

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, Shipley, 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.

1: Proficiency Goal

Goal 1: By 2024, the district will increase the combined (reading and math) percentage of proficient/distinguished students from 56.6% to 63.1% (elementary); 53.8% to 60.7% (middle); and 46.3% to 54.4% (high).					
Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Objective 1: By 2021, the elementary will increase the combined (reading and math) percentage of proficient/distinguished (P/D) From 56.6% to 58.8%; middle will increase percentage from 53.8% to 56.1%, high from 46.3% to 49%.	KCWP 2: Teachers will be trained in monitoring learning before, during, and after instruction.	Activity- Professional Development District will provide teachers with access to on-going professional development in the areas of instructional gaps, differentiated instruction, and teaching students with disabilities.	Principal Walkthroughs	Progress Monitoring Reports	Federal Funds PNG- Promise Neighborhood Grant Funds General Funds
		Activity- Train the Trainer Teachers who attend professional development will return and train peers on best practice instructional strategies to aid in student achievement.	Faculty Meetings	Principal Report	Federal Funds PNG Promise Neighborhood Grant Funds General Funds
	KCWP 4: Teachers will use a balanced evaluation approach by using formative, summative, and interim assessments to determine student success.	Activity- Teachers will use all assessments to appropriately determine tiered intervention needs.	Movement of students in tiered levels	Principal Report	PNG District Funds
		Activity- Administrators/teachers will develop a clearly defined RTI process to monitor tiered intervention movement and students' progress.	Progress monitoring	District Report	
	KCWP 5: Teachers will use research-based processes to ensure behavioral interventions are taking place and being monitored to meet the needs of all students	Activity- Monitor the school-wide behavior support system that is aligned with the Code of Conduct as well as student action plans for self-monitoring and feedback.	PBIS reports	SBDM reports	District funds
		Activity- District will implement and commit to purposeful, scheduled monitoring efforts in accordance with continuous improvement needs.	District school visits	Progress reports	PNG Grant
Objective 2: By 2021, daily attendance will be monitored to ensure that students are in class, so higher student achievement can be achieved.	KCWP 6: Teachers will monitor student attendance and report to attendance clerk who will report to D.P.P	Activity- Each school will make adequate efforts to contact each absent student daily. Activity- Teacher will work alongside attendance clerk/parent liaison to send notification letters to parent after 3 unexcused absences; three more will result in a principal letter, then the district D.P.P will be notified for further follow-up. Activity- School level attendance meetings.	Attendance Clerk Parent Liaison Principal D.P.P Staff	On-going	Federal Funds

Goal 1: By 2024, the district will increase the combined (reading and math) percentage of proficient/distinguished students from 56.6% to 63.1% (elementary); 53.8% to 60.7% (middle); and 46.3% to 54.4% (high).

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Objective 3: By 2021, there will be collaboration to ensure that there is equal distribution of qualified teachers in all schools.	KCWP 2: Equity will be monitored to ensure that schools provide instruction by highly qualified instructional staff and to ensure that economically disadvantaged and minority children are not taught at higher rates than other children by inexperienced, unqualified, or out of field teachers.	Activity- District will monitor teacher quality through EPSB and make recommendations when appropriate	Personnel Director Principal	On-going	
		Activity- District will provide technical assistance and guidance to strengthen teacher quality through mentoring programs. Activity- Instructional Coach will have two-way communications with administrators and will be made available to assist teachers with best practice strategies, professional learning, and any instructional strategies.	Instructional Coach District Office	Principal Recommendations throughout the year.	Federal Funds
Objective 4: By 2021, teachers will receive professional learning in the areas of closing the achievement gap, differentiating instruction and teaching children with disabilities. Recent TELL survey reveal the need for PD in these areas: 52% GAP, 45% Disabilities, 45% Differentiating Instruction	KCWP 2: Professional Learning will be available for teachers to increase effective teaching strategies.	Activity- District will provide teachers with access to on-going professional development in the areas of reducing instructional gaps, differentiated instruction and teaching students with disabilities.	Progress monitoring Principal Evaluations/Walk-throughs	Progress Monitoring Principal Reports	Professional Development Funding PNG Funds
		Activity- Analyze the findings from each school, review and provide financial support to supplement intervention resources.			
		Activity- Provide professional learning opportunities for staff in the areas of differentiated instruction, closing the achievement gap and teaching students with disabilities. Activity- District will ensure that all students including students with disabilities have access to high levels of instruction			

