Comprehensive Improvement Plan for Districts

Rationale

District 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, districts 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):* The Monroe County School District will increase student achievement for all student groups so that all proficiency targets are met by 2020.

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.)*	Which **Activities** will the district deploy based on the strategy or strategies chosen? *(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.*	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.
• 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	• 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	

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: MCMS and MCHS will improve overall scores as measured by state assessments. Number of students earning proficient will increase by 10%. Students earning novice will decrease by 5%.	KCWP 4: Review, Analyze and Apply Data KCWP 5: Design, Align, and Deliver Support	District and School Leadership Team will meet monthly in a Curriculum, Instruction, Assessment (CIA) meeting to review goals, school and district data, learn strategies, and discuss issues/activities/etc.	Assessment data Goal data	August 2019	N/A
		The Instructional Supervisor will design and deliver specific instructional supports through district-wide Professional Learning Communities with all middle and high school teachers.	Assessment data Survey Walkthroughs	April 2019 August 2019	N/A
	KCWP 6: Establishing Learning Culture and Environment	Design and implement a district leadership instructional walkthrough process in which all leadership team members are in all classrooms throughout the entire district once per semester. Leadership team will gather data and debrief with the school leadership team to give specific feedback for improvement.	Walkthrough data Assessment data	May 2019	N/A
		The Superintendent and Instructional Supervisor will continue to design and implement culture building activities to	KY TELL data	April 2019 August 2019 TELL 2019	N/A

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
		be delivered via afterschool meetings or through the leadership team.			

2: Separate Academic Indicator

Goal 2 (*State your separate academic indicator goal): The Monroe County School District will raise the overall achievement on the separate academic indicator at Monroe County Middle School by five percentage points by 2020.*		
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.)* • 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	Which **Activities** will the district deploy based on the strategy or strategies chosen? *(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.* • 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	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.

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Monroe County Middle School will raise academic achievement for the separate academic indicator for all students.	Curriculum Coach will host PLC groups each week with all content area teachers.	Analyze student work samples, develop instructional strategies and lessons, and analyze student data weekly to incorporate more instructional rigor and ensure curriculum alignment.	Content Mastery Assessments along with MAP assessments	Weekly progress monitoring	None needed to implement.
	Curriculum Alignment via District PLCs	Ensure curriculum is aligned and correlates to all learning targets and assessments.	Aligned curriculum	Classroom assessments, MAP, and CMA data	None needed to implement.
	Leadership Curriculum, Instruction, and Assessment Meetings to ensure leadership activities are aligned to overall goal and student achievement.	MCMS Leadership will meet monthly to discuss instructional strategies, analyze school wide data, and develop action plans to address gaps.	Data analysis, School-wide assessments	Meeting team notes via Google Drive	None
		Develop walkthrough goals for the leadership team to ensure they are giving teachers weekly feedback that is aligned to the core.	Walkthrough Template via Google Drive used as evidence		None

3: Gap

Goal 3 (*State your Gap goal):* Increase the average combined proficiency rate for all students in the Gap Group from 41.8% to 55% by May 2018.		
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.)* • 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	Which **Activities** will the district deploy based on the strategy or strategies chosen? *(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.* • 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	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.

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Objective 1: Develop a district wide protocol and monitoring/documentation tool for tiered intervention.	KCWP 5: Design, Align and Deliver Support	School and district leadership team will work to develop a protocol and shared document via Google Docs to monitor intervention data, processes, and movement within the schools.	Assessment Data NWEA growth reports	February 2019 May 2019	N/A
Objective 2 Objective 2: Ensure that effective communication regarding assessments and student performance are shared with appropriate stakeholders to guide instructional planning, student grouping, etc.		Collaborate with MCMS leadership team to develop a communication protocol for parents, teachers, and students within their school community. This will help strengthen relationships between teachers and parents and teachers and students.	End of the Year Survey Results	May 2019	N/A

4: Graduation rate

Goal 4 (*State your Graduation Rate goal)* Monroe County High School will increase the average freshman graduation rate from 98% in 2017 to 100% by 2019.

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.)*	Which **Activities** will the district deploy based on the strategy or strategies chosen? *(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.*	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.
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Objective 1: All students will demonstrate behavior such that AFGR will be 100%	KCWP 5: Design, Align, and Deliver Support Increase parent communication	Relationships will be built with students/parents by offering multiple opportunities for collaboration. Parents will contacted by phone and in person. School information will be posted on district, school & teacher websites. One Call Now service is used to inform parent and community of upcoming events. Multiple media outlets as well as social media are used to convey information.	Participation rate in DC and other college related sessions. Attendance rate	August 2019	N/A
		Student progress in core classes is monitored so that students will be successful. Collaboration takes place with Director of Pupil Personnel concerning attendance issues. Teachers, counselors/administrators monitor academic progress of students. RTI/tutoring program provide academic support for at risk students. Students placed in alternative program if academic counseling and RTI strategies do not work.	Number of students failing a class. Credits recovered. Number of students increasing academic performance.	August 2019	N/A

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
		Information provided by student's ILP with their chosen career will help them complete their graduation plan. Students will meet with teachers/counselors to complete their class schedule. Student's graduation plan is reviewed and revised annually. Student & parent have ownership in the plan.	Graduation Rate 2017-18	August 2019	N/A

5: Growth

Goal 5 (*State your Growth goal):* Increase the number of students meeting expected growth goals by 15% in all grade levels by August 2019.		
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.)* • 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	Which **Activities** will the district deploy based on the strategy or strategies chosen? *(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.* • 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	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.

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Increase students who are meeting growth goals in Reading and Math as determined by NWEA and district summative assessment documents.	KCWP 5: Design, Align and Deliver Support	Analyze NWEA assessment results to determine school and district expected growth goals for both Reading and Math. School leadership will report on analysis during monthly CIA meetings to determine if progress is being made toward school goals.	Cumulative expected growth score on NWEA	May 2019	N/A
		Update and analyze districtwide common assessments (CMA) to determine alignment to standards and student growth from Fall, Winder, and Spring assessments.	CMA assessment results	May 2019	N/A
		Create and monitor use of districtwide data reflection tool to analyze student data, target students and create a plan of action for those students.	Data reflection tool Assessment data	August 2019	N/A

6: Transition Readiness

Goal 6 (*State your Transition Readiness goal):* Increase the percentage of students who are transition ready from 93.4% to 95% by May 2019.

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.)*	Which **Activities** will the district deploy based on the strategy or strategies chosen? *(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.*	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.
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Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Students will demonstrate behavior showing they are transition ready as measured by College Entrance Exam, KOSSA exams, Dual Credit enrollment & industry certifications.	KCWP 2: Design and Deliver Instruction KCWP 5: Design, Align and Deliver Support	Teachers utilize resources from KDE to align course content in order to help students become preparatory/certified.	CCR data After graduation data	August 2019	N/A
		Based on data monitoring tool, students are targeted for intervention. Students can re-test, focus on earning industry certification or take approved dual credit/AP coursework. Students not academic/career ready receive interventions for additional testing.	Monitoring tool CCR data	May 2019 August 2019	N/A
		Students will attend close the deal and career fair held at school. Invitations will be sent to local businesses, industries, organizations, public service groups and government agencies to provide individuals so that students can gain information. Students meet with representatives from colleges/universities and industry.	Participation by students and local businesses. Student survey data	April 2019	500.00 MCHS funds