

BCMS

Understanding Continuous Improvement: Goals, Objectives, Strategies and Activities

Rationale: The development of goals and objectives to be obtained through strategies and activities is an essential component of executing a continuous improvement plan. In short, the Needs Assessment completed during Phase II expresses the school or district's CURRENT STATE, while goals, objectives, strategies and activities should succinctly plot the school or district's course to their DESIRED STATE. Here are the operational definitions of each:

Goal: Long-term target based on Kentucky Board of Education 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 school/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.

Guidelines for Building an Improvement Plan

- There are 5 required District Goals: Proficiency, Gap, Graduation rate, Growth, and Transition readiness
- There are 4 required school-level goals:
For elementary/middle school: Proficiency, Gap, Graduation rate, and Transition readiness
For high school: Proficiency, Gap, Graduation rate, and Transition readiness
- There can be multiple objectives for each goal (Proficiency includes 4 objectives: reading/writing, math, social studies, science (data available @HS level))
- There can be multiple strategies for each objective
- There can be multiple activities for each strategy

Butler County Middle School

Goal 1 PROFICIENCY:

By May 2025, Butler County Middle Schools will increase the percentage of students scoring at or above proficiency by at least 15% in all content areas as measured by the Kentucky Accountability System.

Objective 1:
By May 2024, Reading proficiency as measured by the Kentucky Accountability System will increase from 38% to 46% at the middle school level.

Objective 2:
By May 2024, Math proficiency as measured by the Kentucky Accountability System will increase from 34% to 42%.

Strategy	Activities to deploy strategy	Progress Check Date	Measure of Success/ Responsible Person(s)	Start Date	End Date	Fund	Status	Progress Notes:
<u>KCWP 1:</u> <u>Design and Deploy Standards</u>	1. School and district leadership will ensure that curriculum documents such as pacing guides and curriculum maps are reviewed and revised. Oct., Jan., March, Summer (review of test data).	October January March Summer	Measure: CASE DATA KSAS PLC Agenda/Minutes Log District Data work days in fall/Spring Walkthroughs	10/1/2022	5/2024			PLC meetings- Mr. Freeman add a link Lesson Plans Mastery Connect Pacing Guides: PLC Meetings: Faculty Meetings: https://drive.google.com/open?id=1ZE7_0laG61Qh6bqRy7WBfZjKv8oWCo_U
	2. Create and utilize priority standards and deconstructed standards. Formative Assessments will be aligned with priority standards.	Quarterly	Professional Learning Opportunities Person(s) Responsible:	8/2022	5/2024			New standards will be reviewed for priority standards, deconstructing standards for learning targets. Learning Targets will be aligned with CASE standards and newly purchased curriculum.
	3. Monitoring measures are in place through fidelity of teaching to the standards, classroom observations, classroom data, and completeness checklist.	Quarterly	District Instructional Principals Teachers/Staff	8/2022	5/2023			Lesson Plan template Walk throughs- https://drive.google.com/open?id=0B-HW_sc7xm-vfklRbVhIWUdUQ1VNTEFDNj

								M1YzlrEdze1dTYIV3RVBGMUZLY3NZWUVnMDQ
	4. Curriculum documents are monitored during PLC meetings to check for coverage of standards and guide instruction.	Monthly		8/2022	5/2023			PLC Mtgs- 2 per month
	5. Grading system effectively communicates student achievement through the use of Infinite Campus to detail standard coverage and results.	Weekly		8/2022	5/2023			Parent Portal - teachers update grades every 2 weeks Announcements Send IT
	6. Ensure vertical curriculum mapping is occurring to identify instructional gaps. Utilize the Progressions document for ELA and Math in order to plan for teaching to the rigor and mastery of the grade level standard.	Quarterly		8/2022	5/2023			Team meetings District Academic PLC PLC Meetings
	7. Ensure PLC meetings are used to evaluate instructional effectiveness under curriculum action items.	2x a month		8/2022	5/2023			PLC Meetings
<u>KCWP 2:</u> <u>Design and</u> <u>Deliver</u> <u>Instruction</u>	1. Teachers will utilize the Thinking Process for literacy best practices. (Walk throughs will be done 4 times a year. GRECC Training 12 hour sessions at one time per year. Co-Teaching Training 3 hours sessions per year. Engagement Learning 3 sessions at 6 hours per session)	Quarterly	Measure: Walkthroughs GRECC Trainings GRECC Showcases GRECC coaching summary Person(s) Responsible: District Instructional Principals Teachers/Staff	8/2022	5/2023			https://drive.google.com/open?id=1sfu98OUk6ykOvlyGyLSFMdBxQnldwoAhMXyZ0z5oiRI https://drive.google.com/open?id=1kpWwGbDQZ1pnZlQ6YL1CW57SNLsxE2qecnK8H6i3J4k https://drive.google.com/open?id=11w75qGNPkyYTqI8J5NfLGmW53c-MNYL9OLg3-1xFiYM
<u>KCWP 3:</u> <u>Design and</u>	1. Utilize weekly and summative assessments to inform teacher instruction and to drive personalized	Weekly/ Monthly Assessments	RTI Protocol RTI Checklist	8/2021	5/2023			Learning targets posted in each classroom Google Classroom personalized learning

