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

Goal 1: By the end of the 2022-2023 school year at least 70% of HCMS students will achieve a rating of proficiency or higher on the Kentucky Performance Rating of Educational Progress assessment in mathematics and reading.

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: By the end of the 2018-2019 school year at least 59% of HCMS students will achieve a rating of proficiency or higher on the Kentucky Performance Rating of Educational Progress assessment in mathematics and reading.	KCWP 2: Design and Deliver Instruction	Participation in PLCs. During these PLCs will also focus on designing rigorous assessments through teacher collaboration and feedback with each other. Each PLC will implement a three stage cycle of feedback, revision, and reflection.	Student improvement on MAP testing done 3 times per year. Also more students reaching proficiency level on KPREP testing.	Student work samples. PLC agenda Student assessments	
	KCWP 1: Design and Deploy Standards	Staff has been working on prioritizing standards for each department through monthly/ quarterly meetings.	Improved student performance on identified high priority standards.	PLC agenda	
	KCWP5: Review, Analyze, and Apply Data	Teachers continually monitor and adjust teaching based on student MAP data.	Student improvement on MAP testing done 3 times per year.	Teacher lesson plans	
		Staff has meet to analyze and apply data for the OECD test taken this past year.	Student improvement on MAP testing done 3 times per year.	Faculty meeting notes	

2: Separate Academic Indicator

Goal 2 : By the end of the 2022-2023 school year at least 65% of HCMS students will achieve a rating of proficiency or higher on the Kentucky Performance Rating of Educational Progress assessment writing.		
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: By the end of the 2018-2019 school year at least 51% of HCMS students will achieve a rating of proficiency or higher on the Kentucky Performance Rating of Educational Progress assessment in writing.	KCWP 2: Design and Deliver Instruction	Participation in PLCs. During these PLCs will also focus on designing rigorous assessments through teacher collaboration and feedback with each other. Each PLC will implement a three stage cycle of feedback, revision, and reflection.	Student improvement on formative/ summative assessments in the classroom.	Principal walkthroughs. Teacher feedback on effective PLC's and progress towards more rigorous assessments.	
	KCWP 1: Design and Deploy Standards	Staff has been working on prioritizing standards within language arts department and literacy standards across all content areas.	Growth on the MAP test. Student improvement of the KPREP. Improvement on more rigorous in classroom assessments.	Principal participation in professional development. Principal review of standards documents.	
	KCWP 4: Review, Analyze and Apply Data	Staff will review MAP scores throughout the school year checking for areas of growth as well as areas of concern. Once these areas have been identified the teachers will focus on areas of concern and ensure they are adequately implementing the standard related to that area.	MAP data measured three times throughout the school year. KPREP results.	Student work samples.	

3: Gap

Goal 3 *: By the end of the 2022-2023. school year at least 65% of HCMS non-duplicated gap group students will achieve a rating of proficiency or higher on the Kentucky Performance Rating of Educational Progress assessment in mathematics and reading.*		
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: By the end of the 201-18 school year at least 54% of HCMS non-duplicated gap group students will achieve a rating of proficiency or higher on the Kentucky Performance Rating of Educational Progress assessment in mathematics and reading.	KCWP 2: Design and Deliver Instruction	Participation in PLC's. The teachers will focus on designing rigorous assessments during PLC's. The PLC's will operate on a three-week cycle in round 1 the teachers will review and edit the assessment. In round 2 review student feedback and assessment results. Round 3 the student assessments are submitted to the principal.	Improved quality of student assessment which will lead to improved scores on the OECD for all students.	Student work samples. Samples of teacher created assessments.	
	KCWP 2 Design and Deliver Instruction	Use a variety of instructional strategies and resources to differentiate instruction to meet the needs of students at all levels. Resources include staff developer, GT coordinator, central office, and staff	Students in the GAP group will show growth on classroom assessments.	Principal observations. Teacher lesson plans.	
		Both teachers and administrators will intentionally communicate concerns regarding behavioral, social or academic performance early with students and parents in order to address barriers to learning Teachers will design lessons that address students cultural, social, and developmental diversity.	Students in the GAP group will show growth on the MAP test as well as classroom assessments.	Review behavior data in Infinite Campus. Sign in log for parent teacher conferences.	
	KCWP 2 Design and Deliver Instruction KCWP 4: Review, Analyze and Apply Data	Regular education and special education teachers will plan for and implement active student engagement strategies. Teachers will ensure that instructional modifications are made based upon the immediate feedback gained from formative assessments for learning.	MAP data. Monitor student progress in the co-teaching classrooms.	Principal observations. Student work samples.	

