

Purpose:

The mission Christian County Public Schools is to ensure meaningful learning experiences that empower ALL students IN reaching their fullest potential in a changing world. We will provide the tools for pre-school to post-graduation success by uniting all shareholders to support diverse academic and social emotional needs.

CCPS Equity Team Members for SY 2023-24

Chris Bentzel	Kim Stevenson	Beverly Fort	Daniel Pryzbylski	Tishauna Douglas
Heather Gray	Heather Campbell	Ivan Brown	Melisa Hudson	Lisa Wooten
Kortez Ivory	Michelle Walden	Sara Shepherd	Sherry Holloway	Tom Bell
Vice Killebrew	Derrick Tuck	Allison Gamblin	Ron Gager	Jessica Hobson
Mary Lovelace	Jenny Gray	Tara Toliver	Tierra Leavell	Laurel Pemberton
Sharita Ladson				

The Four Areas of Focus:

1. Equity in Curriculum, Instruction and Assessment
2. School Climate
3. High Quality/Diverse Staff
4. Parental Involvement

Equity in Curriculum, Instruction and Assessment			4 Areas of Focus		
Goals	Current Reality	Strategies/Action Plan	Progress Monitoring	Timeline	POC/Resources
<p>Goal 1. Identify root causes and need support for ALL students to be successful in advanced coursework.</p>	<ul style="list-style-type: none"> <input type="checkbox"/> 10% of identified GT students are underperforming on KSA in the area of giftedness. <input type="checkbox"/> 18.8% (527) students are enrolled in AP courses. 69 students have qualifying scores. <input type="checkbox"/> 10.2% (287) students are enrolled in dual credit. 279 are course completers. 269 have a qualifying grade (C or better). 	<ul style="list-style-type: none"> <input type="checkbox"/> Analysis of GT student data on KSA to identify and implement strategies for underperformance <input type="checkbox"/> Increase sub group enrollment and completion of advanced classes <input type="checkbox"/> Increase subgroup identification for gifted and talented services. 	<ul style="list-style-type: none"> <input type="checkbox"/> MAP Assessment <input type="checkbox"/> Mastery Connect Assessments <input type="checkbox"/> Monitor sub group enrollment and completion of advanced classes <input type="checkbox"/> Monitor subgroup identification for gifted and talented services. 	1Q-2022-2023 KSA Assessments/MAP	Shannon Slate, Lea Brumfield, Michelle Walden Kadi Ralston, Zach Hibbs Kadi Ralston, HS counselors, Shannon Slate Shannon Slate, Lea Brumfield, Michelle Walden
				2Q-MAP Mastery Connect Analysis of GT identification	
				3Q-MAP Mastery Connect	
				4Q-MAP Mastery Connect AP Coursework Assessment	
<p>Goal 2. School teams develop and implement MTSS plans to include academic and behavior interventions for ALL students demonstrating the need for additional support.</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Discipline infractions from SY 22-23 = 9,754 <input type="checkbox"/> 🇺🇸 2023 KSA Subgroup... <input type="checkbox"/> 33.8% of students needing Reading Fluency and Reading Intervention Plan in grades K-3. 	<ul style="list-style-type: none"> <input type="checkbox"/> Discuss strategies during the workshop with PBIS team members <input type="checkbox"/> Train and support school staff in practices and processes to improve MTSS <input type="checkbox"/> Utilize MAP Reading Fluency to assess students in grades K-3 who are below the 30th percentile in reading. Use this data to create Reading Improvement 	<ul style="list-style-type: none"> <input type="checkbox"/> School and district discipline data <input type="checkbox"/> MTSS administrator training agenda/sign in sheets <input type="checkbox"/> Interventionist training agendas/sign in sheets <input type="checkbox"/> MAP Assessment <input type="checkbox"/> Mastery Connect Assessments 	1Q-MTSS meetings Intervention Training MAP Assessment Mastery Connect Reading Fluency Assessment	MTSS District Team MTSS School Teams ** MTSS Guidance Document
				2Q-MTSS meetings MAP Assessment Mastery Connect Reading Fluency Assessment	

