

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 1A: John Hardin High School will increase the percentage of Reading proficient/distinguished to 46.6% by 2023.

Goal 1B: John Hardin High School will increase the percentage of Mathematics proficient/distinguished to 46.4% by 2023.

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](#)
- <https://education.ky.gov/school/csip/Documents/KCWP%205%20Design%20Align%20Deliver%20Support%20Classroom%20Activities.pdf>

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
Increase the percentage of proficient/distinguished Reading scores to 44.2%	KCWP 2: Design and Deliver Instruction Classroom Activities	<p>Activity: Intensive Reading 9th & 10th grade students scoring at least 2 grades below grade level will be enrolled in an intensive reading class.</p> <p>Activity: Writing English teachers will guide staff members in a variety of writing strategies to be implemented across the disciplines.</p>	MAP scores	English Department	N/A
Increase the percentage of proficient/distinguished Math scores to 46.4%	KCWP 3: Design and Deliver Assessment Literacy Classroom Activities	<p>Activity: ALEKS All Algebra I students will attend math lab at least once a week to work on individualized math skills needed to be successful in Algebra</p> <p>Activity: Math Concepts Implementation Math teachers will guide staff members in the implementation of basic mathematical computations related to their content.</p>	Student samples	English Department	N/A
			Percentage of completion	Math Department	N/A
			Google form documentation	Math Department	N/A

<p>Increase the percentage of students meeting proficiency, graduating with their cohort and being transition ready.</p>	<p>KCWP 5: Design, Align and Deliver Support Classroom Activities</p>	<p><u>Activity: Target-based Assessments</u> All core content math teachers (Algebra I, II & Geometry) will implement target-based assessments designed to monitor student growth.</p> <p><u>Activity: Focus 40</u> Special Education teachers will meet with the students on their caseload twice a week to monitor academic performance, and ensure transition readiness.</p>	<p>Student test data</p> <p>Google Sheet Tracking</p>	<p>Math Department</p> <p>Special Education Department</p>	<p>N/A</p> <p>N/A</p>
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2: Separate Academic Indicator

Goal 2A: John Hardin High School will increase the percentage of Science proficient or above gap students to 34.6% by 2023.
Goal 2B: John Hardin High School will increase the percentage of Writing proficient or above gap students to 67.1% by 2023.

<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
<p>Increase the percentage of proficient/distinguished Science scores to 32.2%.</p>	<p>KCWP4: Review, Analyze and Apply Data Classroom Activities.</p>	<p><u>Activity: TCA Science</u> All 11th grade students will, on a regular basis, use an online, self-paced program to improve Science skills in preparation for the ACT.</p>	<p>Teacher tracking</p>	<p>Science Department</p>	<p>N/A</p>
<p>Increase the percentage of proficient/distinguished Writing scores to 64.7%.</p>	<p>KCWP2: Design and Deliver Instruction Classroom Activities</p>	<p><u>Activity: School-wide Writing Initiative</u> All teachers will submit one (1) student writing piece per trimester that has come from a common lesson plan developed by the English department.</p>	<p>Google form tracking</p>	<p>English Department</p>	<p>N/A</p>

3: Gap

Goal 3A: John Hardin High School will increase the percentage of Reading proficient/distinguished to 32.6% by 2023.
Goal 3B: John Hardin High School will increase the percentage of Mathematics proficient/distinguished to 29.5% by 2023.

<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
Increase the percentage of proficient/distinguished Reading scores in the non-duplicated gap group to 30.2%.	KCWP 2: Design and Deliver Instruction	<p>Activity: Intervention Embedded reading and/or math intervention program to provide support for struggling students and allow for more individualized instruction.</p>	English & Math Dept	English & Math Department	Title I
Increase the percentage of proficient/distinguished Math scores in the non-duplicated gap group to 27.1%.	KCWP 5: Design, Align and Deliver Support	<p>Activity: Homework Help After-school program, offered twice a week, designed to help students maintain educational growth.</p> <p>Activity: Focus 40 Offered twice a week, designed for students to receive one-on-one instruction in content they choose.</p>	<p>Student sign-in sheets</p> <p>Google Form sign-in</p>	<p>Homework Help teachers</p> <p>All teachers</p>	<p>Title I</p> <p>N/A</p>

4: Graduation rate

Goal 4: John Hardin High School will increase the cohort graduation indicator to 96.6 by 2023.

<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</i></p>	<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</i></p>	<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</p>
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<p>justification and/or attach evidence for why the strategy was chosen.)</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>the activity.</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>the activity or activities.</p>
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Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
<p>Increase the cohort graduation indicator to 95.7%.</p>	<p>KCWP 5: Design, Align and Deliver Support</p>	<p>Activity: APEX Credit Recovery Students who are deficient in credits required for graduation can utilize APEX to recover credits.</p>	<p>Administrators & Counselors</p>	<p>Counselors</p>	<p>N/A</p>
<p>Increase the percentage of students meeting proficiency, graduating with their cohort and being transition ready.</p>	<p>KCWP 5: Design, Align and Deliver Support Classroom Activities</p>	<p>Activity: FRYSC Assistance The FRYSC will provide assistance to students by removing the non-academic barriers that impede academic success.</p> <p>Activity: Focus 40 Special Education teachers will meet with the students on their caseload twice a week to monitor academic performance, and ensure transition readiness.</p>	<p>FRYSC Coordinator</p> <p>Google Sheet Tracking</p>	<p>FRYSC personnel</p> <p>Special Education Department</p>	<p>N/A</p>

5: Transition Readiness

Goal 5: John Hardin High School will increase the Transition Indicator to 70.7% by 2023.

<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 	<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 	<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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<ul style="list-style-type: none"> • KCWP 5: Design, Align and Deliver Support • KCWP 6: Establishing Learning Culture and Environment 	<ul style="list-style-type: none"> • KCWP5: Design, Align and Deliver Support Classroom Activities • KCWP6: Establishing Learning Culture and Environment Classroom Activities 	
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Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Increase the transition indicator to 65.9%.	KCWP 5: Design, Align and Deliver Support Classroom Activities	<u>Activity: Transition Facilitator</u> Transition Facilitator will meet with all seniors to guide/discuss plans for future.	Spreadsheet Accountability	Transition Facilitator	N/A
		<u>Activity: Advanced classes to accelerate towards college</u> preparedness (Dual Credit, Advanced Placement, EC3 Career Pathways, Industry Certification)	Administrators, Counselors & CTE teachers	Counselors	N/A
		<u>Activity: Career Major Completion</u> CTE teachers and counselors will strategically schedule students to ensure completion of career majors.	Spreadsheet Accountability	CTE Teachers	N/A
		<u>Activity: KOSSA Preparation</u> KOSSA students will participate in a twelve week enrichment course to prepare them for the KOSSA exam.	Spreadsheet Accountability	CTE Teachers	N/A
Increase the percentage of students meeting proficiency, graduating with their cohort and being transition ready.	KCWP 5: Design, Align and Deliver Support Classroom Activities	<u>Activity: Focus 40</u> Special Education teachers will meet with the students on their caseload twice a week to monitor academic performance, and ensure transition readiness.	Google Sheet Tracking	Special Education Department	N/A

6: Other (optional)

Goal 7 (State your goal):		
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	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	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

<i>justification and/or attach evidence for why the strategy was chosen.)</i> <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 	<i>the activity.</i> <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 	<i>the activity or activities.</i>
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Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1					
Objective 2					