct curriculum reviews/checks within the PLC | Attendance at PLC meetings and PLC product review | Ongoing  | $0.00 |
|  |  |  |  |
| KCWP2: Design & Deliver Instruction  | Ensure item analysis methods are occurring within PLC’s  | Attendance at PLC meetings and PLC product review | Ongoing  | $10,000.00 (subs for data analysis and remediation planning) |
| Plan for and implement active student engagement strategies (e.g., Kagan) | Walk-throughs, teacher evaluations, teacher participation in Flex PD, in class coaching and modeling; continued development of student engagement resource library | May 2020 | $15,000 |
| KCWP4: Review, analyze, and apply data | Create and monitor a watch list for underperforming students | Close progress monitoring by teachers; weekly leadership meetings | May 2019 | $0.00 |
| Develop & Deploy a PLC protocol with an effective process for standards deconstruction, designing of assessment measures, resource sharing, and collaborative lesson creation, and analysis of data | Creation and utilization of PLC guiding coalition, product review, PLC attendance | Ongoing | $0.00 |
| Objective 2 | KCWP5: Design, align, and deliver supports | Develop school culture supports, both academic and behavioral, to promote and support learning for all | Mentoring documentation, weekly remediation data review | Ongoing  | $0.00 |
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## 2: Separate Academic Indicator

| Goal 2 (*State your separate academic indicator goal):* By 2021, increase the Separate Academic Indicator of Science, Social Studies, and Writing 78.9 to **88.9**. |
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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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| KCWP4: Review, analyze, and apply data | Develop & Deploy a PLC protocol with an effective process for standards deconstruction, designing of assessment measures, resource sharing, and collaborative lesson creation, and analysis of data | Creation and utilization of PLC guiding coalition, product review, PLC attendance | Ongoing | $0.00 |
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| Objective 2 | KCWP5: Design, align, and deliver supports | Develop school culture supports, both academic and behavioral, to promote and support learning for all | Mentoring documentation | Ongoing  | $0.00 |
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## 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): 38.7 to **48.7**%.  |
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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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## 4: Graduation rate

| Goal 4 (*State your Graduation Rate goal):* NA |
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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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## 5: Growth

| Goal 5 (*State your Growth goal):* Increase the average combined reading and math growth indicator 15.6 to **16.6** by 2021. |
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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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## 6: Transition Readiness

| Goal 6 (*State your Transition Readiness goal):* By 2021, will increase the percent proficiency for all students in reading 73 to **83**% and math 69.4 to **79.4**%. |
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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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* [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 By 2021, will increase the percent proficiency for all students in reading 73 to **83**% and math 69.4 to **79.4**%. | KCWP1: Design & Deploy Standards | Review & conduct curriculum reviews/checks within the PLC | Attendance at PLC meetings and PLC product review | Ongoing  | $0.00 |
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| KCWP2: Design & Deliver Instruction  | Ensure item analysis methods are occurring within PLC’s  | Attendance at PLC meetings and PLC product review | Ongoing  | $10,000.00 (subs for data analysis and remediation planning) |
| Plan for and implement active student engagement strategies (e.g., Kagan) | Walk-throughs, teacher evaluations, teacher participation in Flex PD, in class coaching and modeling; continued development of student engagement resource library | May 2020 | $15,000 |
| KCWP4: Review, analyze, and apply data | Create and monitor a watch list for underperforming students | Close progress monitoring by teachers; weekly leadership meetings | May 2019 | $0.00 |
| Develop & Deploy a PLC protocol with an effective process for standards deconstruction, designing of assessment measures, resource sharing, and collaborative lesson creation, and analysis of data | Creation and utilization of PLC guiding coalition, product review, PLC attendance | Ongoing | $0.00 |
| Objective 2 | KCWP5: Design, align, and deliver supports | Develop school culture supports, both academic and behavioral, to promote and support learning for all | Mentoring documentation, weekly remediation data review | Ongoing  | $0.00 |
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7: Other (optional)

| Goal 7 (*State your goal): NA* |
| --- |
| 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)
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|  **Objective**  | **Strategy** | **Activities to Deploy Strategy** | **Measure of Success** | **Progress Monitoring Date & Notes** | **Funding** |
| --- | --- | --- | --- | --- | --- |
| Objective 1 |  |  |  |  |  |
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| Objective 2 |  |  |  |  |  |
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