

Comprehensive Improvement Plan for Schools

Rationale

School improvement efforts focus on student needs through a collaborative process involving all stakeholders to establish and address priority needs, district funding, and closing achievement gaps between identified subgroups of students. Additionally, schools build upon their capacity for high-quality planning by making connections between academic resources and available funding to address targeted needs.

Operational definitions of each area within the plan

Goal: Long-term three to five year target based on Kentucky Board of Education required goals. Schools may supplement with individual or district goals.

Objective: Short-term target to be attained by the end of the current school year.

Strategy: Research-based approach based on the 6 Key Core Work Processes designed to systematically address the process, practice or condition that the district will focus its efforts upon in order to reach its goals/objectives.

Activity: The actionable steps used to deploy the chosen strategy.

Key Core Work Processes: A series of processes that involve the majority of an organization's workforce and relate to its core competencies. These are the factors that determine an organization's success and help it prioritize areas for growth.

Measure of Success: the criteria that you believe shows the impact of our work. The **measures** may be quantifiable or qualitative, but they are observable in some way. Without data on what is being accomplished by our deliberate actions, we have little or no foundation for decision-making or improvement.

Progress Monitoring: is used to assess the plan performance, to quantify a rate of improvement based on goals and objectives, and to evaluate the effectiveness of the plan.

Guidelines for Building an Improvement Plan

- There are 6 required District Goals: Proficiency, Separate Academic Indicator, Achievement Gap Closure, Graduation rate, Growth, and Transition readiness.
- There are 5 required school-level goals:
For elementary/middle school: Proficiency, Separate Academic Indicator, Gap, Growth, and Transition readiness.
For high school: Proficiency, Separate Academic Indicator, Gap, Graduation rate, and Transition readiness.
- There can be multiple objectives for each goal.
- There can be multiple strategies for each objective.
- There can be multiple activities for each strategy.

1: Proficiency Goal

Goal 1 (State your proficiency goal): Increase the average combined reading and math KPREP scores for middle school students to 75% by 2021.

<p>Which Strategy will the district use to address this goal? (<i>The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.</i>)</p> <ul style="list-style-type: none"> 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 	<p>Which Activities will the district deploy based on the strategy or strategies chosen? (<i>The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.</i>)</p> <ul style="list-style-type: none"> KCWP1: Design and Deploy Standards Classroom Activities KCWP2: Design and Deliver Instruction Classroom Activities KCWP3: Design and Deliver Assessment Literacy Classroom Activities KCWP4: Review, Analyze and Apply Data Classroom Activities KCWP5: Design, Align and Deliver Support Classroom Activities KCWP6: Establishing Learning Culture and Environment Classroom Activities 	<p>In the following chart, identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.</p>
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Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
<p>Objective 1: Increase ELA and math combined proficiency scores for Cumberland County Middle School from 42% to 60%, by May of 2019.</p>	<p>Design and Delivery of Assessment</p>	<p>Increase Rigor and Relevance and formative and summative assessments.</p>	<p>Daily lesson plans and walkthroughs and annual evaluations</p>	<p>Teachers will turn in lesson plans weekly and meet weekly for guided planning. Administration will complete at least 1 walkthrough per teacher per week.</p>	<p>0</p>
		<p>Teachers will meet monthly for PLCs and faculty meetings to discuss data and weekly for common planning time to guide instruction.</p>	<p>Data Tracker information, Lesson plans</p>	<p>Monthly and weekly.</p>	<p>0</p>
	<p>Design and Deliver Instruction</p>	<p>Every teacher will be expected to incorporate at least 20 minutes reading into their instruction weekly.</p>	<p>Increased AR Test completion and AR goals met, increased vocabulary in lessons and assessments.</p>	<p>AR goals are set each 9 weeks.</p>	<p>0</p>
		<p>Increase Rigor and Relevance in daily lesson planning</p>	<p>Lesson plans, walkthroughs, and evaluations</p>	<p>Daily</p>	<p>0</p>
	<p>Review Analyze and Apply Data</p>	<p>Teachers will post data walls and have individual data conversations based on past KPREP results and current MAP test scores with each student to create a growth mindset and monitor student progress.</p>	<p>KPREP history, MAP Data</p>	<p>Annually and 3 times per year in August, January, and March</p>	<p>\$3500</p>