		<p>Plans and Read at Home Plans.</p> <input type="checkbox"/> School schedules allow for intentional intervention time.	<input type="checkbox"/> Reading Fluency Assessments <input type="checkbox"/> Individual student monitoring of progress in meeting individualized goals <input type="checkbox"/> School schedules	<p>3Q-MTSS meetings MAP Assessment Mastery Connect Reading Fluency Assessment</p> <p>4Q-MTSS meetings MAP Assessment Mastery Connect Reading Fluency Assessment</p>	
<p>Goal 3. Implementation and monitoring of high quality instructional resources that are culturally relevant, free from bias, and are accessible to all students.</p>	<input type="checkbox"/> Elementary schools have high quality core resources in the area of reading, math, and science. Currently, no social studies instructional resources are rated green on ed reports. <input type="checkbox"/> Middle/High Schools are going through the adoption process for a high quality instructional resource in the area of reading and math. <input type="checkbox"/> Stemsscopes are being used in middle and high school science classes.	<input type="checkbox"/> Implementation and monitoring of high quality instructional materials at the elementary level: Into Reading, Eureka Math, Amplify Science, and TCI Social Studies. <input type="checkbox"/> Implementation and monitoring of high quality instructional materials at the secondary level: CommonLit, Illustrative Mathematics, STEMscopes, and DBQ (Document Based Questions). <input type="checkbox"/> Ensure the PLC process encompasses discussion of curriculum materials to support all students in reaching the levels of rigor demanded by the Kentucky Academic Standards..	<input type="checkbox"/> Instructional Reviews will focus on standard, learning target, and instructional materials being used to meet the level of the standard.	<p>1Q-Instructional reviews</p> <p>2Q-Instructional reviews Selection of high quality resources for reading in MS/HS.</p> <p>3Q-Site visits</p> <p>4Q-Site visits Selection of high quality resources of math for MS/HS.</p>	<input type="checkbox"/> Equity Lenses for High-Quality Reading and Writing Instructional Resources (ky.gov) <input type="checkbox"/> CCPS Instructional Department <input type="checkbox"/> School level leadership teams
<p>Goal 4: All 8 schools identified as TSI will move out of this</p>	<input type="checkbox"/> 8 schools currently identified as TSI status for students with disabilities.	<input type="checkbox"/> Strategies developed by the special education department will be shared	<input type="checkbox"/> Meetings with building leads. <input type="checkbox"/> Training	<p>Feedback from building leads, May 2024</p>	<input type="checkbox"/> Michelle Ladd & Special Education Consultants

<p>category during the 2022-2023 school year as evidenced by KSA assessment results (Fall 2023)</p>		<p>with team leads and administrators.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Team leads in each building will work with special education teachers and administrators to implement, monitor, and assess strategy implementation. <input type="checkbox"/> Data analysis and tracking to include sub group populations (African American, English Learners, Student with Disabilities) to identify where the achievement gap is closing or widening. 	<p>throughout the school year.</p> <ul style="list-style-type: none"> <input type="checkbox"/> TSI document for data tracking 	<p>Walkthroughs</p>	
<p>Goal 5: EL Students</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Christian County Public Schools has enrolled 22 Newcomers during the 2023-24 school year. 	<ul style="list-style-type: none"> <input type="checkbox"/> Data analysis and tracking to include sub group populations to identify where the achievement gap is closing or widening. 	<ul style="list-style-type: none"> <input type="checkbox"/> Progress monitoring will include monitoring of Newcomer student's grades, behavior, and also making sure that they are enrolled in correct classes. <input type="checkbox"/> ACCESS testing <input type="checkbox"/> MAP testing <input type="checkbox"/> Classroom data 	<ul style="list-style-type: none"> <input type="checkbox"/> Every two months 	<ul style="list-style-type: none"> <input type="checkbox"/> Tracey Leath <input type="checkbox"/> Vicky Barnes <input type="checkbox"/> Ainny Berenguer <input type="checkbox"/> EL Team members <input type="checkbox"/> Migrant Team members

School Climate/Culture			4 Areas of Focus		
Goals	Currently Reality	Strategies/Action Plan	Progress Monitoring	Timeline	POC/Resources
Goal 1. Training on Trauma Informed Care	<input type="checkbox"/> Training hasn't been completed in a couple of years and there has been an increase in trauma situations with students.	<input type="checkbox"/> 100 staff will be training in 2023-2024 <input type="checkbox"/> 100 staff will be trained in 2024-2025 <input type="checkbox"/> 81 staff will be trained in 2025-2026	<input type="checkbox"/> Sign in sheets for training	<input type="checkbox"/> Complete 1st year training by May 2024	<input type="checkbox"/> Kim Stevenson / WKEC Cooperative (grant funded)
Goal 2. Collect Data from Terrace Metrics Survey on students Social Emotional Learning	<input type="checkbox"/> SSR Surveys from teachers on students for Project Prevent Grant	<input type="checkbox"/> SEL Assessments will be given in the school year to measure students progress and growth - students take the survey <input type="checkbox"/> Parent permission will have to be given for students to take survey	Q2 - Review results of survey	Q2 - Surveys will be given and results determined	<input type="checkbox"/> Kim Stevenson / Terrace Metrics (grant funded)
			Q4 - Compare results of survey	Q4 - Surveys will be given and analyzed against the Q2 results	
Goal 3. All students will complete the Too Good for Drugs and Too Good for Violence programs	<input type="checkbox"/> PMHC is completing Too Good for Drugs in the middle and high school	<input type="checkbox"/> Professional consultant from Mendez Foundation will come and train on-site 4 groups of 30 each			<input type="checkbox"/> Kim Stevenson /Mendez Foundation (grant funded)
Goal 4. Decrease behavioral infractions through PBIS Tier I	<input type="checkbox"/> Discipline infractions from SY 22-23 = 9,808 <input type="checkbox"/> Current infractions: 3,975	<input type="checkbox"/> Tier I monthly meetings to review discipline <input type="checkbox"/> Tier I - Minor process followed <input type="checkbox"/> School-Expectations consistent among staff and students <input type="checkbox"/> Review discipline referrals, suspensions, restraint and seclusion data and develop support	<input type="checkbox"/> Monthly reports on discipline and quarterly reports on disproportionality	<input type="checkbox"/> Monthly - in PBIS meetings and at Administrator Academy	<input type="checkbox"/> Kim Stevenson/PBIS Coaches

<p>Goal 5. Tier II students will be identified and given interventions through the school counselors and School Based therapist.</p>	<p><input type="checkbox"/> School Counselors have been implemented the SEL Curriculum guide</p>	<p><input type="checkbox"/> Monthly Tier II meetings to over individual students <input type="checkbox"/> Develop intervention plan to assist students in changing behavior</p>	<p><input type="checkbox"/> Review in monthly school school counselor meetings</p>	<p><input type="checkbox"/> Monthly</p>	<p><input type="checkbox"/> Kim Stevenson/School Counselors</p>
<p>Goal 6: Student Voice Focus Groups - teachers to be involved - led by students</p>	<p><input type="checkbox"/> Currently there are five active focus groups within our secondary schools.</p>	<p><input type="checkbox"/> We will meet individually once per week and once a month as a group monitoring attendance, grades, and behavior.</p>	<p><input type="checkbox"/> Weekly data will be monitored and recorded on data spreadsheets.</p>	<p>Ongoing 2023-24</p>	<p>Vice Killebrew</p>
<p>Goal 7: Mentor African American students in both high schools.</p>	<p><input type="checkbox"/> Currently visiting both high schools once a week. Established relationships with several AA students.</p>	<p><input type="checkbox"/> Build relationships with their teachers, counselors, and therapist to give them the best possible outcome, academically, socially, and emotionally.</p>	<p><input type="checkbox"/> Will meet weekly, monthly, and quarterly to monitor and measure progress</p>	<p>Ongoing 2023-24</p>	<p>Vice Killebrew</p>

High Quality/Diverse Staff			4 Areas of Focus		
Goals	Current Reality	Strategies/Action Steps	Progress Monitoring	Timeline	POC/Resources
<p>Goal 1. Actively recruit a diverse and high-quality staff.</p>	<p><u>Total Certified CCPS Employees on 9/15 of each school year</u> 2020-21: 635 2021-22: 668 2022-23: 636 2023-24: 653 (as of 9/29/23)</p> <p><u>Total Certified CCPS Minorities on 9/15 of each school year</u> 2020-21: 50 2021-22: 70 2022-23: 85 2023-24: 86 (as of 9/29/23)</p> <p><input type="checkbox"/> Prepare for Recruitment Season Registering for fall recruitment events for CCPS Ordering recruitment promotional items. Organizing recruitment materials. Onboarding new personnel</p>	<p><input type="checkbox"/> Increase Applicant Pool Attend Job/Recruitment Fairs at HBCU, MSU, U of L, APSU, WKU, and Ft. Campbell to recruit a high quality and diverse staff.</p> <p>Host on site job fairs Connect with potential applicants</p> <p><input type="checkbox"/> Post opened positions on the CCPS website, Frontline, state website and online employment websites</p>	<p><input type="checkbox"/> Monitor number of Employees hired from job fairs</p> <p><input type="checkbox"/> Monitor number of positions filled</p> <p><input type="checkbox"/> Monitor vacancies</p> <p><input type="checkbox"/> Check websites to monitor posted positions that have been filled or need to be extended</p>	<p>Ongoing 2023-24</p> <p>Ongoing</p>	<p>Teacher Recruiter Personnel Office</p> <p>Personnel Department Teacher Recruiter</p> <p>Director of Communications</p>