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
		Teachers will provide specific and timely feedback to students and promote student use of feedback to improve work. Both teachers and administrators will intentionally communicate concerns regarding behavioral, social or academic performance early with students and parents in order to address barriers to learning Teachers will design lessons that address students cultural, social, and developmental diversity.	Student assessments.	Review of assessments and feedback to students at PLC's.	

4: Graduation rate

Goal 4 (*State your Graduation Rate goal):N/A*		
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					
Objective 2					

5: Growth

Goal 5 (*State your Growth goal):* By the end of the 2022-2023 school year at least 70% of students will make typical or higher growth on the Kentucky Performance Rating of Educational Progress assessment in mathematics and reading.

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: By the end of the 2018-2019 school year at least 62% of students will make typical or higher growth on proficiency or higher on the Kentucky Performance Rating of Educational Progress assessment in mathematics and reading.	KCWP 4: Review, Analyze and Apply Data KCWP 4: Review, Analyze and Apply Data	Students take the MAP assessment three times a year. Each time they take the assessment they will review prior scores and have a growth target set. Co-teachers will plan together, analyze data and make adjustments as needed to increase student comprehension and retention.	Classroom assessments. MAP KPREP	Faculty meeting agenda. Teacher lesson plans.	
	KCWP 6: Establishing Learning Culture and Environment	Teachers will use formative assessments to guide instruction, differentiating based on student needs and performance	Formative assessment results	PLC agenda	
	KCWP 2: Design and Deliver Instruction				

6: Transition Readiness

Goal 6 (*State your Transition Readiness goal):* By the end of the 2022-2023 school year at least 80% of 8th grade students at HCMS will meet the benchmark composite score (combination of reading, mathematics, science, social studies, and writing).		
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: By the end of the 2018-2019 school year at least 68% of 8th grade students at HCMS will meet the benchmark composite score (combination of reading, mathematics, science, social studies, and writing).	KWCP 5: Design, Align and Deliver Support KWCP 5: Design, Align and Deliver Support	Starting in 6th grade students will work consistently with teachers and the guidance counselor on their ILPs to explore future career opportunities and track progress throughout their middle school years.	ILP completion	Student ILP	
		Field trips will be to locations that help students work towards being college and career ready. They will be exposed to various opportunities available to them after high school (I.E. local colleges, local businesses	ILP completion	Student ILP	
	KWCP 5: Design, Align and Deliver Support KWCP 5: Design, Align and Deliver Support	Develop and deploy a PLC protocol with an effective cyclical process for standards deconstruction, designing of assessment measures, resource sharing and collaborative lesson creation, and analysis of data.	Student success on MAP, KPREP and OECD	Development of assessments through PLC's. Principal walkthroughs. Student work samples.	
		Teachers will serve as mentors to students during ACCESS, promote growth mindset, critical thinking, collaboration, teamwork, and communication skills, as well as monitoring progress toward social, behavioral and or academic goals.	Fewer office referrals. Documentation in student goals folders.	Student survey.	

7: Other (optional)

Goal 7 Supports systemic culturally responsive and equity practices to increase performance level of teachers in addressing the learning needs of all students with specific attention to identified student groups		
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 and implement a comprehensive professional development support model that improves Educational Equity and Culturally Conscious Practices.	KWCP 6: Establishing Learning Culture and Environment	Self-reflection/evaluation along with cultural effectiveness assessment scores and coaching to assist staff with ideas and skills to meet the learning needs of ALL student groups.	OECD	Student survey	
	KWCP: Establishing Learning Culture and Environment	Administrators will continue to facilitate a positive building culture through positive relationships between students and ALL staff. School leadership will ensure everyone in their school building operates under a unified definition of cultural responsiveness.	OECD	Staff survey Student survey	