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
		Teachers will use differentiation strategies to reach students where they are based on MAP and past KPREP data and other behavioral indicators.	Goals met each time a MAP test is taken	August, January, and March	\$3500
Objective 2 80% of all students will meet their individual MAP 3 growth goal in ELA and Math by April of 2019.	Design and Deliver Instruction	Data will be exported from MAP and imported into Study Island to increase differentiated practice in areas of weakness in ELA and Math	Study Island Blue Ribbons	Weekly	\$2500
	Review Analyze and Apply Data	RTI Teams will meet every 4-6 weeks to analyze data and discuss placement, in regards to academics and behavior.	Progress monitoring in READ 180, number of assessments retaken each week in math	Every 4-6 weeks RTI teams will reassess data.	\$11,000
		The administration will meet with each student individually to discuss their data and set goals for each MAP assessment and KPREP 3 times per year.	Percentage of students meeting their individual goals in math and ELA.	August, January, and March	0
	Establishing Learning Culture and Environment	Administration will meet with each grade level to discuss a growth mindset and encourage students to work independently on their areas of weakness in study island based on MAP data.	Percentage of students meeting their individual goals in math and ELA and number of blue ribbons completed in Study Island.	August, January, and March	0

2: Separate Academic Indicator

Goal 2 (State your separate academic indicator goal): Increase the average combined proficiency on KPREP in Science, Social Studies, and Writing on Demand by 25% by 2021.

<p>Which Strategy will the district use to address this goal? (<i>The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.</i>)</p> <ul style="list-style-type: none"> 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 	<p>Which Activities will the district deploy based on the strategy or strategies chosen? (<i>The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.</i>)</p> <ul style="list-style-type: none"> KCWP1: Design and Deploy Standards Classroom Activities KCWP2: Design and Deliver Instruction Classroom Activities KCWP3: Design and Deliver Assessment Literacy Classroom Activities KCWP4: Review, Analyze and Apply Data Classroom Activities KCWP5: Design, Align and Deliver Support Classroom Activities KCWP6: Establishing Learning Culture and Environment Classroom Activities 	<p>In the following chart, identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.</p>
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Objective 1 Increase the percentage proficient in 8 th Grade Social Studies from 48.5% to 60% by October 2019.	Design and Deliver Instruction	Increase Rigor and Relevance in lesson planning and formative and summative assessments.	Lesson plans, walkthroughs, and evaluations	Daily	0
	Design and Deploy Standards	Every 8 th grade student will complete a 9 week course in Government and Civics	Progress reports and grades	Every 4.5 weeks.	0
	Design and Deliver Instruction	Increase emphasis on constructed response writing	Grades	Every 9 weeks	0
Objective 2 Increase the percentage proficient in 8 th Grade Writing on Demand from 20.6% to 35% by October 2019.	Design and Deliver Instruction	All teachers will incorporate 20 minutes of writing into their lessons weekly	Grades, lesson plans, walkthroughs	Weekly	0
	Design and Deliver Assessment Literacy	Administration and ELA teachers will live score essays for 8 th grade students.	Live Scoring	Two times per year	0
	Design and Deliver Instruction	Increase Rigor and Relevance in lesson planning and formative and summative assessments.	Lesson plans, walkthroughs, and evaluations	Daily	0

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Increase the percentage proficient in 7 th Grade Science from 25% to 40% by October 2019	Design and Deliver Instruction	Increase Rigor and Relevance in lesson planning and formative and summative assessments.	Lesson plans, walkthroughs, and evaluations	Daily	0
	Design and Deliver Instruction	Increase emphasis on constructed response writing.	Grades	Every 9 weeks	0
	Design and Deliver Assessment Literacy	Utilize TCT as a tool to teach constructed response writing.	Grades on TCTs.	Two times per year	0

3: Gap

Goal 3 (*State your Gap goal*): Increase the average combined reading and math proficiency ratings for all students in the non-duplicated gap group by 20% by October 2021.

Which **Strategy** will the district use to address this goal? (*The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.*)

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Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1 Decrease the gap among free/reduced lunch and consolidated race students by 5% in Math by May of 2019	Review, analyze, and apply data	Teachers and administration will use the data tracker to monitor and determine areas of improvement.	MAP Data	Monthly review of the data and each time MAP is tested.	0
	Design, align, and deliver support processes with sub-group focus	RTI meetings with content teachers and interventionist to determine tier groups and methods of instruction needed for differentiation.	MAP Data, CPA Data, STAR Data, and READ 180 Data	RTI meetings every 4-6 weeks.	\$11,000.00
	Design and Deliver Instruction	Increase Rigor and Relevance in Daily Lesson Plans for Tier I students. Guided planning each Monday to discuss rigor and relevance in lesson planning as well as formative and summative assessments.	Daily lessons plans, walkthroughs and evaluations.	Weekly and annually.	0
Objective 2					

