

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: Hearn will increase K-PREP math proficiency from 41.8 in 2019 to 49.7 in 2022.

Goal 2: Hearn will increase K-PREP reading proficiency from 46.8 in 2019 to 54.1 in 2022.

<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, activities, the person(s) of the activity or activities, the activity or activities</p>
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Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Data
Objective 1: Collaborate to increase math proficiency according to KPREP from 41.8% in 2019 to 44.4% in 2020.	Design and Deploy Standards – Teachers and staff will work collaboratively to design lessons and monitor high fidelity in teaching of standards	Action Meetings/PLC – Grade and department levels will hold weekly meetings. Meetings will focus on Dufour’s 4 questions with particular attention to question #2 (How will we know students are learning?) and #3 (How will we respond).	Action meeting minutes; formative and summative classroom (unit assessments) and school-wide data (district benchmarks, i-Ready/MAP)	August 2020 – December 2020
		Walkthroughs - Administrative classroom walkthroughs with feedback provided to teachers.	Administrative grade level walkthroughs with feedback emailed to individual teachers and grade level as a whole; monthly district walkthroughs with feedback emailed to individuals and school as a whole; formal staff evaluations	August 2020 – December 2020
		Teachers/Grade levels will turn in lessons plans weekly. Admin will review and provide feedback as needed.	Lesson plans; Summative unit assessment data	August 2019 – December 2020

		Staff will continue to participate collaboratively on district curriculum work	District curriculum documents; lesson plans; curriculum calibrations	July 2019 – December 2021
		Our in-house official Eureka math trainer (along with members of the math committee) will provide follow-up trainings, as well as provide individual, grade level and/or staff support in the planning and delivery of Eureka math as needed.	Faculty meeting agendas, action meeting agendas	August 2020 – December 2020
	Review, Analyze and Deliver Support Students' progress towards mastery of standards and proficiency will be monitored in order to identify and plan next instructional steps	Assessment Analysis - Teachers will analyze classroom summative assessments to determine student mastery of content. Using this information, instructional decisions will be made to provide students extended learning opportunities (interventions/extensions).	Student performance data on K-Prep, i-Ready/MAP and classroom assessments	August 2020 – December 2020
		Data Conferences – Data conferences to occur after Benchmark and i-Ready/MAP assessments. Teachers will share analysis of data noting struggling students and next instructional steps.	Student performance data on K-Prep, I-Ready/MAP and classroom assessments	October 2020 – December 2020
	Design and Deliver Instruction	Administrators including instructional coach will participate in the district research of high yielding and evidence-based practices; administrators including instructional coach will participate in the development of on-going professional learning opportunities of these high-yielding, evidence-based practices; ALL teachers will participate in the professional learning offerings for implementation purposes	Lesson plans; informal and formal walkthrough data	July 2021 – December 2021
Objective 2: Collaborate to increase reading proficiency according to KPREP from 46.8% in 2019 to 49.2% in 2020.	Design and Deploy Standards – Teachers and staff will work collaboratively to design lessons and monitor high fidelity in teaching of standards	Action Meetings/PLC – Grade and department levels will hold weekly meetings. Meetings will focus on Dufour's 4 questions with particular attention to question #2 (How will we	Action meeting minutes; i-Ready/MAP, classroom assessment data	August 2020 – December 2020