<u>Deliver Assessmen Literacy</u>	learning. Students are able to identify the standard that they are learning and being assessed over.		Progress Monitoring Plan					Assessments- are looked at and reviewed -- lesson plans note reflection and success criteria
	2. Students will be engaged in personalized learning opportunities. Technology resources such as Google Classroom will be utilized to personalize learning on purchased Google Chromebooks, Ipads and other devices. Other personalized learning portals consist of Edmentum Courseware, Exact Path Diagnostics, and Mastery Connect	Monthly	Protocol and Monitoring Document for Tiers PLC Agenda/ Minutes Logs CASE Data Walkthroughs	8/2022	5/2023			Google Classroom, Edmentum, AIMSWEB, Flocabulary Chromebooks and Ipad - personalized learning
	3. Learning progress is reliably assessed and consistently and clearly communicated. Parents are aware of the standards/learning progress of their child.	Quarterly	Person(s) Responsible: District Instructional School Psychologist Special Ed. Dir. Principals Teachers/Staff	8/2022	5/2023			Family Data Night ... CASE Test results, KSA Reports, quarterly grades. Biweekly Aimsweb data sent home as needed for RTI Tier 2-3 Students
<u>KCWP 4: Review Analyze and Apply Data</u>	1. Administration and teachers through CASE data will identify trends, gauge growth from fall, winter, and spring. Students will set goals and make instructional decisions based on growth calculation toward proficiency. Fall, Winter and Spring for Middle School.	Fall Winter Spring	Measure: CASE DATA KSAS Assessment Common Assessment Bank Data Monitoring Checklist PLC Agenda/ Minutes Log District Data work days in fall/Spring Walkthroughs Professional Learning Opportunities	8/2022	5/2023	IDE A, Title 1, Day-time ESS Wai ver		Training middle school staff on Exact Path and Aimsweb website and progress monitoring tools. Day Time Waiver. Utilize CASE data as universal screener
	2. Create and utilize formative and summative assessments that are aligned to rigor of the standards.			8/2022	5/2023			Lesson plan template- notes formative and summative assessments CASE Standards Mastery Connect Sample Assessments https://drive.google.com/open?id=16xMby_aVTO6N1oMT_tGFbjVC3a-EwQFE8fBxYl6BQ

	3. Create and utilize common assessments bank through the use of google drive, Mastery Connect, and new Curriculum to be utilized by teachers.		Person(s) Responsible: District Instructional Principals Teachers/Staff	8/2022	5/2023			Common assessments in Math and Reading, Science, and Social Studies
<u>KCWP 5: Design, Align and Deliver Support</u>	1. Utilize universal screener to determine tiered needs.	Fall Winter Spring	CASE Data Aims Web Universal Screener PLC Minute Logs District Data work days in fall/Spring PBIS Branching Minds Grades IC Person(s) Responsible: District Instructional Principals Teachers/Staff	8/2021	5/2023			CASE Aimsweb Progress Monitoring Data Points
	2. Progress monitor standards mastery for all students.			2/2021	5/2023			Test are designed to note standard mastery- students are allowed to do test corrects
	3. Utilize assessment data to determine next steps and student grouping.	Fall Winter Spring		8/2021	5/2023			RTI groups will change after 4 data points in Aimsweb progress monitoring. based on student growth and progress data in conjunction with CASE data.
	4. Create opportunities for students to participate in self assessment and goal setting.	Fall Winter Spring		8/2021	5/2023			Student Data Tracking https://docs.google.com/document/d/1zvJifN1SKEXbzQnO8biP7grj_JyXtiX2rCVueR5chTM/edit?usp=sharing
	5. Use of data sheets for students to create student ownership over their own progression of learning.			8/2021	5/2023			Students have goal setting Link ?? https://docs.google.com/document/d/1zvJifN1SKEXbzQnO8biP7grj_JyXtiX2rCVueR5chTM/edit?usp=sharing
	6. Student led data conferences and goal setting.			8/2021	5/2023			
	7. Create and utilize a PLC protocol to evaluate instructional effectiveness and instructional adjustments .	Monthly		8/2021	8/2023			DLT -review PLC Protocol Use of PLC document
	8. Staff will collaborate with school administration to offer focus groups for students that are not meeting proficiency and provide additional academic services.			8/2021	8/2023			Focus Groups-- PBIS, Truancy, Novice Mentoring for students provided in Winter
	9. Use of data day to review and analyze standardized	Summer		8/2021	5/2023			Quarterly Data Days for staff only

