# Comprehensive Improvement Plan for North Pointe Elementary

## 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, will increase the proficiency indicator (reading and math) of 76.5 to **86.5**. |
| --- |
| 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)
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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 1By 2021, will increase the proficiency indicator (reading and math) of 76.5 to **86.5**. | KCWP 2: Design and Deliver Instruction | Activity: Guided Math Instruction- Teachers will deliver math instruction using guided math principles and agreed upon best practices in Guided Math.  | Evaluations of Guided Math walk thru evidence by administration team.  | Ongoing | 1,000 |
| KCWP 4: Review, Analyze and Apply Data | Activity: 4DX process/School wide WIG and grade level WIGs that are focused on math instruction.  | Weekly data review of WIG data at grade level meetings. Public score board of data. Increased student growth using STAR data.  | Ongoing | 1,000 |
| Activity: PLC process with grade level meetings weekly to monitor student learning.  | STAR assessments, Common assessments, Boulder assessment, Progress monitoring data.  | Ongoing | 1,000 |
|  | Activity: Stakeholder Input Survey | We conducted a staff survey about the effectiveness of Guided Math and a parent, student and staff survey about awards and celebrations  | The data from both surveys were analyzed and used to develop next steps for Guided Math training and focus on math instruction. The celebrations times were changed and the emphasis was placed on student growth awards based on stakeholder feedback.  |  |
| KCWP 1: Design and Deploy Standards | Activity: Curriculum Alignment Grade level PLC days to align grade level curriculum to state standards and vertical alignment between grade levels in reading and math.  | Grade level evidence by report out of goals and communications.  | We had our math standards day on 1-31-19, 2-5-19 and on 2-14-19. We were able to have grade levels meet to deconstruct the standards for their units and to meet with the grade level above and below to vertically align the math curriculum. Next curriculum alignment will be August 7, 8, and 9.  | 5,000 |
| KCWP 3: Design and Deliver Assessment Literacy | Activity: Continued progress toward Mastery Learning/Standards Based Grading. We will continue to explore and provide opportunities to learn and develop Mastery Learning and Standards like Grading.  | Revisions and continuous learning and PD of the strategic plan to fully implement Mastery Learning Standards Like Grading by May 2022 | By May of 2022 | 1,000 |
| Activity: 4DX Scoreboard review. Using 4DX model, we have created data dashboard as a way to monitor lead measure toward achievement of our school wide WIG.  | 4DX score board | Reviewed weekly.  | 1,000 |
| KCWP 6: Establishing Learning Culture and Environment | Continue to define agreed upon best practices for quality math and reading instruction through the staff level meetings.  | ELEOT walk thru process, Guided Math and Guided Reading walk thru process.  | Our first ELEOT sweep was 1-15-19 with district office help and review. We invited other principals from neighboring elementary schools to give feedback and to experience the ELEOT sweep. We have more sweeps scheduled for 9-19.  | 1,000 |

## 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 68 to **78.**  |
| --- |
| 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 68 to **78.** | KCWP 2: Design and Deliver Instruction | Activity: Engagement Structures and Kagan Structures. North Pointe will employ Kagan Structures and other high yield, research based cooperative learning strategies to improve student engagement in the classroom, specifically focusing on students who fall in a gap group.  | STAR scores, KPREP data, classroom formative assessments.  | Ongoing | 1,000 |
| Activity: ELEOT walk-thrus. In partnership with our school district leadership team, we will use 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, classroom formative assessments. | Ongoing | 1,000 |
| Activity: Professional Learning. Instructional Coach Amy Mintchell will lead professional development (power PD’s) that teachers need and want based on survey feedback and data results.  | STAR scores, KPREP data, classroom formative assessments. | Ongoing | 1,000 |
|  |  | Activity: All 3-5 grades are practicing writing prompts with science, social studies or on demand writing.  | Scores come from a rubric with an exemplar. Average classroom scores are collected weekly and compared during PLC meetings.  | Scores come from a rubric with an exemplar. Average classroom scores are collected weekly and compared during PLC meetings. Weekly monitoring of student performance.  |  |

