# Comprehensive School Improvement Plan (CSIP)

## Rationale

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

While the focus of continuous improvement is student performance, the work must be guided by the aspects of teaching and learning that affect performance. An effective improvement process should address the contributing factors creating the learning environment (inputs) and the performance data (outcomes). Through the Needs Assessment for Schools, priorities were identified and processes, practices, and/or conditions were chosen for focus. This goal building template will assist your improvement team to address those priorities and outline your targets and the activities intended to produce the desired changes. Progress monitoring details will ensure that your plan is being reviewed regularly to determine the success of each strategy.

Please note that the objectives (short-term targets) set by your school under the Achievement Gap section of this planning template will be used by the district’s superintendent to determine whether or not your school met its targets to reduce the gap in student achievement for any student group for two consecutive years as required by KRS 158.649. Likewise, operational definitions for each required planning component can be found on page 2 of the planning template.

For those schools operating a Title I Schoolwide Program, this plan meets the requirements of Section 1114 of the Every Student Succeeds Act as well as state requirements under 703 KAR 5:225. **No separate Schoolwide Program Plan is required**.

## Requirements for Building an Improvement Plan

* The required goals for **elementary/middle schools** include the following:
	+ State Assessment Results in reading and mathematics
	+ State Assessment Results in science, social studies and writing
	+ Achievement Gap
	+ English Learner Progress
	+ Quality of School Climate and Safety
* The required goals for **high schools** include the following:
	+ State Assessment Results in reading and mathematics
	+ State Assessment Results in science, social studies and writing
	+ Achievement Gap
	+ English Learner Progress
	+ Quality of School Climate and Safety
	+ Postsecondary Readiness
	+ Graduation Rate

## ****Alignment to Needs:****

Results of the Phase Two needs assessment process should inform the development of the comprehensive school improvement plan. List the identified priorities below to be addressed in order to build staff capacity and increase student achievement.

**Priorities/Concerns from Needs Assessment for Schools**

List two or three of the greatest areas of weakness identified in question #5 of the Needs Assessment for Schools that will be thoroughly addressed in the strategies and activities outlined in this template.

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| **For the 22-23 school year, East Hardin received a 64.5% index in the area of math. 23% of our students scored novice; 31% of our students scored apprentice; 32% scored proficient and 14% scored distinguished.****In reading, East Hardin’s index score was 74.4%; 18% students received novice; 27% students scored apprentice; 33% were proficient; and 22% of students were in the distinguished range.****While East Hardin has shown significant growth (as indicated by our reading/math indicator rating of blue), it is still a priority area.**  |

**Processes, Practices, or Conditions to be Addressed from Key Elements Template**

List two or three of the processes, practices, or conditions identified on the School Key Elements Template that the school will focus its resources and efforts upon and thoroughly address in the strategies and activities outlined in this template.

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| KCWP 1: Design and Deploy Standards: East Hardin has several summer professional development opportunities that focus on curriculum and statewide standards. We do vertical alignments as well. KCWP 3: Design and Deliver Assessment Literacy: Teachers work together during their PLCs to have common assessments for content and grade levels. Teachers analyze student work and assessments. |

**Indicator Scores**

List the overall scores of status and change for each indicator.

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| **Indicator** | **Status** | **Change** |
| State Assessment Results in reading and mathematics | 69.5 | 6.8 |
| State Assessment Results in science, social studies and writing | 68.2 | 4.4 |
| English Learner Progress | N/A | N/A |
| Quality of School Climate and Safety | 73.2 | 7.3 |
| Postsecondary Readiness (high schools and districts only) | N/A | N/A |
| Graduation Rate (high schools and districts only) | N/A | N/A |

