# Comprehensive Improvement Plan for Stephens 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.

## 1: Proficiency Goal

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| Goal 1 By 2021, will increase the proficiency indicator (reading and math) of 74.9 to 84.9. |
| 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 1: By 2021, will increase the proficiency indicator (reading and math) of 74.9 to 84.9. | KCWP 1: Design and Deploy Standards  | ***Activity- Aligned District Curriculum***All teachers will use district-designed priority standards to make sure ALL students receive access to a highly aligned instructional system. | Walk-throughs, PLC Notes, Cadence of Accountability documents | Ongoing | 0 |
| ***Activity- Highly Aligned District Assessment System*** Teachers will utilize common formative assessments/benchmarks based on aligned standards to ensure alignment and monitor student progress | Development of common formative assessments and utilization of Mastery Connect to analyze data and inform instruction. | August 2019 | $4400SBDM Funds |
| KCWP 2: Design and Deliver Instruction  | ***Activity- Update PLC Processes***Ensure PLCs are active and effective  | Utilize district-designed PLC handbook | August 2019 | 0 |
| ***Activity- PLC Processes***Teachers will formulate the focus of PLCs at least 50% of the time. | PLC Agendas and Notes | By May 2020 | 0 |
| KCWP 3: Design and Deliver Assessment Literacy | ***Activity- Eleot Walk-throughs***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, eleot walk-through data | Ongoing  | 0 |
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|  | KCWP 4: Review, Analyze, and Apply Data  | ***Activity- Modules and Professional Learning to support teachers after eleot and engagement data is collected*** School leadership teams will work with teachers at PLCs and/or faculty meetings to ensure they receive support for improving the learning environment of focus based on collected and shared data. | STAR scores, KPREP data, ongoing classroom formative assessments, Stinger Tracker Sheets | Ongoing | 0 |

## 2: Separate Academic Indicator

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| Goal 2: By 2021, will increase the Separate Academic Indicator of Science, Social Studies, and Writing 61.8 to 71.8.  |
| 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 1By 2021, will increase the Separate Academic Indicator of Science, Social Studies, and Writing 61.8 to 71.8. | KCWP 2: Design and Deliver Instruction | ***Activity--Science***Students will be exposed to STEM process activities at least two times per week. | Classroom walk-throughsStudent work samplesPLC meetings | Ongoing | $5000 SBDM funds |
| KCWP 2: Design and Deliver Instruction | ***Activity Social Studies***Students will use a nonfiction materials in a blended ELA/SS approach | Classroom walk-throughsStudent work samplesPLC meetings | Ongoing | $1000 SBDM funds |
| KCWP 2: Design and Deliver Instruction | ***Activity--Social Studies***Students will complete content writing at least one time per week in grades 3-5 and at least two times per month in grades K-2 | Classroom walk-throughsStudent work samplesPLC meetings | Ongoing | $0 |
| KCWP 2: Design and Deliver Instruction | ***Activity--Writing*** Teachers will have the opportunity to attend Smekens training on Launching Writing Workshop | Attendance at PD workshopClassroom walk-throughs | July 17 or 18, 2019 | $5000 SBDM funds |
| KCWP 2: Design and Deliver Instruction | ***Activity--Writing***Teachers will take part in PLCs, demonstration lessons, debriefing and on Managing Writing Workshop provided by Smekens Education Solution, Inc. | PLC discussionsStudent writing samples | September 2019 | $4000SBDM funds |
|  | KCWP 2: Design and Deliver Instruction | ***Activity--Writing***Teachers, instructional coach and administration will collaborate to create a year-long writing timeline for the 19-20 school year. | Writing Timeline | September 2019 |  |