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): 38.8 to **48.8%.** |
| --- |
| 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 proficiency rates for all students in the Gap Group (Consolidated Student Group): 38.8 to **48.8%.** | KCWP 5: Design, Align and Deliver Support  | Activity: Alignment and Review of RTI processes. LSS team, North Pointe leadership team, instructional coach, teacher leaders 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. | RTI 2.0 District-wide Manual/HandbookSTAR scores, KPREP data, ongoing classroom formative assessments | Ongoing | 1,000 |
| Activity: All Means All Project District admins, LSS team, and school leadership teams will meet together regularly in order to ensure that curriculum, instruction, interventions, and support is aligned and monitored to ensure that ALL students are growing. | STAR scores, KPREP data, ongoing classroom formative assessments | Fall BenchmarkWinter BenchmarkSpring Benchmark  | 1,000 |
| 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 assessments | Ongoing | 1,000 |
| Activity: Modules and Professional Learning to support teachers after ELEOT and engagement data is collected. North Pointe leadership team will work in PLC’s, ILT meetings, or faculty meetings to ensure teachers receive support for improving the learning environment of focusing on collected and shared data. | STAR scores, KPREP data, ongoing classroom formative assessments | Ongoing | 1,000 |
|  | Activity: All 2-5 grades will participate in live scoring of prompts in math, science, reading or on demand writing with district personnel to give immediate feedback 4 times a year.  | Increase is students writing scores with rubric.  | We have a debrief session after each live scoring event to discuss student struggles, and how to improve the writing prompts. Our next live scoring is 4-4-19.  |  |
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## 4: Graduation rate

| Goal 4 (*State your Graduation Rate goal):* No Goal Needed |
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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 18.4 to **28.4**. |
| --- |
| 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 18.4 to **28.4**. | KCWP 4: Review, Analyze and Apply Data  | Activity: 4DX- Scoreboard Review at School Level Using the 4DX (4 Disciplines of Execution) model, North Pointe will create a visual Data Dashboard as a way to monitor and support learning. School leadership will continue to work with teachers to measure high-yield instructional strategies to serve as LEAD measures in connection to the school wide WIG.  | 4DX Lag/Lead Measures Scoreboards Meetings Agendas/Minutes  | Reviewed weekly at School level  | 1,000 |
| KCWP 5: Design, Align and Deliver Support  | Activity- Action Research on School Programs. North Pointe’s leadership teams will 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 assessments, LLI, Guided Math and Guided Reading walk thrus.  | Ongoing | 1,000 |

## 6: Transition Readiness

| Goal 6 (*State your Transition Readiness goal):* By 2021, will increase the percent proficiency for all students in reading 63.3 to **73.3**% and math 52.3 to **62.3**%. |
| --- |
| 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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* [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 63.3 to **73.3**% and math 52.3 to **62.3**%. | KCWP 1: Design and Deploy Standards | Activity: Curriculum Alignment Grade level PLC days to align grade level curriculum to state standards and vertical alignment between grade levels in reading and math.  | Grade level evidence by report out of goals and communications.  | Ongoing | 5,000 |
| KCWP 2: Design and Deliver Instruction | Activity: Guided Math Instruction- Teachers will deliver math instruction using guided math principles and agreed upon best practices in Guided Math.  | Evaluations of Guided Math walk thru evidence by administration team.  | Ongoing | 1,000 |
| KCWP 3: Design and Deliver Assessment Literacy | Activity: Continued progress toward Mastery Learning/Standards Based Grading. We will continue to explore and provide opportunities to learn and develop Mastery Learning and Standards like Grading.  | Revisions and continuous learning and PD of the strategic plan to fully implement Mastery Learning Standards Like Grading by May 2022 | By May of 2022 | 1,000 |
| Activity: 4DX Scoreboard review. Using 4DX model, we have created data dashboard as a way to monitor lead measure toward achievement of our school wide WIG.  | 4DX score board | Reviewed weekly.  | 1,000 |
| KCWP 4: Review, Analyze and Apply Data | Activity: 4DX process/School wide WIG and grade level WIGs that are focused on math instruction.  | Weekly data review of WIG data at grade level meetings. Public score board of data. Increased student growth using STAR data.  | Ongoing | 1,000 |
| Activity: PLC process with grade level meetings weekly to monitor student learning.  | STAR assessments, Common assessments, Boulder assessment, Progress monitoring data.  | Ongoing | 1,000 |
| KCWP 6: Establishing Learning Culture and Environment | Continue to define agreed upon best practices for quality math and reading instruction through the staff level meetings.  | ELEOT walk thru process, Guided Math and Guided Reading walk thru process.  | Ongoing | 1,000 |
|  |  | Activity: Survey perception data of school transformation. Staff, students and parents are given opportunities to express their feedback as a learning culture and environment.  | Data collected | We gave a survey to teachers about the school culture and guided math instruction. The feedback from staff was anonymous and honest. We gave a survey about celebrations to staff, students and parents in December. The feedback was used to make changes for our awards assembly and to focus more on student growth rather than achievement.  |  |