

## Gallatin County Schools

### 2019-2020 Comprehensive District Improvement Plan (CDIP)

#### Rationale

District improvement efforts are a collaborative process involving multiple stakeholders. Through the improvement planning process, leaders focus on priority needs, district funding, and closing achievement gaps among identified subgroups of students. When implemented with fidelity, the Comprehensive District Improvement Plan (CDIP) cultivates an environment that promotes student growth and achievement.

#### Operational Definitions

**Goal:** Long-term three to five year targets based on the six (6) required district goals: proficiency, separate academic indicator, achievement gap closure, graduation rate, growth, and transition readiness. Long-term targets should be informed by The Needs Assessment for Districts.

**Objective:** Short-term target to be attained by the end of the current academic year. There can be multiple objectives for each goal.

**Strategy:** An approach to systematically address the process, practice, or condition that the district will focus its efforts upon in order to reach its goals or objectives. There can be multiple strategies for each objective. The strategy can be based upon Kentucky's six (6) Key Core Work Processes listed below or another established improvement approach (i.e. *Six Sigma*, *Shiple*, *Baldrige*, etc.).

**Activity:** Actionable steps used to deploy the chosen strategy. There can be multiple activities for each strategy.

**Key Core Work Processes:** A series of processes identified by the Kentucky Department of Education 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.

- KCWP 1: Design and Deploy Standards
- KCWP 2: Design and Deliver Instruction
- KCWP 3: Design and Deliver Assessment Literacy
- KCWP 4: Review, Analyze and Apply Data
- KCWP 5: Design, Align and Deliver Support
- KCWP 6: Establishing Learning Culture and Environment

**Measure of Success:** Criteria that shows the impact of the work. The **measures** may be quantitative or qualitative, but are observable in some way.

**Progress Monitoring:** Process used to assess the implementation of the plan, the rate of improvement, and the effectiveness of the plan. Should include timelines and responsible individuals.

**Funding:** Local, state, or federal funds/grants used to support (or needed to support) the improvement initiative.

#### Requirements for Building an Improvement Plan

- There are six (6) required district goals: proficiency, separate academic indicator, achievement gap, graduation rate, growth, and transition readiness.
- The required school goals include the following:
  - For elementary/middle school, these include: proficiency, separate academic indicator, achievement gap, and, growth.
  - For high school, these include: proficiency, separate academic indicator, achievement gap, graduation rate, and transition readiness.

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Spring 2019 DATA

| Reading                                       |      |      |      | Math                                       |      |      |      | Writing                       |      |      |      | Gap -- EL plus Monitored |      |      |      | Novice Reduction -- EL plus Monitored |      |      |      |
|-----------------------------------------------|------|------|------|--------------------------------------------|------|------|------|-------------------------------|------|------|------|--------------------------|------|------|------|---------------------------------------|------|------|------|
| RD                                            | ES   | MS   | HS   | MA                                         | ES   | MS   | HS   | WR                            | ES   | MS   | HS   | RD                       | ES   | MS   | HS   | %N                                    | ES   | MS   | HS   |
| P/D%                                          | 43.3 | 56.4 | 34.7 | P/D%                                       | 36.2 | 40.7 | 20.2 | P/D%                          | 45.8 | 22.8 | 37.1 | P/D%                     | 14.3 | 6.7  | -    | RD                                    | 45   | 64.3 | -    |
| A%                                            | 27.6 | 19.9 | 20.4 | A%                                         | 41.3 | 43.6 | 43.4 | A%                            | 28.8 | 50.9 | 39.2 | MA                       | ES   | MS   | HS   | MA                                    | 30   | 28.6 | 45.5 |
| N%                                            | 29.2 | 23.6 | 44.9 | N%                                         | 22.4 | 15.7 | 36.4 | N%                            | 25.4 | 26.3 | 23.7 | P/D%                     | 23.8 | 6.7  | 9.1  |                                       |      |      |      |
|                                               |      |      |      |                                            |      |      |      |                               |      |      |      | Gap -- Males             |      |      |      | Novice Reduction -- Males             |      |      |      |
|                                               |      |      |      |                                            |      |      |      |                               |      |      |      | RD                       | ES   | MS   | HS   | %N                                    | ES   | MS   | HS   |
|                                               |      |      |      |                                            |      |      |      |                               |      |      |      | P/D%                     | 34   | 49.2 | 22.2 | RD                                    | 37.9 | 32.8 | 53.3 |
|                                               |      |      |      |                                            |      |      |      |                               |      |      |      | WR                       | ES   | MS   | HS   | WR                                    | 38.2 | 43.1 | 39.1 |
|                                               |      |      |      |                                            |      |      |      |                               |      |      |      | P/D%                     | 27.9 | 12.1 | 28.3 |                                       |      |      |      |
| All Students - Combined Proficiency Indicator |      |      |      | All Students - Separate Academic Indicator |      |      |      | All Students Growth Indicator |      |      |      |                          |      |      |      |                                       |      |      |      |
| Elementary                                    |      |      |      | Elementary                                 |      |      |      | Elementary                    |      |      |      | Elementary               |      |      |      | Elementary                            |      |      |      |
| 59.6                                          |      |      |      | 64.7                                       |      |      |      | 60.5                          |      |      |      | High                     |      |      |      | 47                                    |      |      |      |
|                                               |      |      |      |                                            |      |      |      |                               |      |      |      | 49.3                     |      |      |      | 51.9                                  |      |      |      |