	assessment data results to propel student achievement.							
<u>KCWP 6:</u> <u>Establishing</u> <u>Learning</u> <u>Culture and</u> <u>Environment</u>	1. Ensure that classrooms hold students to high expectations for appreciating and accepting diversity.		PLC Minute Logs CASE Data Person(s) Responsible: District Instructional Principals Teachers/Staff	8/2021	5/2023			Walk through Document Observation Instructional Rounds Literacy Observations.
	2. Encourage student opportunities for student led conferencing, goal setting, self monitoring, snf progress monitoring of goals. (Parent Teacher Conferences)	Once per year		8/2021	5/2023			
	3. Enable students to develop leadership roles within classroom through leadership roles and other school programs.			8/2023	5/2023			SOS leadership suicide prevention STLP Student Leader Media Group of students leaders
	4. Utilize all available resources such as FRYSC, DPP			8/2021	5/2023			Learning Center SCK Launch - career planning JA Programs Sources of Strength-School climate, Leadership and Suicide Prevention Program Bear’s Den Resource Officer
Strategy	Activities to deploy strategy	Progress Check Date	Measure of Success/ Responsible Person(s)	Start Date	End Date	Fund	Status	Progress Notes:
	(strategies will also include all Math and Reading strategies for proficiency goal)							

<u>KCWP 2:</u> <u>Design and</u> <u>Deliver</u> <u>Instruction</u>	1. Teachers will utilize district wide common organizer and common language to help students organize and expand on the elements of writing at each level. (Use of 3.8 paragraph or Abell and Atherton)	Quarterly	Measure: Common Organizer Person(s): Responsible: District Instruction Principals Teachers	8/2022	5/2023			Discuss writing policy in leadership meeting-December Writing plan:
	2. Teachers in intermediate and upper grades will conduct writing assignment at least monthly within their grade levels.??On-demand prompts will be reviewed and discussed during PLCs. Students will then rewrite based on actionable feedback received and modeled writing by teacher.	Quarterly		8/2/2022	5/2/2023			FA and Summative assessments- will document use of writing prompts and progress - focus on genres of writing Use of writing in all subject areas through scrimmages 3 times per year. KSA Writing sample Prompts
	3. Writing benchmarks will be given in intermediate and upper grades three times per year to assess student growth and proficiency.	3 times per year		8/2/2022	5/2/2023	Extended Day Funds		???? Use of writing in all subject areas through scrimmages 3 times per year. Abel and Atherton Support

Objective 4:
By 2024 BCMS will improve Proficiency from 15% to 30% on the 7th grade Science KSA Assessment.

Strategy	Activities to deploy strategy	Progress Check Date	Measure of Success	Start Date	End Date	Fund	Status	Progress Notes:
	(strategies will include all Math and Reading strategies for proficiency goal for SS and Science) STEM Improvement in class	Quarterly	KSA Data Grades STEM Projects Learning Strategies Masteryconnect Assessments New Curriculum	8/2/2022	5/2/2024	ESSR		Stem Projects Science Stem Budget for materials

BUTLER COUNTY MIDDLE SCHOOL								
Goal 2 GAP&TSI (Special Education with IEP) By May 2024, Butler County Middle School will increase the percentage of non duplicated GAP and (Special Education with IEP) Reading and Math with a 15% proficiency increase.								
Strategy	Activities to deploy strategy	Progress Check Date	Measure of Success	Start Date	End Date	Fund	Status	Progress Notes:
<u>KCWP 5: Design, Align and</u>	1. Leadership and teachers will monitor progress of students identified on the TSI Focus list during PLC meetings and create an actionable ‘next steps’ process for gap closure.			8/2022	5/2023			Use of data tracker sheet to monitor focus groups- sped, novice, behavior, bubble students Master Schedule for all Sped Students.