2: Separate Academic Indicator

Goal 2: By 2024, the district will increase percentages of proficient/distinguished students in Separate Academic Indicator Content Areas: Elementary: Science from 51.6% to 58.9%, Social Studies from 56.4% to 62.9%; Writing from 42.3% to 51%. Middle School: Science from 28.8% to 39.5%; Social Studies from 66.7% to 71.7%; Writing from 42.1% to 50.8%. High School: Science from 28.6% to 32.2%; Writing from 64.3% to 69.7%.					
Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Objective 1: By 2021, the elementary will increase social studies percentage of proficient/distinguished (P/D) from 56.4% to 58.6%, middle will increase percentage from 66.7% to 68.4%.	KCWP 5: Teacher will collaborate in PLC's vertically and horizontally.	Activity- PLC Collaboration District will provide teachers with opportunities to collaborate in the classes taught in social studies focusing on instructional gaps, differentiated instruction, and teaching students with disabilities.	District Staff Principals	Progress Monitoring Principal Reports District Review	PNG- Promise Neighborhood Grant Funds General Funds
		Activity- Collaboration between transition grades (4 th to 5 th), (8 th -9 th) to ensure content gaps are being addressed in social studies.	Principals	Progress Monitoring Principal Reports District Review	
	Activity- PNG supports with programs and staff to target interventions and areas of concern.	PNG staff Principals	Progress Monitoring Principal Reports District Review		
Objective 2: By 2021, the elementary will increase science percentage of proficient/distinguished (P/D) from 51.6% to 54.02%.; middle will increase percentage 28.8% to 32.4%; high from 28.6% to 32.2%.	KCWP 2: Teachers will be trained in monitoring learning before, during, and after instruction.	Activity- Professional Development District will provide teachers with access to on-going professional development in the areas of differentiated instruction, instructional gaps, and teaching students with disabilities in science.	Principal Reports	Interim Assessments, Formative and Summative Assessments	Federal Funds PNG- Promise Neighborhood Grant Funds General Funds
		Activity- Collaboration between transition grades to ensure gaps are being addressed.	Principal	Interim Assessments, Formative and Summative Assessments	
	Activity- PNG supports with programs and staff to target interventions and areas of concerns.	PNG staff Principal	Progress monitoring Principal Reports District Review	PNG Grant	

Objective 3: By 2021 the elementary will increase writing percentage of proficient/distinguished (P/D) from 42.3% to 45.2%, middle will increase percentage from 42.1% to 45%; high from 64.3% to 66.1%.	KCWP 5: Teacher will collaborate in PLC's vertically and horizontally.	Activity- PLC Collaboration District will provide teachers with opportunities to collaborate in writing instruction across grade levels, focusing on instructional gaps, differentiated instruction, and teaching students with disabilities.	Principals District Staff	Progress Monitoring Principal Reports District Review	
		Activity- Collaboration between transition grades (4 th to 5 th), (8 th -9 th) to ensure there is no gaps in writing instruction.	Principals	Progress Monitoring Principal Reports District Review	

3: Growth

Goal 3: By 2024, the district will increase student growth percentage in combined reading and math for all students: Elementary from 67.5% to 72.4%, Middle School from 77% to 80.6%.					
Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Objective 1: By 2021, district will maintain or increase student growth percentage combined reading and math; Elementary (3-5) grade from 67.5% to 69.1%.	KCWP 5: Provide teachers with professional learning to address different learning styles during instruction to increase student achievement.	Activity- Teachers will have training made available in differentiated instruction, closing achievement gap and disabilities.	Teacher surveys Principal walkthroughs	Progress Monitoring	District funds PNG
		Activity- Teachers will be trained and updated on math implementation.			
	KCWP 2: Administrators will support/monitor RTI plan	Activity- Implement an RTI plan for universal screening, student assessment, tiering, differentiating instruction, and research-based interventions.			
		Activity- Administrators/Teachers will develop a clearly defined RTI process to monitor tiered intervention movement and student progress.	Principal walkthroughs RTI plans Grade level PLCs Subject level PLCs	Progress monitoring of students MAP testing CERT testing	