		know students are learning?) and #3 (How will we respond).		
		Walkthroughs - Administrative classroom walkthroughs with feedback provided to teachers.	Administrative grade level walkthroughs with feedback emailed to individual teachers and grade level as a whole; monthly district walkthroughs with feedback emailed to individuals and school as a whole; formal staff evaluations	August 2020 – December 20
		Teachers/Grade levels will turn in lessons plans weekly. Admin will review and provide feedback.	Lesson plans; Summative unit assessment data	August 2020 – December 20
		Schedule a daily an uninterrupted school-wide math extension/intervention time where students receive targeted evidence-based extension/intervention instruction.	Daily school schedule; lesson plans; MTSS minutes; student RtI data, i-Ready/Map and/or K-PREP	October 2020 – December 20
	Design and Deliver Instruction	In-house reading interventionist will provide professional learning and support for all in Jan Richardson’s Guided Reading Model	Faculty meeting agendas; action meeting agendas; walkthroughs; running record data	August 2020 – December 20
		Purchase Fountas and Pinnell Interactive program; classroom teachers will receive formal training in implementation of the program and the evidenced-based strategies associated with the program; follow-up support and focus will occur in action meetings	District staff day agenda; action meeting minutes and agendas; walkthroughs/observations	January 2021 – December 20
	Review, Analyze and Deliver Support Students’ progress towards mastery of standards and proficiency will be monitored in order to identify and plan next instructional steps	Assessment Analysis - Teachers will analyze classroom summative assessments to determine student mastery of content. Using this information, instructional decisions will be made to provide students extended learning opportunities (interventions/extensions).	Student performance data on K-Prep, i-Ready/MAP and classroom assessments	August 2020 – December 20

		Data Conferences – Data conferences to occur after Benchmark and i-Ready/MAP assessments. Teachers will share analysis of data noting struggling students and next instructional steps.	Student performance data on K-Prep, I-Ready/MAP and classroom assessments	October 2020- December 2020
		Schedule daily an uninterrupted school-wide reading extension/intervention time where students receive targeted extension/intervention evidenced-based instruction.	Daily school schedule; lesson plans; MTSS minutes; student RtI data, i-Ready/Map and/or K-PREP	August 2020 – December 2020

2: Separate Academic Indicator

Goal 2 (<i>State your separate academic indicator goal</i>): Hearn will increase 5 th grade writing proficiency according to KPREP from 28% in 2019 to 37.8% in 2022.			
<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, activities, the person(s) of the activity or activities, the activity or activities</p>	

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Data
Objective 1: Hearn will increase 5 th grade writing proficiency according to KPREP from 28% in 2019 to 31.3% in 2020.	Design and Deploy Standards and Design and Deliver Instruction: Ensure that curricular delivery and assessment measures provide for all pertinent information needs for students.	ELA/Writing committee review current school writing plan and revise as needed. The committee will also review the writing plan with staff at the beginning of each school year.	ELA/Writing committee meeting agendas and minutes; SBDM agenda and minutes	August 2020 – December 2020

	Design and Deliver Instruction	Ensure that vertical curriculum mapping is occurring to identify instructional gaps, including planning for the introduction of the standard, development and gradual release phases, and arrival at standards mastery.	Classroom teachers; administration; school-wide on-demand writing prompts	August 2020 – December 20
		Develop grade level long range pacing guides.	Student performance on school wide on-demand prompts; classroom writing samples	August 2020 – December 20
		Staff professional development in the area of writing.	Classroom teachers; administration; school-wide on-demand writing prompts	July 2021 – December 2021
	Design and Deliver Assessment Literacy: Develop a progress monitoring system to monitor standards mastery for each student.	ELA committee will develop and schedule school-wide on-demand opportunities.	Classroom teachers; administration; school-wide on-demand writing prompts	January 2021 – December 20
	Review, Analyze and Apply Data: Ensure that curricular delivery and assessment measures provide for all pertinent information needs for students	As a staff, analyze student on-demand writing to identify areas of strengths and needed areas of growth.	Student performance on school wide prompts and teacher analysis for strengths and weaknesses.	January 2021 – December 20

3: Gap

Goal 3 (<i>State your Gap goal</i>): Hearn Elementary will increase reading proficiency for all students according to KPREP in the economically disadvantaged population from		
<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 	<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 	<p>In the following chart, activities, the person(s) of the activity or activities, the activity or activities</p>

- [KCWP 6: Establishing Learning Culture and Environment](#)

- [KCWP6: Establishing Learning Culture and Environment Classroom Activities](#)