<u>Deliver Support</u>								
	2. Provide in-school, after-school and summer activities to engage students, parents and community.			8/2022	5/2023	YSC		After school ESS program Day Time Waiver Enrichment Courses Grandparent support training parent volunteer program YSC BC Drug Free Coalition
	3. Support schools with ELL population through the use of staff, curriculum, professional development, materials and supplies. Personnel will be provided on the basis of ELL population			8/2022	5/2023			ELL Teacher support ELL interventionist ELL - data tracking Foreign Language Club
	4. Identified at risk students will be provided remediation courses such as Exact Path, computer programs such as remediated instructional time/credit recovery, and alternative learning.			8/2022	5/2023			Exact Path Aimsweb Remedial class based on ability level
	5. Provide alternative learning options such as Home Hospital, Google Classroom Virtual school for middle school.			8/2022	5/2023			Home Hospital and Virtual Program
	6. Administration and teachers through CASE data will identify trends, gauge growth from fall, winter, and spring, setting goals and making instructional decisions based on growth calculation toward proficiency.	Fall Winter Spring		8/2022	5/2023			CASE- PLC meetings reflect to group students and project KSA Use CASE to cross reference grades, exact path diagnostics, and Aimsweb progress data.
	7. Staff will collaborate with school administration to offer FOCUS groups for students that are not meeting proficiency and provide additional academic services.	Fall Winter Spring		8/2022	5/2023			Teachers refer student for FOCUS groups to meet admin Relationship building time with case manager teachers Incentives offered PBIS Awards Social Media Recognition
<u>KCWP 6: Establishing Learning</u>	1. Every effort will be made to maintain a safe learning climate for students by implementing curriculum, programming, staffing and facilities maintenance.		Measure: School websites Facebook PT Conferences	282021	5/2023			2. Fair Team, STOP TIP, PBIS, SOS, Bullying programs, and use of the Drug Coalition grant to fund school resource officer.

<u>Culture and Environment</u>			District Website PD Plan PD Logs					
	District Therapists will work with Tier 3 students that are identified as internal behaviors from the behavior screener. In order to reduce mental health barriers.			8/2022	5/2023			Behavior Screeners PASS Program Behavior Monitor Sheets for Tier 3 Threat Assessments Counseling Mentor Groups: Biweekly
	3. Teachers will be trained on Suicide Prevention, Bullying and Child Abuse. Policies, plans and procedures will be reviewed and updated annually.	Yearly		8/2021	5/2023			Employee orientation agenda
	4. Use of Parent Portal and Send it messaging to keep parents informed with the ability to monitor their student’s grades, progress learning, and activities going on in school.	Weekly		8/2022	5/2023			Parent Portal Google Classroom Sendit

BUTLER COUNTY Middle School								
Goal 3 Effective Supports: By 2024, creating and maintaining effective systems for staff and students to support development of a safe nurturing learning environment. (measured by Impact Survey, student surveys, PBIS data, and other relevant data).								
Objective 1: Structures for Securing, Retaining, Supporting Effective Staff will be implemented to enhance professional practice, workplace environment, and overall longevity of staff as measured by Impact Survey, and other relevant data.								
Strategy	Activities to deploy strategy	Progress Check Date:	Measure of Success	Start Date	End Date	Fund	Status	Progress Notes:
<u>KCWP 5:</u> <u>Design,</u> <u>Align and</u> <u>Deliver</u> <u>Support</u>	1. Provide a teacher mentorship program for new to the teaching profession or teachers that are new to our district.			8/2022	5/2023			BCS- Mentor Program PASS Check in Out Tier 3 Behavior PASS Program

	2. Use of Teacher Learning Academy provides teachers with best practices and strategies to improve educator effectiveness. This will ensure teachers are familiar with key instructional strategies. Teachers will be made aware of the current school goals and vision of the school.			8/2022	5/2023			Learning Academy Four Times a year. Mentor Teacher Program
	3. Teachers will also be actively engaged in PLC team meetings for needed support.			8/2022	5/2023			
	4. Teachers will utilize google drive to share and access various teaching resources including lesson plans and assessments.			8/2021	5/2023			
	5. Teachers will share common assessments created using Master Connect			8/2022	5/2023			Mastery Connect
	6. Teacher leaders are supported, trained and provided leadership opportunities within the district.			8/2022	5/2023			
	7. District Leadership Team meetings will take place monthly to communicate district initiatives, monitor strategic plans, and provide for stakeholder input.			8/2022	5/2023			