Goal 3: By 2024, the district will increase student growth percentage in combined reading and math for all students: Elementary from 67.5% to 72.4%, Middle School from 77% to 80.6%.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Objective 2: By 2021, district will maintain or increase student growth percentage combined reading and math, Middle School (6-8) from 77% to 78.2%.	KCWP 5: Provide teachers with professional learning to address different learning styles during instruction to increase student achievement.	Activity- Teachers will be trained and updated on IXL, Study Island, and DIGITS implementation.	PD Director Principal	K-Prep Formative Assessments Summative Assessments	PD funds PNG
Objective 3: By 2021, principal and district staff will monitor for curriculum implementation.	KCWP 2: Support principal and staff with developing curriculum maps and curriculum implementation.	Activity- Ensure that principal and staff at each school implement curriculum using best practice for instruction and assessment and monitor implementation throughout the year. Activity- District instructional leaders will analyze curriculum to identify gaps and make necessary adjustments in curriculum maps.	District instructional leaders	Curriculum review Curriculum maps	
Objective 4: By 2021, district instructional supervisors will monitor and make sure reading and writing are implemented in all content areas.	KCWP 3: Provide and support the incorporation of reading and writing into content areas.	Activity- Instructional supervisors will monitor the implementation of reading and writing in all content areas through principal reports, walkthroughs, and student achievement.	Principal and district staff walkthroughs	Writing Program Review	
Objective 5: By 2021, district stakeholders will collaborate to reduce the percentage of students scoring novice by 10%.	KCWP 2: Provide support for the implementation of the standards and methods for collecting evidence of teacher effectiveness.	Activity- Teachers will collaborate in designing instruction, analyzing student work and adjusting instructional practices based upon data and lessons learned about students and their needs.	Principal walkthroughs Interim assessments (MAP and CERT)	Progress monitoring Teacher evaluations	

Goal 3: By 2024, the district will increase student growth percentage in combined reading and math for all students: Elementary from 67.5% to 72.4%, Middle School from 77% to 80.6%.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding

4: Achievement Gap

Goal 4: By 2024, the district will increase the average combined and reading and math proficiency rates for all students in the Gap Group (Free and Reduced Lunch): Elementary from 46.7% to 54.7%; Middle from 43.9 to 52.4; High from 44.3% to 52.7%.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Objective 1: By 2021, the elementary will increase the average combined reading and math proficiency rate for students in the Gap group from 46.7% to 49.4%; middle will increase from 43.9% to 46.7%, and high from 44.3% to 47.1%.	KCWP 2: Teachers will be trained in monitoring learning before, during and after instruction.	Activity- Professional Development District will provide teachers with access to on-going professional development in the areas of instructional gaps, differentiated instruction, and teaching students with disabilities.	Principal Walkthroughs	Quarterly Reports	
		Activity- Ensure monitoring measures are in place to support high fidelity in teaching the standards by formal/informal observations, classroom data, and peer observations.	Evaluations	CEP	
	KCWP 4: Teachers will use a balanced evaluation approach using various formative, summative, and interim assessments to determine student success.	Activity- Monitor the PLC protocol with an effective process for standards deconstruction, designing of assessment measures, resource sharing and collaborative lesson creation, and analysis of data.	Assessment Reports	Principal Report	
		Activity- Monitor and maintain Reading Recovery program to increase student achievement of at- risk students through reading intervention.	Assessment Reports	Principal Report	
Objective 2: By 2021, schools will provide additional instruction to increase student achievement.	KCWP 2: Staff will provide additional instruction in areas needed for at risk students to increase student achievement	Activity- Extended School Services will be provided to gap students to provide additional instruction to increase student achievement.	Interim assessments	Principal Report	ESS Funds
Objective 3: By 2021, PLC's will meet to make sure curriculum map are being implemented	KCWP 4: Staff will monitor PLC's through attendance at meetings, agendas, minutes, and principal reports	Activity- Parent involvement activities will be available to provide parents with strategies and resources to be used at home to increase student achievement.	Principal report		
		Activity- Monitor the PLC protocol for effectiveness in implementing curriculum maps.	Administrator Evaluation of PLCs.	Principal Report	

Goal 4: By 2024, the district will increase the average combined and reading and math proficiency rates for all students in the Gap Group (Free and Reduced Lunch): Elementary from 46.7% to 54.7%; Middle from 43.9 to 52.4; High from 44.3% to 52.7%.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Objective 4: By 2021, collaboration to ensure that there is equal distribution of qualified teachers in all schools.	KCWP 2: Equity will be monitored to ensure that all schools provide instruction by highly qualified instructional staff and to ensure that economically disadvantaged children are not taught at higher rates than other children by inexperienced, unqualified, or out of field teachers.	Activity- Administrators will assist teachers with best practice strategies, professional learning, and any instructional needs.	Principal Report	Quarterly Report	
		Activity- District will monitor teacher quality through EPSB and make recommendations when appropriate.	Personnel Officer	Highly Qualified Report	
Objective 5: By 2021, District shall provide resources to aide in reaching proficiency to at risk students.	KCWP 6: Establish a culture of support for the at-risk population by identifying research-based resources that can reduce barriers to learning.	Activity- District will provide technical assistance and guidance to strengthen teacher quality through mentoring programs. Activity- Aide in the collection and communication of needed resources that will remove barriers to learning. Some programs are FRYSC, Title 1, Homeless, community churches, Lions Club, Perry Promise Grant, Save the Children.	Community Partners	Non-academic data reports	
		Activity- Reading Recovery is offered 5 days a week for 8 students with one-on-one instruction. In addition, the reading recovery teacher has three CIM groups of up to eight students in each group that receives special designed instruction.	Reading Recovery Teacher Principal Reading Recovery Data review.	Reading Recovery Data Interim Assessments	