## Explanations/Directions

| **Goal**: Schools should determine long-term goals that are three- to five-year targets for each required school level indicator. Elementary/middle schools must address state assessment results in reading and mathematics, state assessment results in science, social studies and writing, achievement gap, English learner progress, and quality of school climate and safety. High schools must address state assessment results in reading and mathematics, state assessment results in science, social studies and writing, achievement gap, English learner progress, quality of school climate and safety, postsecondary readiness, and graduation rate. Long-term goals should be informed by The Needs Assessment for Schools. |
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| **Objective** | **Strategy** | **Activities** | **Measure of Success** | **Progress Monitoring** | **Funding** |
| Schools should determine short-term objectives to be attained by the end of the current academic year. Objectives should address state assessment results and/or aligned formative assessments. There can be multiple objectives for each goal. | Describe your approach to systematically address a process, practice, or condition that was identified as a priority during the Needs Assessment for Schools. There can be multiple strategies for each objective. The strategy can be based upon [Kentucky’s six (6) Key Core Work Processes](https://education.ky.gov/school/stratclsgap/Pages/default.aspx) or another established improvement approach (i.e. *Six Sigma, Shipley, Baldridge, etc.).* | Describe the actionable steps the school will take to deploy the chosen strategy. There can be multiple activities for each strategy. | List the criteria that will gauge the impact of your work. The measures may be quantitative or qualitative but are observable in some way. Consider measures of input as well as outcomes for both staff and students. | Describe the process used to assess the implementation of the plan, the rate of improvement, and the effectiveness of the plan. Your description should include the artifacts to be reviewed, specific timelines, and responsible individuals. | List the specific federal, state, or local funding source(s) used to support each improvement initiative. If your school is a recipient of Title I, Part A funds, your CSIP serves as your annual plan and must indicate how Title I funds are utilized to carry out the planned activities. |

## 1: State Assessment Results in Reading and Mathematics

| Goal 1: By 2026, students scoring proficient/distinguished in reading and math will increase. Proficient and distinguished student ratings in the area of reading will increase from 55% to 75%; proficient and distinguished student ratings in math will increase from 46% to 66% by the year of 2026. |
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|  **Objective**  | **Strategy** | **Activities**  | **Measure of Success** | **Progress Monitoring**  | **Funding** |
| Objective 1By 2025, students scoring proficient/distinguished in reading will increase from 55% to 65%.  | RTI Implementation- teachers and counselors will identify the individual needs and readiness of students and provide the necessary interventions based upon that data. Data will be collected through iReady,KSA, formative and summative assessments. Teachers will meet with administration to examine the iReady/KSA projected proficiency report and to identify the students that are projected to score novice and apprentice. KCWP1/KCWP2/KCWP4 | Enhancement classes- students that are below grade level in the areas of reading and writing will be identified based on data and be provided one period of instruction a day designed to meet the specific learning needs of the students. Reading and intervention teachers. Acitivty:KCWWP4/KCWP5 | Analyzing student iReady data, specifically those who are below grade level to determine if short term and long term goals have been met; this will be monitored on a weekly, monthly and quarterly basis. PLC Agendas, walkthrough data and professional learning opportunities. | Monitored by administration, counselors, ESS coordinator and all teachers. | General fund, Title ESS, and ESSER funds |
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| Objective 2By 2025, students scoring proficient/distinguished in math will increase from 46% to 56% | RTI Implementation- teachers and counselors will identify the individual needs and readiness of students and provide the necessary interventions based upon that data. Data will be collected through iReady,KSA, formative and summative assessments. Teachers will meet with administration to examine the iReady/KSA projected proficiency report and to identify the students that are projected to score novice and apprentice. KCWP1/KCWP2/KCWP4 | Enhancement classes- students that are below grade level in the areas of Math will be identified based on data and be provided one period of instruction a day designed to meet the specific learning needs of the students. Math Intervention teachersAcitivty:KCWWP4/KCWP5 | Analyzing student iReady data, specifically those who are below grade level to determine if short term and long term goals have been met; this will be monitored on a weekly, monthly and quarterly basis. PLC Agendas, walkthrough da ta and professional learning opportunities | Monitored by administration, counselors, ESS coordinator and all teachers. | General fund, Title ESS, and ESSER funds |
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## 2: State Assessment Results in Science, Social Studies and Writing

