

# Comprehensive District Improvement Plan (CDIP)

## Barbourville Independent School

### 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 (State your proficiency goal.):** By the 2022-2023 school year, Barbourville Independent will meet the long term proficiency goals set by the Kentucky Department of Education in 2019 (taken from the 2019-2020 goals since assessment was waved in the spring). The elementary goals are 71.4 for reading and 56.2 in mathematics. The middle school goals are 77.2 for reading and 69.2 for mathematics. The high school goals are 45.7 in reading and 37.0 in mathematics.

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
<b>Objective 1</b> Barbourville Independent will reach the 2020-2021 goals established by the Kentucky Department of Education for reading- 68.4 elementary, 74.8 middle school, and 40.0 high school.	Design and Deploy Standards	Teachers will participate in professional learning Academic Re-Entry Stage 1 meetings, which will be used to identify what was taught prior, taught during, or not taught during the spring 2020 term.	Stage 1 Table		N/A
		Teachers will participate in professional learning Academic Re-Entry Stage 2 meetings, which used vertical teams to identify essential standards that create gaps in reading vertical alignment for the 2020-2021 school year.	Stage 2 Table		N/A
		Lesson plans will be reviewed by the principals to check for standards alignment, learning targets, monitoring checks, and varied assessments.	Administrator observations Lesson plans and pacing guides		N/A
	Review, Analyze and Apply Data	Conduct virtual or onsite PLC meetings to review current student data	Administrator observations Teacher Input		Title I funds purchase PLC supplies
		Utilize weekly administrative meetings to review data and prepare	Administrator observations Teacher Input		N/A

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Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
		data points to be presented to staff	Student data results		
<b>Objective 2</b> Barbourville Independent will reach the 2020-2021 goals established by the Kentucky Department of Education for mathematics-51.6 elementary, 65.9 middle school, and 30.4 high school.	Design and Deploy Standards	Teachers will participate in professional learning Academic Re-Entry Stage 1 meetings, which will be used to identify what was taught prior, taught during, or not taught during the spring 2020 term.	Stage 1 Table		N/A
		Teachers will participate in professional learning Academic Re-Entry Stage 2 meetings, which used vertical teams to identify essential standards that create gaps in math vertical alignment for the 2020-2021 school year.	Stage 2 Table		N/A
		Lesson plans will be reviewed by the principals to check for standards alignment, learning targets, monitoring checks, and varied assessments.	Administrator observations Lesson plans and pacing guides		N/A
	Review, Analyze and Apply Data	Conduct virtual or onsite PLC meetings to review current student data	Administrator observations Teacher Input		Title I funds purchase PLC supplies
		Utilize weekly administrative meetings to review data and prepare	Administrator observations Teacher Input		N/A

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Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
		data points to be presented to staff	Student data results		

## 2: Separate Academic Indicator

<b>Goal 2 (State your separate academic indicator goal.): By the 2022-2023 school year, Barbourville Independent will meet the long term separate academic indicator goals set by the Kentucky Department of Education in 2019 (taken from the 2019-2020 goals since assessment was waved in the spring). The elementary goals are 64.8 in science, 87.7 in social studies, and 65.0 in writing. The middle school goals are 47.8 in science, 73.8 in social studies, and 45.1 in writing. The high school goals are 42.1 in science and 76.6 in writing.</b>					
<b>Objective</b>	<b>Strategy</b>	<b>Activities</b>	<b>Measure of Success</b>	<b>Progress Monitoring</b>	<b>Funding</b>
<b>Objective 1</b> Barbourville Independent will reach the 2020-2021 goals established by the Kentucky Department of Education for science- 61.1 elementary, 42.3 middle school, and 36.0 high school.	Design and Deploy Standards	Teachers will participate in professional learning Academic Re-Entry Stage 1 meetings, which will be used to identify what was taught prior, taught during, or not taught during the spring 2020 term.	Stage 1 Table		N/A
		Teachers will participate in professional learning Academic Re-Entry Stage 2 meetings, which used vertical teams to identify essential standards that create gaps in science vertical alignment for the 2020-2021 school year.	Stage 2 Table		N/A
		Lesson plans will be reviewed by the principals to check for standards alignment, learning targets, monitoring checks, and varied assessments.	Administrator observations Lesson plans and pacing guides		N/A
	Review, Analyze and Apply Data	Conduct virtual or onsite PLC meetings to review current student data	Administrator observations Teacher Input		Title I funds purchase PLC supplies
		Utilize weekly administrative meetings to review data and	Administrator observations Teacher Input		N/A

**Goal 2 (State your separate academic indicator goal.): By the 2022-2023 school year, Barbourville Independent will meet the long term separate academic indicator goals set by the Kentucky Department of Education in 2019 (taken from the 2019-2020 goals since assessment was waved in the spring). The elementary goals are 64.8 in science, 87.7 in social studies, and 65.0 in writing. The middle school goals are 47.8 in science, 73.8 in social studies, and 45.1 in writing. The high school goals are 42.1 in science and 76.6 in writing.**