	<ul style="list-style-type: none"> <input type="checkbox"/> Need to Increase Salaries and other incentives for recruitment <input type="checkbox"/> Staff responses to teacher retention surveys (opening day) and teacher voice committee Fall Semester School Counseling Internship: 1 Student Teachers: 4 MSU Practicum Students: 7 HCC Students: 5 	<ul style="list-style-type: none"> <input type="checkbox"/> Utilize district and school social media/websites to market job opportunities in CCPS <input type="checkbox"/> Provide \$1000 Stipend for all employees <input type="checkbox"/> Increase salaries with a 3% raise for all employees <input type="checkbox"/> Unfreeze the step <input type="checkbox"/> Offer Incentives to recruit teachers to CCPS (Rank Change, Inspire Learning Academy, MAT/Option 6 tuition assistance, Stipend, Increase salaries, Discount Cards) <input type="checkbox"/> Host University practicum students, student teachers and internships through partnerships with Universities 	<ul style="list-style-type: none"> <input type="checkbox"/> Monitor and update Facebook posts Radio Ads <input type="checkbox"/> Discuss Employment Retention Survey Results <input type="checkbox"/> Round with St. Teachers and Interns 	<p>Ongoing</p> <hr/> <p>2Q November 2023</p> <p>4Q Board Meeting for salary increase and to unfreeze the step</p> <p>1Q Survey Results</p> <hr/> <p>2Q Fall semester students</p> <hr/> <p>4Q Spring semester students</p>	<p>Principals/POC at each school</p> <p>Superintendent Board Members</p> <p>Superintendent Asst. Superintendent</p> <p>Teacher Recruiter School Principals MSU/WKU/HCC</p>
<p>Goal 2. Minimize teacher turnover rates.</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Mentoring plan for new teachers created at each school and mentors assigned 	<ul style="list-style-type: none"> <input type="checkbox"/> Implement New Teacher Mentoring plan by each school <input type="checkbox"/> Support offered by New Teacher Coach to principals for mentoring plan <input type="checkbox"/> Support for new teachers from mentors and instructional coaches 	<ul style="list-style-type: none"> <input type="checkbox"/> Monitor plans <input type="checkbox"/> Checklist/plan for mentors 	<p>Ongoing Implementation and Monitoring of mentoring plans</p>	<p>Principals Instructional Team and Coaches Mentors</p>

	<input type="checkbox"/> New Teacher Summer Institute	<input type="checkbox"/> Host New Teacher Summer Institute and provide onboarding assistance to schools	<input type="checkbox"/> Attendance and gather information from the exit slip/survey	Summer 2024	New Teacher Coach and Instructional Team
Goal 3. Provide tuition subsidies for teachers to pursue a MAT/Option 6 program with WKU to earn their teacher certification in their area/content that will lead to retention of High Quality Teachers	<input type="checkbox"/> Current numbers of teachers enrolled in program by school: CCHS: 7 HHS: 6 CCMS: 5 HMS: 5 BLGA: 2 FR: 5 MI: 2 MLK: 3 PE: 3 SF: 3 SC: 1 VLA: 1 <u>SPED Teachers enrolled: 8</u>	<input type="checkbox"/> Utilize the SAFE grant to provide the application fee and ½ tuition costs for teachers hired who hold a Bachelor's Degree to pursue a MAT/Option 6 program at WKU that will lead to teacher certification.	<input type="checkbox"/> Monitor teachers in the program to see if they are admitted into the program, enrolled in classes, completion of new CA-TP, balancing work/classes and studying/taking the Praxis 2/PLT tests	1Q Sign Contracts and recognition of teachers in the program Ongoing monitoring	SAFE Grant WKU Director of Finance Teacher Recruiter Personnel Office
Goal 4. Provide tuition assistance for our Grow Our Own programs for students pursuing education as a career.	<input type="checkbox"/> Rotary Impact GYO Three teachers, who received the Rotary Impact Scholarship, were hired for Fall 2023-24 school year 2023-24 school year 1 Senior at MSU in program 1 Junior at MSU in program 1 Sophomores at HCC 2 Freshman at HCC/MSU <input type="checkbox"/> GYO with WKU 7 classified enrolled in GYO for the Fall 2023 semester: 5 minorities in the GYO program Crofton: 1 IH: 1 CCMS: 3 FR: 1 PE: 1	<input type="checkbox"/> Provide the application for the Rotary Impact Scholarship to HCC/MSU students. Scholarship will pay for their last two years of college tuition. <input type="checkbox"/> Utilize the STEPP grant to provide ⅓ cost of tuition for classified staff to complete their Bachelor's Degree. WKU covers ⅓, Student ⅓	<input type="checkbox"/> Monitor Rotary impact contract requirements, GPA and attendance requirements <input type="checkbox"/> Monitor applications submitted <input type="checkbox"/> Monitor and support GYO Classified staff: completing application, meeting with advisor, and enrolling in classes.	1Q Recognition of those Rotary Impact Scholars on our social media posts 3Q Rotary Impact application live on our website 4Q Choose new Rotary Impact Scholars 1Q: Apply for WKU admissions and enroll in classes. Sign Tuition Subsidy contract agreement and recognition of classified in the program Ongoing Monitoring	Rotary Foundation Teacher Recruiter Director of Finance MSU Bursar's Office and MSU Education Coordinator Director of Communications STEPP Grant Teacher Recruiter/Director of Finance WKU