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Da
<p>Objective 1: Collaborate to increase the overall reading proficiency according to KPREP for the economically disadvantaged group from 35.3% in 2019 to 38.2% in 2020.</p>	<p>Review, Analyze and Apply Data Students' academic performance will be closely monitored and used to direct instruction</p>	<p>Assessment Analysis – Student instruction designed to meet students where they are as demonstrated through intentional and consistently administered formative and summative assessments.</p>	<p>Lesson plans; classroom formative and summative assessment results</p>	<p>August 2020 – December 20</p>
	<p>Establishing Learning Culture and Environment Student and family non-instructional needs and supports will continue to be a priority</p>	<p>Family Resource Center – Collaborate with FRC to provide educational parental workshops.</p>	<p>Parent turnout to events as evidenced on sign-in sheets</p>	<p>August 2020 – December 20</p>
	<p>Family Nights – Intentional planning of educational and social opportunities through Title 1 and PTA nights.</p>	<p>Parent turnout to events as evidenced on sign-in sheets</p>	<p>August 2020 – December 20</p>	
	<p>Bridge Meetings – Meetings with key representatives of school (FRC coordinator, nurse, school counselor, school psychologist, assistant principal and principal) to discuss identified student concerns and needs will occur. The team will identify any next steps and charge individuals with follow-up responsibilities.</p>	<p>Bridge meeting minutes and follow-up documentation of services and action</p>	<p>August 2021 – December 20</p>	
	<p>The two classes with the highest average monthly attendance will be recognized at monthly award ceremonies and rewarded with a treat.</p>	<p>IC Attendance Records; School-wide monthly attendance procedures</p>	<p>August 2021 – December 20</p>	
	<p>Design, Align and Deliver Support Administration will research best research-based practices for closing the achievement gap and attend (or send classroom representatives) to training opportunities</p>	<p>Professional Learning – Administration and/or staff representatives will attend professional learning opportunities specific to closing the achievement gap and increasing achievement. Identify appropriate and beneficial strategies/practices for implementation and present to staff.</p>	<p>Training documentation; performance of GAP students on K-Prep and i-Ready/MAP</p>	<p>October 2021– December 20</p>
	<p>Design and Deploy Standards: Teachers and staff will work collaboratively to design lessons</p>	<p>Teachers/Grade levels will turn in lessons plans weekly. Admin will review and provide feedback.</p>	<p>Lesson plans; Summative unit assessment data</p>	<p>August 2020 – December 20</p>

	and monitor high fidelity in teaching of standards	Increase co-teach opportunities.	Daily schedule; Staff schedule	August 2021 – December 20
	Review, Analyze and Apply Data: Utilize knowledge of best practice/high yield instructional strategies to aid in curricular adjustments when students fail to meet mastery.	Individual classroom and grade level analysis of district reading and math benchmark assessment data used to determine future instructional decisions.	Student performance on district reading and math assessments; Action/PLC meeting agendas and minutes; lesson plans	January 2021 – December 20

4: Graduation rate

Goal 4 (State your Graduation Rate goal):		
<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, activities, the person(s) of the activity or activities the activity or activities</p>

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Da
Objective 2				

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5: Growth

Goal 5 (*State your Growth goal*): Increase the average combined reading and math growth according to KPREP in grades 3-5 from 63.2% in 2019 to 72.2% by 2022.

<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, activities, the person(s) of the activity or activity the activity or activities</p>
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Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Data
<p>Objective 1: Collaborate to increase the overall combined reading and math growth according to KPREP for grades 3 -5 from 63.2% in 2019 to 66.2% in 2020.</p>	<p>Design and Deploy Standards – Review, Analyze and Apply Data</p>	<p>All staff will participate collaboratively on district curriculum work</p>	<p>District curriculum documents; lesson plans; curriculum calibrations</p>	<p>July 2020 – December 2021</p>

6: Transition Readiness

Goal 6 (*State your Transition Readiness goal*):

<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 	<p>In the following chart, activities, the person(s) of the activity or activity the activity or activities</p>
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	<ul style="list-style-type: none"> • KCWP6: Establishing Learning Culture and Environment Classroom Activities 	
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Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Data
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7: Other (optional)

Goal 7 (State your goal):

<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, list the activities, the person(s) responsible for the activity or activities, and the activity or activities.</p>
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Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Data
Objective 1				
Objective 2				