| Goal 2 By 2026, students scoring proficient/distinguished in science will increase from 42% to 62%; students scoring proficient/distinguished in social studies will increase from 48% to 68%; by 2026, students scoring proficient/distinguished in writing will increase from 57% to 77%. |
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|  **Objective**  | **Strategy** | **Activities**  | **Measure of Success** | **Progress Monitoring**  | **Funding** |
| Objective 1By 2025, students scoring proficient/distinguished in the area of science will increase from 42% to 52%. | Design and Deploy standards classroom activities. KCWP1 | Ensure curricular alignment reviews are on ongoing action of the PLC’s planning process. | Analyzing student data (common assessments, KSA data), PLC minutes and walkthrough data. | Administration and science teachers | General Funds |
| Ensure regularly scheduled curriculum meetings to review the alignment between standards, learning targets and assessment measures. | PLC Minutes | Administration and science teachers | General Funds |
| PLC’s- teachers will meet on a monthly basis to discuss formative and summative assessments, curriculum alignment and instructional strategies both at the local and district level | Ensure monitoring measures are in place to support high fidelity in teaching to the standards by the way of peer observations, formal and informal observations, classroom data and standards mastery checks. Ensure that vertical curriculum mapping is occurring to identify instructional gaps, including planning for the introduction of the standard, development and gradual release phases and arrival at standards mastery. | Analyzing student data (common assessments, KSA data), PLC minutes and walkthrough data. | Administration and science teachers | General Funds |
| Provide opportunities at the district level for all science teachers to collaborate. Ensure ongoing professional development in the area of best practice/high yield instructional strategies to aid in curricular adjustments when students fail to meet mastery. Ensure that curricular delivery and assessment measures provide for all pertinent information needs for students. |  |  |  |
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| Objective 2By 2025, students scoring proficient/distinguished in social studies will increase from 48% to 58%. | PLC’s- teachers will meet on a monthly basis to discuss formative and summative assessments, curriculum alignment and instructional strategies both at the local and district level. | Ensure curricular alignment reviews are on ongoing action of the PLC’s planning process. | Analyzing student data (common assessments, KSA data), PLC minutes and walkthrough data. | Administration and social studies teachers. | General funds |
| Ensure regularly scheduled curriculum meetings to review the alignment between standards, learning targets and assessment measures. Ensure monitoring measures are in place to support high fidelity in teaching to the standards by the way of peer observations, formal and informal observations, classroom data and standards mastery checks. | PLC Minutes | Administration and social studies teachers. | General funds |
|  | Ensure that vertical curriculum mapping is occurring to identify instructional gaps, including planning for the introduction of the standard, development and gradual release phases and arrival at standards mastery. Provide opportunities at the district level for all social studies teachers to collaborate.Ensure ongoing professional development in the area of best practice/high yield instructional strategies to aid in curricular adjustments when students fail to meet mastery. Ensure that curricular delivery and assessment measures provide for all pertinent information needs for students. |  |  |  |
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| Objective 3By 2025, students scoring proficient/distinguished in combined writing will increase from 47% to 57%. | PLC’s- teachers will meet on a monthly basis to discuss formative and summative assessments, curriculum alignment and instructional strategies both at the local and district level. | Ensure monitoring measures are in place to support high fidelity in teaching to the standards by the way of peer observations, formal and informal observations, classroom data and standards mastery checks.Ensure that vertical curriculum mapping is occurring to identify instructional gaps, including planning for the introduction of the standard, development and gradual release phases and arrival at standards mastery. Provide opportunities at the district level for all LA teachers to collaborate. Ensure ongoing professional development in the area of best practice/high yield instructional strategies to aid in curricular adjustments when students fail to meet mastery. Ensure that curricular delivery and assessment measures provide for all pertinent information needs for students. | Analyzing student data (common assessments, KSA data), PLC minutes and walkthrough data | Administration and LA teachers | General Funds |
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3: Achievement Gap : By 2026, students with disabilities scoring proficient/distinguished in reading will increase from 21%to 41%; students with disabilities scoring proficient/distinguished in math will increase from 13% to 33%

## KRS 158.649 requires the school-based decision making (SBDM) council, or the principal if no council exists, to set the school's yearly targets for eliminating any achievement gap. The targets should be established with input from parents, faculty, and staff and submitted to the superintendent for consideration and the local board of education for adoption. In addition to being a statutory requirement, intentionally focusing on the achievement gaps that exist among a school’s underserved student populations is also a vital component of the continuous improvement process. Schools should use a variety of measures and analysis when conducting its review of its achievement gaps, including a review of the school’s climate and culture. Schools are not required to establish long term achievement gap goals; however, schools must establish yearly targets (objectives).