<p>Goal 5: Hire high quality EL instructors to provide more support for our students.</p>	<p><input type="checkbox"/> EL Teachers 8 teachers hired for 2023-2024 1 assistant hired Need to hire 1 more EL teacher</p>	<p><input type="checkbox"/> Recruit and hire a new EL teacher at fall job fair events.</p>	<p><input type="checkbox"/> Position posted</p>	<p><input type="checkbox"/> 2Q attend job fairs <input type="checkbox"/> Hire by December</p>	<p>Tracey Leath, Director of Federal Programs Teacher Recruiter</p>
--	---	--	---	--	--

Parental Involvement			4 Areas of Focus		
Goals	Current Reality	Strategies/Action Plan	Progress Monitoring	Timeline	POC/Resources
<p>Goal 1. CCPS will include parent engagement as a key component of district school strategic plans.</p>	<ul style="list-style-type: none"> <input type="checkbox"/> 84.3% of students have an engaged adult <input type="checkbox"/> All parents received a Title I Parent Involvement survey at the conclusion of the 2022-23 school year to inform the 2023-24 year. Parents indicated that they would prefer funding be spent on Family Events; that food should be provided; that they would be interested in attending sessions on school success and building confidence; and that they are interested in a video learning service. 	<ul style="list-style-type: none"> <input type="checkbox"/> Hiring of a parent and community liaison <input type="checkbox"/> All schools have developed a parent engagement and education plan. <input type="checkbox"/> A District Title I Parent Involvement meeting will occur at which time an action plan will be made based on parent feedback on the Title I Parent Involvement Survey 	<ul style="list-style-type: none"> <input type="checkbox"/> Monitor percentage of students with an engaged adult as outlined by the district definition of an engaged adult <input type="checkbox"/> Monitor percentage of parents participating in parent involvement school offerings. 	<p>Q1-School plans completed Parent and Community Liaison hired. Q2-Implementation of school plans. Q3-Implementation of school plans. Q4-Implementation of School plans.</p>	<p>Instructional Department Kim Stevenson Jessica Addison Tishauna Douglas Title I contacts</p>
<p>Goal 2. Parent Community Liaison will help promote community outreach and parent engagement with equity amongst all areas of the community.</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Parent Community Liaison has been hired and will begin September 29th. <input type="checkbox"/> Current percentage of students with an engaged adult is 84.3%. 	<ul style="list-style-type: none"> <input type="checkbox"/> Parent Community Liaison will work with schools on their individualized plan. <input type="checkbox"/> Each school has a list of students who do not have an engaged adult. Parent Community Liaison will assist in reaching those parents. <input type="checkbox"/> Schools will implement their plans to increase the number of students with an engaged adult. <input type="checkbox"/> Parent Community Liaison will lead educational 	<ul style="list-style-type: none"> <input type="checkbox"/> Percentage of students with an engaged adult. <input type="checkbox"/> Parent sign ins from educational events. <input type="checkbox"/> Parent Community Liaison updates. 	<p>Q1-School plans completed Parent and Community Liaison hired. Q2-Implementation of school plans. Q3-Implementation of school plans. Q4-Implementation of School plans.</p>	<p>Instructional Department Kim Stevenson Jessica Addison Tishauna Douglas</p>

		sessions at the district and school level.			
--	--	--	--	--	--