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
		prepare data points to be presented to the staff	Student data results		
<b>Objective 2</b> Barbourville Independent will reach the 2020-2021 goals established by the Kentucky Department of Education for social studies-86.4 elementary and 71.1 middle school.	Design and Deploy Standards	Teachers will participate in professional learning Academic Re-Entry Stage 1 meetings, which will be used to identify what was taught prior, taught during, or not taught during the spring 2020 term.	Administrator observations Lesson plans and pacing guides		Standards PD provided through grant funds
		Teachers will participate in professional learning Academic Re-Entry Stage 2 meetings, which used vertical teams to identify essential standards that create gaps in social studies vertical alignment for the 2020-2021 school year.	Administrator observations Lesson plans and pacing guides		N/A
		Teachers will participate in a CHARGE professional learning opportunity throughout the year.	Classroom observations Classroom assessments		KEDC grant
	Review, Analyze and Apply Data	Conduct bi-weekly PLC meetings following the DuFour model with the four essential questions: What is it we want our students to know and be able to do? How will we	Administrator observations Teacher Input		Title I funds purchase PLC supplies

**Goal 2 (State your separate academic indicator goal.): By the 2022-2023 school year, Barbourville Independent will meet the long term separate academic indicator goals set by the Kentucky Department of Education in 2019 (taken from the 2019-2020 goals since assessment was waved in the spring). The elementary goals are 64.8 in science, 87.7 in social studies, and 65.0 in writing. The middle school goals are 47.8 in science, 73.8 in social studies, and 45.1 in writing. The high school goals are 42.1 in science and 76.6 in writing.**

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
		know if each student has learned it? How will we respond when some students do not learn it? How will we extend the learning for students who have demonstrated proficiency?			
		Utilize weekly administrative meetings to review data and prepare data points to be presented to the staff	Administrator observations Teacher Input Student data results		N/A
<p><b>Objective 3</b> Barbourville Independent will reach the 2020-2021 goals established by the Kentucky Department of Education for writing- 61.3 elementary, 39.3 middle school, and 74.1 high school.</p>	Design and Deploy Standards	Teachers will participate in Stage 1 and Stage 2 Academic Re-Entry meetings allowing for writing vertical alignment.	Stage 1 Table State 2 Table		N/A
		Lesson plans will be reviewed by the principals to check for standards alignment, learning targets, monitoring checks, and varied assessments.	Administrator observations Lesson plans and pacing guides		N/A
		Conduct PLC meetings following the DuFour model to analyze data,	Universal screener data and additional instructional lessons for		LINK grant purchased instructional piece for



**Goal 2 (State your separate academic indicator goal.): By the 2022-2023 school year, Barbourville Independent will meet the long term separate academic indicator goals set by the Kentucky Department of Education in 2019 (taken from the 2019-2020 goals since assessment was waved in the spring). The elementary goals are 64.8 in science, 87.7 in social studies, and 65.0 in writing. The middle school goals are 47.8 in science, 73.8 in social studies, and 45.1 in writing. The high school goals are 42.1 in science and 76.6 in writing.**

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
		guide instruction, and establish SMART goals.	progress monitoring Classroom assessments		iReady/Gear Up grant purchased CERT quizzes and lessons for cohort students

### 3: Achievement Gap

<b>Goal 3 (State your achievement gap goal.): Barbourville Independent School will close the gap between free/reduced students and paid students to 8 or fewer percentage points for the proficiency indicator by the 2022-2023 school year.</b>					
<b>Objective</b>	<b>Strategy</b>	<b>Activities</b>	<b>Measure of Success</b>	<b>Progress Monitoring</b>	<b>Funding</b>
<b>Objective 1</b> Barbourville Independent School will close the gap between free/reduced students and paid students to 12 or fewer percentage points for the proficiency indicator by the 2020-2021 school year.	Design and Deploy Standards	Utilize a clearly defined RTI process with documentation tools, intervention strategies, and progress monitoring checks	RTI Committee folder review		Title I funds for supplemental resources
		Ensure that teachers are providing differentiated instruction strategies in the regular classroom	Classroom observations Lesson plans		N/A
		Work in PLC meetings to identify instructional gaps and plan strategically to address these gaps (several teacher work days were dedicated to focusing on gaps in essential standards from the prior year resulting from the pandemic and school closures).	Classroom observations Assessment results		N/A
		Elementary math teachers will use the Envision 2.0 curriculum to increase math mastery	Classroom assessments Universal screeners		Promise Neighborhood grant
	Review, Analyze and Apply Data	Conduct PLC meetings following the DuFour model to analyze data, guide instruction, and establish SMART goals.	Universal screener data and additional instructional lessons for progress monitoring		LINK grant purchased instructional piece for iReady/Gear Up grant purchased CERT quizzes