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### 1: Proficiency Goal

| Goal 1 (State your proficiency goal.): By 2023, Gallatin County Schools will increase the proficiency index (combined reading and math scores) from 59.6 to 80 (elementary), 67.3 to 85 (middle), 44.2 to 73 by 2023 as measured by state-required academic assessments. |                                                                                                                                                                                 |                                                                                                                                                                   |                                                                                                                                                         |                                                                                                                                              |         |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|---------|
| Objective                                                                                                                                                                                                                                                                | Strategy                                                                                                                                                                        | Activities                                                                                                                                                        | Measure of Success                                                                                                                                      | Progress Monitoring                                                                                                                          | Funding |
| Objective 1:<br>By May 2020, Gallatin County Schools will increase the proficiency index (combined reading and math scores) to 64.7 (elementary), 71.7 (middle), and 51.4 (high).                                                                                        | KCWP 2 Design and deliver instruction. KDE Continuous Improvement coaches will provide professional learning in high yield instructional strategies.                            | (Practice) Teachers will include these strategies in their lesson plans and routinely use high yield instructional strategies.                                    | District instructional strategy walk through will document evidence of high yield instructional practices being used effectively in 100% of classrooms. | School principals will present walk through data to the district instructional PLC each month.                                               | \$0     |
|                                                                                                                                                                                                                                                                          | KCWP 2 Design and deliver instruction. District will develop and implement formalized lesson plan templates.                                                                    | (Condition) Schools will adopt the lesson plan template or create a version that serves individual school needs.                                                  | 100% of teachers providing quality lesson plans that address multiple student instructional needs.                                                      | School principals will require lesson plans be made available for each three weeks. Principals will check plans and provide timely feedback. | \$0     |
| Objective 2<br>By May 2020, all students will decrease Novice by 10% in each content area.                                                                                                                                                                               | KCWP 3 Design and deliver assessment literacy. The district will develop a vertical assessment plan that prepares students for state assessments and other college entry exams. | (Process) PLC teams will create and implement a system that allows students to set goals and to track and evaluate their progress towards goals.                  | Student Goal Setting/Tracking Forms                                                                                                                     | Each grading term.                                                                                                                           | \$0     |
|                                                                                                                                                                                                                                                                          | KCWP 4 Review, Analyze and Apply Data to ensure a uniform way of examining and interpreting all of the data that schools provide.                                               | (Process) District instructional PLC (Team One) will develop a comprehensive assessment plan that will effectively prepare students for all types of assessments. | Assessments will include the language of standards, DOK level of questions and types of questions that will be on state standardized assessments.       | Team level PLC's will review assessments to ensure all variables are being met. PLC agendas and minutes. Pacing/Assessment Calendars.        | \$0     |
|                                                                                                                                                                                                                                                                          |                                                                                                                                                                                 | (Process) District instructional PLC will meet once a month to analyze data and plan next steps in providing high yield instructional practices.                  | District walk through instrument, Meeting Agendas, Continuous Imp. Google Site                                                                          | Principals will collect data each month and share at district PLC meeting.                                                                   | \$0     |

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## 2: Separate Academic Indicator