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Decrease the gap among free/reduced lunch and consolidated race students by 5% in ELA	Review, analyze, and apply data	Teachers and administration will use the data tracker to monitor and determine areas of improvement	Data Tracker	Weekly and monthly	0
	Design, align, and deliver support processes with sub-group focus	RTI meetings with content teachers and interventionist to determine tier groups and methods of instruction needed for differentiation			
		Implement a research based program to increase literacy among those students who fall in the Tier III group in ELA			
Decrease the gap among free/reduced lunch and consolidated race students by 5% in ELA	Design and Deliver Instruction	Increase Rigor and Relevance in Daily Lesson Plans for Tier I students. Guided planning each Monday to discuss rigor and relevance in lesson planning as well as formative and summative assessments			

4: Graduation rate

Goal 4 (State your Graduation Rate goal): Not applicable to Middle School

Which **Strategy** will the district use to address this goal? (The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)

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Objective 1					
Objective 2					

5: Growth

Goal 5 (*State your Growth goal*): Increase the percentage of students making growth on the KPREP toward reading and math proficiency by 50%, by October of 2021.

Which **Strategy** will the district use to address this goal? (*The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.*)

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Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1 80% of all students will meet their individual growth goal on MAP tests by April 2019 in math.	Design and Deliver Instruction	Teachers will use differentiation strategies and UDL to reach students where they are based on MAP data and other behavioral indicators.	Goals met during MAP testing per student and % of students showing growth from MAP 1 to MAP 2 and MAP 2 to MAP 3 in math.	3 times per year in August, January, and March.	0
	Design and Deliver Assessment Literacy	MAP tests will be given 3 times per year and individual student goals will be set and monitored each time.	MAP performance data and % of students reaching their goals in math.	3 times per year in August, January, and March.	\$3500
	Design and Deliver Standards	Teachers will spiral past content standards back around in their summative assessments.	Formative and Summative assessments	Weekly.	0
Objective 2 80% of all students will meet their individual growth goal on MAP tests by April 2019 in ELA.	Design and Deliver Instruction	All teachers will incorporate 20 minutes of reading into their lesson plans weekly.	Increased percentage of students reaching their AR goals each 9 weeks. Increased success on MAP testing in Vocabulary and Language Usage.	Every 9 weeks. 3 times per year in August, January, and March.	

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	Design and Deliver Instruction	Teachers will use differentiation strategies and UDL to reach students where they are based on MAP data and other behavioral indicators.	Goals met during MAP testing per student and % of students showing growth from MAP 1 to MAP 2 and MAP 2 to MAP 3 in ELA.	3 times per year in August, January, and March.	0
	Design and Deliver Assessment Literacy	MAP tests will be given 3 times per year and individual student goals will be set and monitored each time.	MAP performance data and % of students reaching their goals in ELA.	3 times per year in August, January, and March.	\$3500

6: Transition Readiness

Goal 6 (*State your Transition Readiness goal*): By December of 2021, 6th and 8th grade students will show successful transition from CCES and going to CCHS, by maintaining grades that are equivalent or better than those of their previous academic year.

Which **Strategy** will the district use to address this goal? (*The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.*)

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Objective 1 6 th grade students will show successful transition to CCMS from CCES, by October 2019	Establishing Learning Culture and Environment	Incoming 6 th graders will shadow students at CCMS to help them make a successful transition to the environment.	Student behavior and grades.	Daily Every 4.5 weeks progress reports and grade cards will be sent home and reviewed.	0
		Communicate routines accurately and teach expected behaviors.	Morning assembly	Daily	0
	Design, Align and Deliver Support	21 st Century Bridge Program summer program to help students transition smoothly	Grades and Behavior	Every 4.5 weeks progress reports and grade cards will be sent home and reviewed.	0
	Establishing Learning Culture and Environment	Incoming 6 th graders will be placed in a house group with other 7 th and 8 th graders in order to get to know the students at CCMS and build relationships.	Student behavior and participation in activities at school.	Daily	0
Objective 2 8 th Grade students will be prepared to enter high school as freshman, by October 2018.	Establishing Learning Culture and Environment	8 th grade students will participate in activities dedicated to helping them transition to high school. (Student Council, High School Advanced Classes, Morning assembly	Grades, Behavior	Daily	0

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
		expectations, pep rally attendance at CCHS, CCHS Mentors, Tours of CCHS)		Every 4.5 weeks progress reports and grade cards will be sent home and reviewed.	
		High school guidance counselor will aid students in career pathways and course selection for Freshman year at Freshman Orientation.	Student schedules, grades	Annually	0
	Design, Align, and Deliver Support	The administration will aid in the transition of at-risk students and students who need intervention by making the administration and counselors at CCHS aware of the data.	Grades, Behavior, MAP Data, KPREP Data	Annually	0