**Goal 3 (State your achievement gap goal.): Barbourville Independent School will close the gap between free/reduced students and paid students to 8 or fewer percentage points for the proficiency indicator by the 2022-2023 school year.**

<b>Objective</b>	<b>Strategy</b>	<b>Activities</b>	<b>Measure of Success</b>	<b>Progress Monitoring</b>	<b>Funding</b>
			Classroom assessments		and lessons for cohort students

#### 4: Growth

<b>Goal 4 (State your growth goal.): By the 2022-2023 school year, Barbourville Independent will meet the growth goal of 62 in the elementary school and 66 in the middle school (taken from the 2019-2020 goals since assessment was waved in the spring).</b>					
<b>Objective</b>	<b>Strategy</b>	<b>Activities</b>	<b>Measure of Success</b>	<b>Progress Monitoring</b>	<b>Funding</b>
<b>Objective 1</b> Barbourville Independent will reach the 2020-2021 growth goal of 60.0 for the elementary and 64.0 for the middle school.	Design and Deploy Standards	Teachers will participate in standards professional learning opportunities with their department allowing for vertical alignment.	Administrator observations Lesson plans and pacing guides		Standards PD provided through grant funds
		Lesson plans will be reviewed by the principals to check for standards alignment, learning targets, monitoring checks, and varied assessments.	Administrator observations Lesson plans and pacing guides		N/A
	Review, Analyze and Apply Data	Conduct PLC meetings following the DuFour model	Administrator observations Teacher Input		Title I funds purchase PLC supplies
		Utilize weekly administrative meetings to review data and prepare data points to be presented to staff	Administrator observations Teacher Input Student data results		N/A

## 5: Transition Readiness

<b>Goal 5 (State your transition readiness goal.): By the 2022-2023 school year, Barbourville Independent will meet the Transition Readiness goal of 95.0 (taken from the 2019-2020 goals since assessment was waved in the spring).</b>					
<b>Objective</b>	<b>Strategy</b>	<b>Activities</b>	<b>Measure of Success</b>	<b>Progress Monitoring</b>	<b>Funding</b>
<b>Objective 1</b> Barbourville Independent will reach the 2020-2021 Transition Readiness goal of 93.0 for the graduating seniors.	Design and Deploy Standards	Guidance Counselor will work with KYTech to enroll students in CTE courses offered through their programing.	KDE transition readiness data		Perkins
		Teachers will create lesson plans and review information needed to complete the industry certification in the applicable career pathway.	Lesson plans Administrator observations KDE transition readiness data		N/A
	Review, Analyze and Apply Data	A school representative will work with a regional team to complete a needs assessment tool and plan for Perkins funds.	Needs assessment report		N/A
		School committee will work with the regional tech centers to determine career pathways to match the needs of the community job force.	Needs assessment report KDE transition readiness data		N/A

## 6: Graduation Rate

**Goal 6 (State your graduation rate goal.): By the 2022-2023 school year, Barbourville Independent will meet the long term graduation goal of 95.0 set by the Kentucky Department of Education in 2019 (taken from the 2019-2020 goals since assessment was waved in the spring).**

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
<b>Objective 1</b> Barbourville Independent will reach the 2020-2021 graduation goal of 95.0 established by the Kentucky Department of Education.	Design and Deploy Standards	The Jobs for American Graduates (JAG) teacher will work with students on soft skills and transitioning into the workforce (Courses may be virtual due to pandemic)	KDE graduation report		JAG grant
		JAG teacher will work with community members to develop internship opportunities for students who want to transition directly into the workforce (Courses may be virtual due to pandemic)	KDE graduation report		JAG grant
		Financial literacy classes will be offered through the career and technical classes. (Businesses will provide virtual courses.)	KDE graduation report		Local banks will provide complimentary courses
		Civics instructions and the Civics Exam will be overseen by the Social Studies teachers. (Students may be asked to attend a testing session onsite or virtually based on CDC guidelines at that time.)	Grading on Civics Exam		N/A

**Goal 6 (State your graduation rate goal.): By the 2022-2023 school year, Barbourville Independent will meet the long term graduation goal of 95.0 set by the Kentucky Department of Education in 2019 (taken from the 2019-2020 goals since assessment was waved in the spring).**

Objective	Strategy	Activities	Measure of Success	Progress Monitoring	Funding
	Review, Analyze and Apply Data	Provide opportunities for Extended Services for students who have not met college readiness benchmarks (Sessions may be virtual due to the pandemic guidelines.)	KDE graduation report		ESS Funds
		Provide college readiness boot camps and review sessions (Boot camps sessions will be conducted virtually.)	KDE graduation report		Gear Up grant Promise Neighborhood grant