| Goal 2 (State your separate academic indicator goal.): By 2023, Gallatin County Schools will increase the Separate Academic Index to 80 (elementary), 75 (middle), 70 (high) as calculated through Science, Social Studies and Writing scores. Furthermore, the percentage of students scoring at or above proficiency in writing will increase by at least 5% annually at each level. |                                                                                                                                               |                                                                                                                                                                                                                                                           |                                                                                                                   |                      |         |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|----------------------|---------|
| Objective                                                                                                                                                                                                                                                                                                                                                                              | Strategy                                                                                                                                      | Activities                                                                                                                                                                                                                                                | Measure of Success                                                                                                | Progress Monitoring  | Funding |
| Objective 1<br>By May 2020, Gallatin County Schools will increase the separate academic index (combined science, social studies and writing scores) to 68.5 (elementary), 64.1 (middle) and 54.5 (high).                                                                                                                                                                               | KCWP 1: Design and Deploy Standards<br>Implement an aligned, viable curriculum.                                                               | (Process) Teachers will engage in weekly PLC meetings using PLC protocol to determine essential standards for instruction, analyze data based on common formative, summative, or benchmark assessments, and plan next steps based on instructional needs. | PLC Agendas, data analysis and next steps, grade-level common formative assessments, curriculum pacing documents. | Minimum of quarterly | \$0     |
| Objective 2<br>By May 2020, 50.8% of elementary students, 35% of middle school students and 45% of high school students will score at or above proficiency in writing.                                                                                                                                                                                                                 | KCWP 4: Review, Analyze and Apply Data<br>Engage in student work analysis in order to plan instruction and ensure aligned writing curriculum. | (Process) PLCs will complete student writing work analysis.                                                                                                                                                                                               | PLC agendas, data analysis and next steps, grade-level common formative assessments                               | Minimum of quarterly | \$0     |
|                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                               | (Process) School level writing PLC's consult with KDE continuous improvement coach for high yield instructional strategies in writing.                                                                                                                    | Developed writing strategies, observation data, formative assessment data                                         | Minimum of quarterly | \$0     |
|                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                               | (Practice) Implementation of writing plan and vertical alignment. Teachers will collaborate to analyze student writing (differing levels contrasted with grade-level exemplars) and determine vertical alignment of skills.                               | Defined writing vertical alignment plan, student work analysis                                                    | Minimum of quarterly | \$0     |

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### 3: Growth

| Goal 3 (State your growth goal.): By 2023, Gallatin County Schools will increase the Growth Index to 60 (elementary), and 57 (middle) as measured by state accountability calculations. |                                                                                                                                                                   |                                                                                                                                                       |                                                                      |                                                                                                                                    |            |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|------------|
| Objective                                                                                                                                                                               | Strategy                                                                                                                                                          | Activities                                                                                                                                            | Measure of Success                                                   | Progress Monitoring                                                                                                                | Funding    |
| Objective 1<br>By May 2020, the Growth Index will increase to 53.9 (elementary) and 49.5 (middle).                                                                                      | KCWP 2: Design and Deliver Instruction<br>Develop teacher capacity in using iReady and CERT data in order to personalize instruction and intervention strategies. | (Process) Teacher PLC<br>Teachers will utilize instructional grouping reports in order to differentiate instruction based on iReady and CERT results. | PLC agendas, data analysis, lesson plans                             | PLC's will review student progression monthly. Plans will be developed for students that are not progressing.                      | \$0        |
|                                                                                                                                                                                         | KCWP 4: Review, Analyze and Apply Data                                                                                                                            | (Process) Professional learning<br>Teachers will participate in professional development on utilizing iReady and CERT data.                           | iReady and CERT assessment data, professional learning documentation | School admin will review iReady and CERT data monthly.<br><br>Student time on task and student progression will both be monitored. | Title Fund |
|                                                                                                                                                                                         |                                                                                                                                                                   |                                                                                                                                                       |                                                                      |                                                                                                                                    |            |

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### 4: Achievement Gap

| Goal 4 (State your achievement gap goal.): By 2023, Gallatin County Schools will increase the proficiency index (combined reading and math scores) for English Language Learners Plus Monitored from 18.2 to 48.2 (high). In addition, by 2023, Gallatin County Schools will increase the proficiency index (combined reading and math scores) for Hispanic students to 65(middle) and 47 (high). |                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                            |                                                                                 |            |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|------------|
| Objective                                                                                                                                                                                                                                                                                                                                                                                         | Strategy                                                                                                                                                                 | Activities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Measure of Success                                                                                         | Progress Monitoring                                                             | Funding    |
| Objective 1<br>By 2023, Gallatin County Schools will increase the proficiency index (combined reading and math scores) for English language learners plus monitored to 23.2 (high school).                                                                                                                                                                                                        | KCWP 6: Establish Learning Culture and Environment. Develop and implement consistent classroom expectations rooted in SEL to ensure positive, safe learning environment. | (Condition) Professional Development - Bounce is designed for teachers and staff as professional development with the following training objectives: <ul style="list-style-type: none"><li>Increased awareness of trauma</li><li>Ability to identify the effects of trauma through a trauma lens</li><li>Increased skill in creating safe school environments that build resilience</li><li>Improved awareness of signs and symptoms of trauma</li><li>Understanding of the importance of building resiliency and ways to do so</li><li>Understanding how to make referrals for additional services</li></ul> | Professional learning documentation, school level care plans for students that have SEL and cultural needs | Discipline referrals and attendance records will be reviewed weekly.            | Title Fund |
| By 2023, Gallatin County Schools will increase the proficiency index (combined reading and math scores) for Hispanic students to 49.9 (middle) and 31.9 (high).                                                                                                                                                                                                                                   |                                                                                                                                                                          | (Process) Create a culturally responsive district by establishing multi-tiered system of support for behavior and academics. The ESL coordinator will meet with the district instructional leadership team monthly to analyze data and develop improvement plans.                                                                                                                                                                                                                                                                                                                                             | Disaggregated data will be analyzed monthly, iReady and CERT data will be analysed, PSPs, meeting agendas  | EL and Hispanic student data will be pulled and analyzed after each diagnostic. | Title Fund |