|  **Objective**  | **Strategy** | **Activities**  | **Measure of Success** | **Progress Monitoring**  | **Funding** |
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| Objective 1By 2025, students with disabilities scoring proficient/distinguished in reading will increase from 21% to 31%. | Our school will collaborate to understand relevant state and local data points and how this data applies to novice reduction goals. Category: KCWP1/KCWP2/KCWP3/K CWP4/KCWP5 | Instructional Lead Team Training- Team Leaders and administration will work with teachers and district personnel to enhance knowledge on specific skills that will help reduce novice/apprentice student performance. KCWP1/KCWP2/KCWP3/KCWP4 /KCWP5/KCWP6 | Analyzing student data on common assessments, iReady growth and KSA scores. | Team leaders, administration, all teachers monitoring data monthly, quarterly and annually. | General Funds, ESSER funds |
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| Objective 2By 2025, students with disabilities scoring proficient/distinguished in math will increase from 13% to 23%. | Our school will collaborate to understand relevant state and local data points and how this data applies to novice reduction goals. Category: KCWP1/KCWP2/KCWP3/K CWP4/KCWP5 | Instructional Lead Team Training- Team Leaders and administration will work with teachers and district personnel to enhance knowledge on specific skills that will help reduce novice/apprentice student performance. KCWP1/KCWP2/KCWP3/KCWP4 /KCWP5/KCWP6 | Analyzing student data on common assessments, iReady growth and KSA scores | Team leaders, administration, all teachers monitoring data monthly, quarterly and annually. | General Funds and ESSER funds |
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| RTI Interventions: students identified one grade level or more below grade level or more below grade level will be placed in an RTI class to provide additional support to improve student reading and math goals. Both the regular education teacher and an ESS teacher will provide the interventions. | Students identified as one or more grade levels below their reading and math level based upon iReady scores will be placed in an RTI class as part of their instruction. Students will receive individualized support during this process. KCWP1/KCWP2/KCWP3/KCWP4 /KCWP5 | Analyzing student data in RTI classes, iReady growth | ESS teachers, Math teachers monitoring data weekly, monthly, quarterly and annually. | ESS and ESSER funds |
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## 4: English Learner Progress

| Goal 4 (State your English Learner goal.): By 2024, the English Learner Progress Indicator will increase from 18/low to 24 (medium). |
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|  **Objective**  | **Strategy** | **Activities**  | **Measure of Success** | **Progress Monitoring**  | **Funding** |
| Objective 1By 2024, the English Learner Progress Indicator will increase from 18 to 24. | Our school will collaborate to understand relevant state and local data points and how this data applies to our English Learner students. Category: KCWP1/KCWP2/KCWP3/K CWP4/KCWP5 | Team Leaders and administration will work with teachers and district personnel to enhance knowledge on specific skills that will assist our English Learner students.KCWP1/KCWP2/KCWP3/KCWP4 /KCWP5/KCWP6 | Analyzing English Learner student data on common assessments, iReady growth and KSA scores. | Team leaders, administration, all teachers monitoring data monthly, quarterly and annually | General Funds and ESSER funds |
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## 5: Quality of School Climate and Safety

| Goal 5 By 2026, the Quality and School Climate and Safety status will increase from 73.2/high to 75.0/very high.  |
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|  **Objective**  | **Strategy** | **Activities**  | **Measure of Success** | **Progress Monitoring**  | **Funding** |
| Objective 1By 2024, the climate indicator will increase by 2 points. | Our school will collaborate to understand relevant state and local data points and how we can improve school climate with our students and staff.KCWP 6 | Team Leaders and administration will work with teachers and students to receive feedback and recommendations to improve school climate (surveys, pride rallys, PBIS).  | Analyzing various surveys throughout the year, participation in the PBIS store, reduction in office referrals. | Team leaders, administration, all teachers | General funds |
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| Objective 2 By 2024, the safety indicator will increase by 2 points. | Our school will collaborate to understand relevant state and local data points and how we can improve school climate with our students and staff.KCWP 6 | Team Leaders and administration will work with teachers and students to receive feedback and recommendations to improve school climate (surveys, pride rallies, PBIS).  | Analyzing various surveys throughout the year, participation in the PBIS store, reduction in office referrals. | Team leaders, administration, all teachers | General funds |
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## 6: Postsecondary Readiness (High School Only)

