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 and Growth Goal

Proficiency Goal (Goal 1): By 2023, Rowan County Middle will increase the combined percentage of students scoring at or above proficiency in reading and math from 59.7 to 70%.

Growth Goal (Goal 2): By 2023, Rowan County Middle will increase the combined percentage of students scoring at or above proficiency in reading and math from 59.7 to 70%.

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 May 2019, RCMS will increase the combined percentage of students scoring at or above proficient in reading and math from 59.7% to 62%.	KCWP 2: Design and Deliver Instruction School leadership and teachers will ensure the RCMS instructional program consists of evidence-based curriculum and strategies that are implemented with fidelity to meet the needs of students.	School leadership will ensure ongoing professional development in the area of best practice/high yield instructional strategies to aid in curricular adjustments when students fail to meet mastery as evidenced in PLC minutes and professional development logs.	Professional Development log and PLC minutes	30-60-90 Day Plan February 4 (30 day) March 4 (60 day) April 8 (90 day)	0
		Teachers will plan strategically in the selection of high yield instructional strategy usage within lessons as evidenced in lesson plans, PLC minutes, and PDSA.	Classroom lessons, walkthroughs, PDSA	30-60-90 Day Plan February 4 (30 day) March 4 (60 day) April 8 (90 day)	0
	KCWP 2: Design and Deliver Instruction School leadership and teachers will ensure the RCMS instructional program	Teachers will use formative and summative evidence to inform what comes next for individual students and groups of students as evidenced in classroom lessons, assessments, and PDSA.	Classroom lessons and assessments, IXL, PDSA Process, CASE	30-60-90 Day Plan February 4 (30 day) March 4 (60 day) April 8 (90 day)	*IXL Cost: $5,000 per year through ESS funds. *CASE Cost: Approximately

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	consists of evidence-based curriculum and strategies that are implemented with fidelity to meet the needs of students.				$7, 200-8,000 Printing Cost for CASE: $1500-2000
		Teachers will ensure that students understand the success criteria within each learning target. ("Our learning target for today is _____, and we will know we are successful when we _____") as evidenced in PDSA, exemplars, and rubrics/check lists.	Walkthroughs, Classroom Lessons, Exemplars and rubrics/check-lists for progress monitoring are evident in classrooms	30-60-90 Day Plan February 4 (30 day) March 4 (60 day) April 8 (90 day)	0
	KCWP 3: Design and Deliver Assessment Literacy Teachers will utilize formative and summative information to increase student achievement through utilizing the PDSA process to examine and act upon data and by offering effective feedback to students throughout the learning process.	Teachers will create intentional opportunities for students to receive and offer effective feedback during learning as evidenced in classroom lessons and student work.	Classroom lessons, Student work, Walkthroughs	30-60-90 Day Plan February 4 (30 day) March 4 (60 day) April 8 (90 day)	0
		Teachers will use classroom assessments to inform teacher's instructional decisions as evidenced in classroom lessons and PDSA.	Classroom lessons and assessments, IXL, PDSA, Walkthroughs, CASE	30-60-90 Day Plan February 4 (30 day) March 4 (60 day) April 8 (90 day)	*IXL Cost: $5,000 per year through ESS funds. *CASE Cost: Approximately $7, 200-8,000 Printing Cost for CASE: $1500-2000
		Teachers will ensure that formative assessment practices allow students to understand where they are going, where they currently are, and how they can close the gap as evidenced in classroom lessons and PDSA.	Evidence of progress monitoring in classroom lessons, assessment practices PDSA, Walkthroughs	30-60-90 Day Plan February 4 (30 day) March 4 (60 day) April 8 (90 day)	0

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding

2: Separate Academic Indicator

Goal 3 By 2023, Rowan County Middle will increase the combined percentage of students scoring at or above proficiency in the separate academic indicators from 48.9 to 60%.

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	

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Objective 1 By May 2019, RCMS will increase the percentage of students scoring proficient or above in writing from 60.6% to 62% and in science from 19.5% to 22%.	KCWP 2: Design and Deliver Instruction School leadership will ensure that RCMS teachers are equipped to implement an instructional program consists of evidence-based curriculum and strategies that are implemented with fidelity to meet the needs of students.	School leadership will ensure ongoing professional development in the area of best practice/high yield instructional strategies to aid in curricular adjustments when students fail to meet mastery.	Professional Development log and PLC minutes	30-60-90 Day Plan February 4 (30 day) March 4 (60 day) April 8 (90 day)	0
		Teachers will plan strategically in the selection of high yield instructional strategy usage within lessons	Classroom lessons, walkthroughs, PDSA	30-60-90 Day Plan February 4 (30 day) March 4 (60 day) April 8 (90 day)	0
	KCWP 4: Review, Analyze, and Apply Data School leadership will ensure a uniform way of examining and interpreting data and science teachers will have an established system for examining, interpreting, and applying data to determine priorities for individual student success.	School leadership and teacher leaders will 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.	Science PLC Minutes	30-60-90 Day Plan February 4 (30 day) March 4 (60 day) April 8 (90 day)	0

3: Gap

Goal 4 (*State your Gap goal):* By 2023, Rowan County Middle School will increase the combined percentage of students in the consolidated gap group scoring at or above proficiency in reading and math from 40.4 to 55%.