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### 5: Transition Readiness

| Goal 5 (State your transition readiness goal.): By 2023, Gallatin County Schools will increase the transition readiness index to 80 as measured by state accountability calculations. |                                                                                                                                                 |                                                                                                                                                                                                                            |                                                                                                       |                                                                                                                                                                                                                                        |                 |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|
| Objective                                                                                                                                                                             | Strategy                                                                                                                                        | Activities                                                                                                                                                                                                                 | Measure of Success                                                                                    | Progress Monitoring                                                                                                                                                                                                                    | Funding         |
| Objective 1<br>By May 2020, Gallatin County Schools will increase the transition readiness index to 64.                                                                               | KCWP 2: Design and deliver instruction to develop a protocol and monitoring/documentation tool for tiered intervention movement considerations. | (Practice) Develop an additional "Wildcat Focus Group" period in the daily schedule. Students will utilize ALEKS online Math instruction and Achieve 3000 online reading instruction to build transition readiness skills. | ALEKS performance and instruction completion reports, Achieve 3000 performance and completion reports | Teachers will monitor student performance and progress weekly.                                                                                                                                                                         | Title Funding   |
|                                                                                                                                                                                       |                                                                                                                                                 | (Practice) Teachers will utilize high yield instructional strategies and ACT test taking strategies.                                                                                                                       | Lesson plans, formative assessments, CERT data                                                        | School admin will monitor 3 week unit lesson plans weekly and provide timely and constructive feedback.<br><br>School admin will utilize district observation tool to document the utilization of high yield instructional strategies. | \$0             |
|                                                                                                                                                                                       | KCWP6: Establishing Learning culture and environment to ensure that all available resources are deployed to assist students in need.            | (Process) The HS will develop a program in cooperation with local business and industry that gives students opportunities to visit and tour all local facilities.                                                          | Number of students participating in tours.                                                            | Tour opportunities will be offered monthly.                                                                                                                                                                                            | Locally funded. |

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### 6: Graduation Rate

Goal 6 (State your graduation rate goal.): By 2023, Gallatin County Schools will increase the Graduation Indicator to 97 as measured by state accountability calculations.

| Objective                                                                                         | Strategy                                                                                                                             | Activities                                                                                                                                                                                                                                                                                                                                                                                                                            | Measure of Success                                                                                               | Progress Monitoring                                                                                                                                                                                                                                                                | Funding                       |
|---------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|
| Objective 1<br>By May 2020, Gallatin County Schools will increase the graduation indicator to 93. | KCWP6: Establishing learning culture and environment to ensure that all available resources are deployed to assist students in need. | (Condition) The school will develop a systems of support for students that miss multiple days of school. School admin and FYRC coordinator will conduct home visits when students are missing school.<br><br>(Practice) The school will offer a virtual learning program for students that face significant barriers in the traditional classroom placement. A certified teacher will be assigned to all virtual learning placements. | Student attendance records, IC grade performance<br><br>Edgenuity reports, IC grade performance, credits awarded | Student attendance will be monitored daily and home visits will be conducted weekly.<br><br>Weekly reports will indicate adequate performance. Students not meeting prearranged performance goals will receive adjustments to their virtual learning and teacher contact schedule. | General Funds,<br>Title Funds |

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### 7: Other (Optional)

| Goal 7 (State your separate goal.): |          |            |                    |                     |         |
|-------------------------------------|----------|------------|--------------------|---------------------|---------|
| Objective                           | Strategy | Activities | Measure of Success | Progress Monitoring | Funding |
| Objective 1                         |          |            |                    |                     |         |
|                                     |          |            |                    |                     |         |
|                                     |          |            |                    |                     |         |
|                                     |          |            |                    |                     |         |
| Objective 2                         |          |            |                    |                     |         |
|                                     |          |            |                    |                     |         |
|                                     |          |            |                    |                     |         |
|                                     |          |            |                    |                     |         |

## Gallatin County Schools

### Special Considerations for Districts with Targeted Support and Improvement (TSI) Schools

Districts with a school identified for Targeted Support and Improvement (TSI) must monitor and provide support to the school to ensure the successful implementation of the school improvement plan (703 KAR 5:280(11)). The local board of education must review and approve the revised school improvement plan for TSI schools (KRS 160.346(4)(a)).

#### Monitoring and Support

**Consider:** Describe the district's plan for monitoring and supporting the school improvement plan of any school identified for TSI. Include in your response information regarding the process for local board review and approval.

**Response:**

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