| Goal 6 (State your postsecondary goal.): |
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|  **Objective**  | **Strategy** | **Activities**  | **Measure of Success** | **Progress Monitoring**  | **Funding** |
| Objective 1 |  |  |  |  |  |
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| Objective 2 |  |  |  |  |  |
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## 7: Graduation Rate (High School Only)

| Goal 7 (State your graduation goal.): |
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|  **Objective**  | **Strategy** | **Activities**  | **Measure of Success** | **Progress Monitoring**  | **Funding** |
| Objective 1 |  |  |  |  |  |
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| Objective 2 |  |  |  |  |  |
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## 8: Other (Optional)

| Goal 8 (State your separate goal.): |
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|  **Objective**  | **Strategy** | **Activities**  | **Measure of Success** | **Progress Monitoring**  | **Funding** |
| Objective 1 |  |  |  |  |  |
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| Objective 2 |  |  |  |  |  |
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## Addendum for Schools Identified for Targeted or Comprehensive Support

In accordance with 703 KAR 5:280, a school improvement plan means the plan created by schools identified for targeted support and improvement (TSI) or additional targeted support and improvement (ATSI) pursuant to KRS 160.346(4)-(5) and embedded in the comprehensive school improvement plan required pursuant to 703 KAR 5:225. A turnaround plan means the plan created by schools identified for comprehensive support and improvement (CSI) pursuant to KRS 160.346(8)(g) and embedded in the comprehensive school improvement plan required pursuant to 703 KAR 5:225.

All TSI/ATSI improvement plans and CSI turnaround plans are required to address all components of the comprehensive school improvement plan (CSIP), including all diagnostics associated with the development of that plan, as well as additional specific requirements. The following pages outline specific requirements to be addressed by identified schools that must be embedded in the strategies and activities detailed within the indicator goals developed throughout the previous pages of this goal template. Evidence-based practices and activities chosen to address any goal area or additional requirement must be informed by the Needs Assessment for Schools and feedback from any on-site review conducted by the Kentucky Department of Education (KDE).

## Special Considerations for Targeted Support and Improvement (TSI) including Additional Targeted Support and Improvement (ATSI) Schools

TSI schools (including ATSI schools) must embed their subgroup(s) plan for improvement within their CSIPs. TSI stakeholders, including the principal and other school leaders, teachers, and parents, should carefully consider what must be done to ensure the subgroup(s) perform(s) at high levels in the state accountability system. In addition to identifying strategies and activities within the CSIP that address the specific needs of underperforming groups, provide narrative information regarding the additional requirements for TSI schools in the following chart:

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| **Components of Turnaround Leadership Development and Support:** |
| **Consider:** How will you ensure that school leadership has or develops the skills and disposition to achieve accelerated, meaningful, and sustainable increases in student achievement for underperforming subgroups?**Response:**  |
| **Identification of Critical Resources Inequities:** |
| **Consider:** Describe the process used to review the allocation and use of resources (people, time, and money), any resource inequities that were identified that may contribute to underperformance, and how identified resource inequities will be addressed.**Response:**  |
| **Additional Actions That Address the Causes of Consistently Underperforming Subgroups of Students**  |
| **Consider:** Describe the process used to review the learning culture related to your targeted subgroup(s) and any additional actions that were determined to address the causes of underperformance.**Response:** |
| **Targeted Subgroups and Evidence-Based Interventions:** |
| **Consider:** Identify the areas of need revealed by the analysis of academic and non-academic data that will be addressed through CSIP activities for your targeted subgroup(s). What evidence-based practice(s) will the school incorporate that specifically targets the subgroup(s) achievement that contributed to the TSI identification? How will we monitor the evidence-based practice to ensure it is implemented with fidelity? **Response:****Complete the table on the next page to document the evidence that supports the Activities outlined in this plan. Additional rows may be added to accommodate additional pieces of evidence.** |