## 3: Gap

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| Goal 3: Increase the average combined reading and math proficiency rates for all students in the Gap Group (Consolidated Student Group) from 32.9 to 42.9%. |
| 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) from 32.9 to 42.9%. | KCWP 5: Design, Align and Deliver Support  | ***Activity- Alignment and Review of RTI processes*** School leadership teams and teachers 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. Gap group students will receive RTI instruction utilizing ESSA approved programs (LLI, FastForWord, Lexia, Dreambox, Reading Plus) | STAR scores, KPREP data, ongoing classroom formative assessments, LLI records, District RTI 2.0 Manual | Ongoing | LLI--DistrictLexia--Title IFFW--DistrictDB--Title IReading Plus--TItle I/ESS |
| ***Activity- Name and Claim Project*** School leadership teams will regularly partner with LSS team and district leadership in order to ensure that curriculum, instruction, interventions, and support are aligned and monitored to ensure that ALL students are growing while focusing on our students with disabilities. | STAR scores, KPREP data, ongoing classroom formative assessments, Stinger Tracker Sheets | Fall BenchmarkWinter BenchmarkSpring Benchmark  | 0 |
| ***Activity--Non-Negotiables***School leadership will ensure that SES operates under a unified definition of cultural responsiveness by SES vertical teams establishing a list of non-negotiables for instruction (ELA, Writing, Math, Science, Social Studies, SEL.) | List is completed and shared with staff |  | 0 |
| KCWP 2: Design and Deliver Instruction  | ***Activity- Engagement Structures and Kagan Structures***Teachers employ Kagan Structures to improve student engagement in the classroom, specifically focusing in our students who fall in a gap group. | STAR scores, KPREP data, ongoing classroom formative assessments, Kagan training | Ongoing | $9000 SBDM funds |
| ***Activity- Eleot Walk-throughs***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 while specifically focusing on our gap groups | STAR scores, KPREP data, ongoing classroom formative assessments, eleot walk-through data | Ongoing  | 0 |
|  | KCWP 4: Review, Analyze, and Apply Data | ***Activity- Modules and Professional Learning to support teachers after eleot and engagement data is collected*** School leadership teams will work with teachers at PLCs and/or faculty meetings to ensure they receive support for improving the learning environment of focus based on collected and shared data. | STAR scores, KPREP data, ongoing classroom formative assessments, Stinger Tracker Sheets | Ongoing | 0 |
| ***Activity--Student Data Analysis***Teachers and administration monitor evidence-based practice to ensure implementation with fidelity. | Running records data, RTI progress monitoring assessments, STAR data | Weekly/Ongoing |  |
|  | KCWP 2: Design and Deliver Instruction | ***Activity--Interventions--ELA and Math***Students who are not reaching proficiency, especially those with disabilities, will receive interventions from the ESSA approved master list. | LLI Data, Lexia data, Dreambox data | Ongoing | $15,000 |

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## 5: Growth

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| Goal 5: Increase the average combined reading and math growth indicator 17.2 to 27.2. |
| 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)
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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 growth indicator 17.2 to 27.2. | KCWP 4: Review, Analyze and Apply Data  | ***Activity- 4DX- Scoreboard Review at School Level*** Using the 4DX (4 Disciplines of Execution) model, Stephens will create a visual Data Dashboard as a way to monitor and support schools. School leaders will work with teachers to measure high-yield instructional strategies to serve as LEAD measures. | 4DX Lag/Lead Measures Scoreboards (school & district) Meetings Agendas/Minutes  | Reviewed monthly at faculty meetings and PLCs.  | 0 |
| KCWP 6: Establishing Learning Culture and Environment Classroom Activities | ***Activity--The Leader in Me***Continue implementation of program. Teachers will utilize goal-setting to improve class success in reading and math. | Cadences of Accountability | Reviewed monthly at faculty meetings and PLCs beginning with the 2019-2020 school year. | $8000 SBDM funds |
|  | KCWP 6: Establishing Learning Culture and Environment Classroom Activities | ***Activity--The Leader in Me***Continue implementation of program. Students will set goals to improve their own reading and math proficiency. | Student goal setting data | Teachers will review with students on a monthly basis beginning with the 2020-2021 school year. | $8000 (noted above) |

6: Transition Readiness

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| By 2021, will increase the percent proficiency for all students in reading from 59.4% to 69.4% and math from 53.7% to 63.7%. |
| 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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| KCWP 2: Design and Deliver Instruction  | ***Activity- Update PLC Processes***Ensure PLCs are active and effective  | Utilize district-designed PLC handbook | August 2019 | 0 |
| ***Activity- PLC Processes***Teachers will formulate the focus of PLCs at least 50% of the time. | PLC Agendas and Notes | By May 2020 | 0 |
|  | ***Activity – Leadership Development and Support***The Leadership Team will develop Turnaround Qualities through:District and Elementary Level Meetings (Principal, Asst. Principal, Instructional Coach, Guidance Counselors)Vertical Team MeetingsNKY Principal Roundtable (Principal/Assistant Principal, Counselors)National Institute of School Leadership (Principal)Principal Mentor CoachDare to Lead Book Study (Principal, Asst. Principal, Instructional Coach, Guidance Counselors)Focus Book Study (Principal, Asst. Principal, Instructional Coach)Taking Action – A Handbook for RTI at Work Book Study (Principal, Asst. Principal, Instructional Coach)Collective Efficacy Book Study (Instructional Coach) | 4DX Lead/Lag measuresScoreboardsMeeting agendas/Notes | Ongoing | Level mtgs--$0Vertical teams--$0Roundtable--$1700--SBDMNISL--$0Book Studies--$200--SBDM |
| KCWP 3: Design and Deliver Assessment Literacy | ***Activity- Eleot Walk-throughs***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, eleot walk-through data | Ongoing  | 0 |
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|  | KCWP 4: Review, Analyze, and Apply Data  | ***Activity- Modules and Professional Learning to support teachers after eleot and engagement data is collected*** School leadership teams will work with teachers at PLCs and/or faculty meetings to ensure they receive support for improving the learning environment of focus based on collected and shared data. | STAR scores, KPREP data, ongoing classroom formative assessments, Stinger Tracker Sheets | Ongoing | 0 |