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	

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Objective 1 By May 2019, RCMS will increase the combined percentage of students with disabilities scoring above proficiency or above in reading and math from 25.5% to 27%.	KCWP 4: Review, Analyze, and Apply Data School leadership will ensure a uniform way of examining and interpreting data and special education teachers will have an established system for examining, interpreting, and applying data to determine priorities for individual student success.	Teachers will utilize student voice surveys, such as Plus/Delta, to guide high yield instructional strategy selection in lesson planning	PDSA, Lesson plans, Walkthroughs	30-60-90 Day Plan February 4 (30 day) March 4 (60 day) April 8 (90 day)	0
		School Leadership, teachers, and ESS Daytime Waiver Instructor will create and monitor a "Watch (Cusp) List" for students performing below benchmark.	Name and Claim List, ESS Daytime Waiver Data Monitoring	30-60-90 Day Plan February 4 (30 day) March 4 (60 day) April 8 (90 day)	ESS Daytime Waiver Instructor: Approximately $8500
		School leadership and teachers will 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.	Special Education PLC Minutes, Grade Level PLC Minutes, Content Area PLC Minutes	30-60-90 Day Plan February 4 (30 day) March 4 (60 day) April 8 (90 day)	0
	KCWP 2: Design and Deliver	School leadership will ensure	Professional	30-60-90 Day Plan	0

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
	Instruction School leadership and teachers will ensure the RCMS instructional program consists of evidence-based curriculum and strategies that are implemented with fidelity to meet the needs of students.	ongoing professional development in the area of best practice/high yield instructional strategies to aid in curricular adjustments when students fail to meet mastery.	Development log and PLC minutes	February 4 (30 day) March 4 (60 day) April 8 (90 day)	
		Teachers will plan strategically in the selection of high yield instructional strategy usage within lessons. (**Please reference attached Documenting Evidenced Based Teaching Practices**)	Classroom lessons, walkthroughs, PDSA	30-60-90 Day Plan February 4 (30 day) March 4 (60 day) April 8 (90 day)	0

4: Transition Readiness

Goal 5 (*Transition Readiness):* By August 2021, Rowan County Middle School will increase the percentage of students performing at or above benchmark in reading from 59.2% upon entering 6th grade to 70% upon exiting 8th grade as measured by locally determined assessment measures.

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 1 By May 2019, RCMS will increase the	KCWP 4: Review, Analyze, and Apply Data	School leadership will develop a clearly defined RtI school process	RtI Process checklists, SMART goals, and	30-60-90 Day Plan February 4 (30 day)	*IXL Cost 5,000 per year through ESS

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
percentage of students scoring at or above benchmark in reading in 6th grade from 59.2 to 62%, 7th grade from 49.2 to 53%, and in 8th grade from 65.4 to 68 as measured by locally determined assessment measures.	School leadership will develop a repeatable/uniform system to examine and interpret data measures in order to determine priorities for individual student success.	with applicable checklist(s) and documentation tools, including such information as service frequency, intervention programs/strategies, SMART goal measurement, and progress monitoring checks.	progress monitoring checks for students receiving Tier 2 and 3 interventions during Viking Success. Utilize Lexia Reading pilot data and IXL data.	March 4 (60 day) April 8 (90 day)	Funding *Lexia free for 3 month pilot, $11/per student if we choose to continue the program for the remainder of the year.
		School leadership and ESS Daytime waiver instructor will create and monitor a "Watch (Cusp) List" for students performing below proficiency.	Name and Claim List, ESS Daytime Waiver Data Monitoring	30-60-90 Day Plan February 4 (30 day) March 4 (60 day) April 8 (90 day)	ESS Daytime Waiver Instructor: Approximately $8500
	KCWP 2: Design and Deliver Instruction School leadership and teachers will ensure the RCMS instructional program consists of evidence-based curriculum and strategies that are implemented with fidelity to meet the needs of students.	School Leadership will ensure ongoing professional development in the area of best practice/high yield instructional strategies to aid in curricular adjustments when students fail to meet mastery.	Professional Development log and PLC minutes	30-60-90 Day Plan February 4 (30 day) March 4 (60 day) April 8 (90 day)	0
		Teachers will plan strategically in the selection of high yield instructional strategy usage within lessons	Classroom lessons, walkthroughs, PDSA	30-60-90 Day Plan February 4 (30 day) March 4 (60 day) April 8 (90 day)	0