## TSI/ATSI Evidence-based Practices

The Every Student Succeeds Act (2015) created new expectations for evidence-based decision making at school and district levels. More specific information regarding evidence-based practices (EBP) and requirements can be found on the Kentucky Department of Education’s [Evidence-based Practices website](https://education.ky.gov/school/evidence/Pages/default.aspx). While evidence documentation in the CSIP is only required for schools identified for Targeted Support and Improvement (TSI) including Additional Targeted Support and Improvement (ATSI) and Comprehensive Support and Improvement (CSI), KDE encourages all school leaders to review evidence related to new programs, practices, or interventions being implemented in the school. In addition to documenting the evidence below, TSI, ATSI and CSI schools are expected to upload a description of their evidence review process, the findings of their evidence review, and a discussion of the local implications into the CIP.

Specific directions regarding documentation requirements for each chosen EBP can be found in the “[Compliance Requirements](https://education.ky.gov/school/evidence/Documents/Compliance%20Requirements.pdf)” resource available on KDE’s [Evidence-based Practices website](https://education.ky.gov/school/evidence/Pages/default.aspx). Marking the “Uploaded in CIP” box indicates that you have uploaded required documentation along with this goal template into the platform.

**Complete the table below to document the evidence that supports the Activities outlined in this plan. Additional rows may be added to accommodate additional pieces of evidence.**

| **Evidence-based Activity** | **Evidence Citation** | **Uploaded in CIP** |
| --- | --- | --- |
| Train staff to implement inductive teaching strategies. | Hattie, J. (2009). Visible Learning: a synthesis of over 800 meta-analyses relating to achievement. Routledge: New York, NY.  |[x]
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## Special Considerations for Comprehensive Support and Improvement (CSI) Schools

Schools identified for Comprehensive Support and Improvement (CSI) must complete the CSIP process and meet all applicable deadlines while identified for Comprehensive Support and Improvement (CSI). Following the completion of the school audit, CSI schools must revise their CSIP to account for the improvement priorities identified by the audit team. The newly revised CSIP, referred to as a Turnaround Plan, must include the following items: (1) evidence-based interventions to be utilized to increase student performance and address the critical needs identified in the school audit, (2) a comprehensive list of persons and entities involved in the turnaround efforts and the specific roles each shall play in the school’s turnaround process, and (3) a review of resource inequities, which shall include an analysis of school level budgeting to ensure resources are adequately channeled towards school improvement (703 KAR 5:280). Each of the three aforementioned requirements must be embedded throughout the CSIP document. Once the CSIP has been revised, the turnaround plan must be submitted to the LEA for approval before it is submitted to the Commissioner of Education for final approval.

Provide narrative information regarding the additional requirements for CSI schools in the following chart:

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| **Turnaround Team:** |
| **Consider:** Provide a comprehensive list of persons and entities involved in the turnaround efforts and the specific roles each shall play in the school’s turnaround process **Response:**  |
| **Identification of Critical Resources Inequities:** |
| **Consider:** Describe the process used to review the allocation and use of resources (people, time, and money), any resource inequities that were identified that may contribute to underperformance, and how identified resource inequities will be addressed.**Response:**  |

## CSI Evidence-based Practices

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Specific directions regarding documentation requirements for each chosen EBP can be found in the “[Compliance Requirements](https://education.ky.gov/school/evidence/Documents/Compliance%20Requirements.pdf)” resource available on KDE’s [Evidence-based Practices website](https://education.ky.gov/school/evidence/Pages/default.aspx). Marking the “Uploaded in CIP” box indicates that you have uploaded required documentation along with this goal template into the platform.

Complete the table below to document the evidence that supports the Activities outlined in this plan. Additional rows may be added to accommodate additional pieces of evidence.

| **Evidence-based Activity** | **Evidence Citation** | **Uploaded in CIP** |
| --- | --- | --- |
| Train staff to implement inductive teaching strategies. | Hattie, J. (2009). Visible Learning: a synthesis of over 800 meta-analyses relating to achievement. Routledge: New York, NY.  |[x]
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