5: Transition Readiness

Goal 5: By 2024, the district will increase transition readiness at the high school from 73 to 77.1.					
Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Objective 1: By 2021, the high school will increase their transition rate from 73% to 74.4%.	KCWP 4: Transition consultant will be attained to review our current pathways, review pathways courses, contact local colleges to support dual credit.	Activity- Career Preparation Orientation and student interest conversations with guidance counselors to target students' interests.	Student Surveys	Student completion of pathway CCR score	Title IV
		Activity- Monitor ILP Career matchmaker/career clusters inventory from 8 th -11 th grade to guide student course of study.	Guidance Counselor CCR Teacher Leaders		
Objective 2: By 2021, increase the percentage of students who are kindergarten ready from 50.8% to 53.26%.	KCWP 5: Identify and support early childhood providers, families and community members to ensure all children experience effective transition to school entry.	Activity- Analyze data from screener and multiple assessments, including results from prior settings, classroom observations/formative assessments.	Teachers Principals	Parent surveys Preschool teacher Kindergarten teacher	Preschool Save The Children
Objective 3: By 2021, increase parent and community awareness of readiness skills that are assessed upon school entry.	KCWP 6: Distribute kindergarten readiness information and resources to increase awareness for student success.	Activity- Assess all kindergarteners at school entry with common statewide screener.	Preschool Teacher Kindergarten teacher Guidance Counselor Parent Surveys	Brigance Data FRYSC	Preschool Save The Children
		Activity- Distribute school readiness definition and screener results to early childhood (EC) community and parents.			
		Activity- Preschool teacher will track preschool students through elementary school to target areas of improvement.			

6: Graduation Rate

Goal 6: By 2023, the district will increase the Graduation Rate from 97.6% to 97.96%, as measured by the average of the 4 and 5-Year Cohort Graduation Rate.					
Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Objective 1: Increase Cohort Graduation Rate as measured by the average of the 4- and 5-Year Cohort Goal.	KCWP 4: DPP will track student enrollments through IC.	Activity- D.P.P will monitor withdrawn students' enrollment in Infinite Campus.	D.P.P report	Progress Reports	
		Activity- Monitor students' daily attendance at school, use various communication to contact all absent students.	Attendance Reports	Progress Reports	
	Activity- Support CTE and guidance counselors in enrolling students in Career and Technical classes. Activity- Support middle school transition, where students who qualify can take several high school courses and Spanish at the high school through flexible scheduling and provide transportation.	CCR Teacher Leader	Evaluations CCR test results		
Objective 2: By 2021, increase graduation rate by providing learning for teachers in area of: closing achievement gap, differentiating instruction, and students with disabilities.	KCWP 5: Provide teachers with professional learning to address different learning styles during instruction to increase student achievement.	Activity- Teachers will have training made available in differentiated instruction, closing the achievement gap and disabilities.	Walkthroughs Teacher surveys	Progress Reports	
		Activity- Monitor the effectiveness of ILP's to ensure that students are placed in courses aligned with their career interest.	Principal Student surveys	Principal Reports	District Funds
	Activity: Career Preparation Orientation and student interest conversations with guidance counselors to target interests.	Parent Surveys Principal Evaluation	Evaluations		
Objective 3: By 2021, student daily attendance will improve through monitoring, ensuring that students are in class so higher student achievement can be attained.	KCWP 6: Teachers, attendance clerks, and D.P.P will monitor student attendance and report truant students.	Activity- Each school will make adequate efforts to contact each absent student daily. Activity-Teachers will send notification letters to parents after 3 unexcused absences; three more will result in a principal letter, then D.P.P will be notified.	D.P.P Parent Liaison School Attendance Clerk Principal	Monthly attendance committee meetings Progress monitoring	District Funds Title 1

Goal 6: By 2023, the district will increase the Graduation Rate from 97.6% to 97.96%, as measured by the average of the 4 and 5-Year Cohort Graduation Rate.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
Objective 4: Implement an RTI plan for universal screening, student assessment, tiering, differentiating instruction and research- based interventions.	KCWP 2: Administrators will support/monitor RTI plan.	Activity- School level attendance committees will meet monthly (during the school year) to discuss chronic absenteeism and identifying strategies to improve attendance.	Attendance Clerk Parent Liaisons	Attendance Reports	Title 1
		Activity- Parent education and involvement			

7: Other (Optional)

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

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: