

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

<p>Goal 1: Increase the proficiency rate for all students in reading and math from 60.9 to 70% by 2020.</p>		
<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>

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Increase the reading proficiency rate from 44.9 to 50% by 2020.	Strategy 1: KCWP 1- Design and Deploy Standards	Activity 1: Design and Deploy Standards- Curriculum Alignment & Unit Planning- Departmental teams will develop instructional units (approx. 3 weeks in length) and common unit assessments that match the intent and the rigor of the standards. Teams will regularly review and revise curriculum maps and instructional units in order to ensure the continued growth of students. *Both objectives	ACT CERT Common Assessments	Weekly meetings for PLC collaborative teams	N/A
	Strategy 2: KCWP 2- Design and Deliver Instruction			Bi-monthly administrative team meetings	
Objective 2: Increase the math proficiency rate from 39.6 to 45% by 2020.	Strategy 3: KCWP 3- Design and Deliver Assessment Literacy	Activity 2: Design and Deliver Assessment Literacy- Incorporate higher order instructional strategies to raise the level of class instruction to the rigor of standards. *Both objectives	ACT CERT Common Assessments	Weekly meetings for PLC collaborative teams	N/A
		Activity 3: Design and Deliver Assessment Literacy- Continue the use of CERT with fidelity school wide to increase all student progress toward proficiency. *Both objectives	CERT (3 times each year- fall, winter, spring)	PLC collaborative teams Content area teachers (English, Math, and Science)	

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
	<p>Strategy 4: KCWP 4- Review, Analyze and Apply Data</p>	<p>Activity 4: Review, Analyze, and Apply Data Classroom Activities- PLC Protocols for Continuous Improvement- The PLC Protocol Process will be the system that we use to guide the continuous improvement at Taylor County High School. PLC teams will meet weekly to analyze and review assessment data utilizing the PLAN-DO-STUDY-ACT protocol to monitor student progress and to inform instructional practices. This collaborative analysis will be the foundation to identify areas of strengths and needs in order to plan effective interventions and enrichments to promote student growth.</p> <p>*Both objectives</p>	<p>ACT CERT Common Assessments</p>	<p>Weekly meetings for PLC collaborative teams</p> <p>Bi-monthly administrative team meetings</p>	<p>N/A</p>
	<p>Strategy 5: KCWP 5- Design, Align, and Deliver Support</p>	<p>Activity 5: Design, Align, and Deliver Support Classroom Activity- Create pathways to encourage advancements (AP, Dual Credit, etc.) and supports (RTI, intentional scheduling, etc.) for those identified not on target to be transition ready.</p> <p>*Both objectives</p>	<p>ACT CERT Common Assessments AIMSweb- RTI data collection</p>	<p>PLC collaborative teams</p> <p>Administrative team</p> <p>Guidance Counselors</p>	<p>ESS Daytime Waiver- RTI staff/support</p>

2: Separate Academic Indicator

Goal 2: Increase the composite score on the ACT from 19.0 to 20.0 by 2020.

<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
Objective 1: Increase the composite score on the ACT from 19.0 to 20.0 by 2020.	Strategy 1: KCWP 3- Design and Deliver Assessment Literacy	Activity 1: Design and Deliver Assessment Literacy- Incorporate higher order instructional strategies to raise the level of class instruction to the rigor of standards.	ACT CERT Common Assessments	Weekly meetings for PLC collaborative teams Bi-monthly administrative team meetings	N/A
		Activity 2: Design and Deliver Assessment Literacy- Continue the use of CERT with fidelity school wide to increase all student progress toward proficiency.	CERT (3 times each year- fall, winter, spring)	PLC collaborative teams Content area teachers (English, Math, and Science)	\$9,000
	Strategy 2: KCWP 4- Review, Analyze and Apply Data	Activity 1: Analyze CERT data to identify students not on target to meet benchmarks and provide supports.	CERT Data ACT Prep	Administrative Team Guidance Counselors Transition Readiness Advisor	ESS Daytime Waiver- RTI staff/support 21 st CCLC- Fit 4 Life
Strategy 3: KCWP 5- Design, Align and Deliver Support	Activity 1: Students will take the ACT their sophomore year as a benchmark for their junior year.	ACT Data	Administrative Team Instructional Supervisor Guidance Counselors Transition Readiness Advisor	\$5000	

3: Gap

<p>Goal 3: Increase the average number of students reaching proficiency/meeting benchmarks in reading and math on the ACT in the Free/Reduced and ECE gap groups by May 2020.</p>		
<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>

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
<p>Objective 1: Increase the average number of students reaching proficiency/ meeting benchmarks in reading on the ACT in the following gap groups by May 2020.</p> <p>a) Free/Reduced- Increase proficiency from 29.6 to 40.0%</p> <p>b) ECE- Increase proficiency from 26.1 to 35.0%</p> <p>Objective 2: Increase the average number of students reaching proficiency/ meeting benchmarks in math on the ACT in the following gap groups by May 2020.</p> <p>a) Free/Reduced- Increase proficiency from 24.5 to 35%</p> <p>b) ECE- Increase proficiency from 5 to 15%</p>	<p>Strategy 1: KCWP 1- Design and Deploy Standards</p>	<p>Activity 1: Design and Deploy Standards- Curriculum Alignment & Unit Planning- Departmental teams will develop instructional units (approx. 3 weeks in length) and common unit assessments that match the intent and the rigor of the standards. Teams will regularly review and revise curriculum maps and instructional units in order to ensure the continued growth of students.</p>	<p>ACT CERT Common Assessments</p>	<p>Weekly meetings for PLC collaborative teams</p> <p>Bi-monthly administrative team meetings</p>	<p>N/A</p>
	<p>Strategy 2: KCWP 2- Design and Deliver Instruction</p>	<p>*Both objectives</p>			
	<p>Strategy 3: KCWP 3- Design and Deliver Assessment Literacy</p>	<p>Activity 1: Design and Deliver Assessment Literacy- Incorporate higher order instructional strategies to raise the level of class instruction to the rigor of standards.</p>	<p>ACT CERT Common Assessments</p>	<p>Weekly meetings for PLC collaborative teams</p> <p>Bi-monthly administrative team meetings</p>	<p>N/A</p>
		<p>*Both objectives</p>			

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
		Activity 2: Design and Deliver Assessment Literacy- Continue the use of CERT with fidelity school wide to increase all student progress toward proficiency. *Both objectives	CERT (3 times each year- fall, winter, spring)	PLC collaborative teams Content area teachers (English, Math, and Science)	\$9,000
	Strategy 4: KCWP 4- Review, Analyze and Apply Data	Activity 1: Review, Analyze, and Apply Data Classroom Activities- PLC Protocols for Continuous Improvement- The PLC Protocol Process will be the system that we use to guide the continuous improvement at Taylor County High School. PLC teams will meet weekly to analyze and review assessment data utilizing the PLAN-DO-STUDY-ACT protocol to monitor student progress and to inform instructional practices. This collaborative analysis will be the foundation to identify areas of strengths and needs in order to plan effective interventions and enrichments to promote student growth. *Both objectives	ACT CERT Common Assessments	Weekly meetings for PLC collaborative teams Bi-monthly administrative team meetings	N/A
		Activity 2: Analyze CERT data to identify students not on target to meet benchmarks and provide supports. *Both objectives	CERT Data ACT Prep	Administrative Team Guidance Counselors Transition Readiness Advisor	ESS Daytime Waiver- RTI staff/support 21 st CCLC- Fit 4 Life

4: Graduation Rate

<p>Goal 4: Increase the Graduation Rate from 98.6% to 99% by 2020, as measured by the 4-Year Graduation Rate.</p>		
<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>

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Increase the Graduation Rate from 98.6% to 99% by 2020, as measured by the 4-Year Graduation Rate.	Strategy1: KCWP 5- Design, Align and Deliver Support	Activity 1: At-Risk team meets monthly to discuss students that are potentially at risk and monitor those that are identified as at-risk. .	Odysseyware, student report card, attendance records	Administrative Team DPP At-Risk Coordinators Guidance Counselors Virtual Learning Teachers	\$35,000
		Activity 2: Provide mentors for at-risk students, assistance for academic deficiencies, flexible scheduling, etc.	Odysseyware	Administrative Team DPP At-Risk Coordinators Guidance Counselors Virtual Learning Teachers	

5: Transition Readiness

Goal 5: Increase the percentage of students that are transition ready (academic/career) from 65.2 to 75% by 2020.

<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
Objective 1: Increase the percentage of students that are transition ready (academic/career) from 65.2 to 75% by 2020.	Strategy 1: KCWP 4- Review, Analyze and Apply Data	Activity 1: Refine the current tracking system aligned to changing state accountability.	TCHS Transition Readiness Spreadsheet	Administrative Team Guidance Counselors Transition Readiness Advisor	N/A
		Activity 2: Create a systematic approach of tracking students for each piece of college and transition readiness (college, military and career pathways).	TCHS Transition Readiness Spreadsheet	Administrative Team Guidance Counselors Transition Readiness Advisor	N/A
		Activity 3: Implement a system of supports and monitoring to ensure all students achieve transition readiness through the work of a Transition Readiness Advisor.	TCHS Transition Readiness Spreadsheet	Administrative Team Guidance Counselors Transition Readiness Advisor	N/A