

Comprehensive Improvement Plan for GRANT COUNTY SCHOOLS - 2019

1: Proficiency Goal

Goal 1: Grant County Schools will increase the percent of students scoring in the proficient and distinguished categories on state testing

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding	
<p>Objective 1: Grant County will increase the percentage of students scoring proficient/distinguished in reading from:</p> <ul style="list-style-type: none"> ● 48.4 to 55.0 at the elementary level ● 52.4 to 56.0 at the middle school ● 52.4 to 56 at the high school <p>Objective 2: Grant County will increase the percentage of students scoring proficient/distinguished in math from:</p> <ul style="list-style-type: none"> ● 39.3 to 45.0 at the elementary level ● 37.8 to 42.0 at the middle school <p>25.7 to 35.0 at the high school</p>	<ul style="list-style-type: none"> ● KCWP 1: Design and Deploy Standards <p>All schools will review, revise, and continue to refine pacing guides/syllabi for every content area.</p>	<ul style="list-style-type: none"> ● Directors of elementary and secondary will work with curriculum specialists and teachers to implement a protocol for yearly review of pacing guides/syllabi. 	Implementation of Protocol			
		<ul style="list-style-type: none"> ● Directors of elementary and secondary will work with curriculum specialists and teachers to implement a protocol to ensure assessments are aligned and focused on the standards. 	Implementation of Protocol			
		<ul style="list-style-type: none"> ● KCWP 2: Design and Deliver Instruction <p>All schools will develop a comprehensive plan for monitoring and sustaining professional development.</p>	<ul style="list-style-type: none"> ● All schools will use a district wide personalized learning contract with each teacher. This document will be completed with the principal and individual teacher to maximize classroom achievement. 	Learning contracts completed for all teachers.		
			<ul style="list-style-type: none"> ● Grant County Schools will continue to focus on the following professional development areas. <p><u>LITERACY</u></p> <ul style="list-style-type: none"> ■ Thinking Strategies ■ Workshop Model ■ Content Literacy ■ Writing <p><u>MATH</u></p> <ul style="list-style-type: none"> ■ Math Literacy ■ Workshop Model ■ Conceptual Building Blocks/CRA model ■ Eureka Math - Assessment - Personalized Learning - KAGAN Structures/Student Engagement <ul style="list-style-type: none"> ● SAM (Structure a Month) at all levels to support engagement in all classrooms. - Peer Learning Labs - Standards Based Reporting 	MAP data KPREP data CERT data ACT data Report Card Data Formative Assessment Data		Title I SBDM General Fund

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
	<ul style="list-style-type: none"> • KCWP 4: Review, Analyze and Apply Data <p>All schools will complete a Status of Schools report to share data gathered from their school.</p>	<ul style="list-style-type: none"> - RtI - New Standards Work in Science and Social Studies - Project Based Learning - Mental Health/Behavioral Supports <ul style="list-style-type: none"> • Analyzing Data – All schools will share data in regard to reading and math. • All schools will administer MAP (Measures of Academic Progress) 3 times a year in reading and math <ul style="list-style-type: none"> - Schools will provide disaggregated data on the SOS report. - All schools will set a school wide goal for reading and math. - All schools will set individual goals for reading and math with students. - Disaggregated data will be reported to the Board of Education. 	<p>Status of Schools (SOS) Reports reviewed monthly SOS meetings</p>		
	<p>KCWP 2: Design and Deliver Instruction</p> <p>Grant County Schools will implement a protocol for effective lessons.</p>	<ul style="list-style-type: none"> • All schools will implement the established protocol for effective lessons. • All schools will develop procedures for ensuring teachers understand how to plan and deliver instruction based on this protocol. • All schools will monitor delivery of effective lessons through walkthroughs, formal evaluations, and through written feedback. • The district will continue to provide support to increase capacity for formative assessments. 			

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	<ul style="list-style-type: none"> • KCWP 6: Establishing Learning Culture and Environment <p>Professional Learning Communities will be established at all levels, in schools, and at the district office.</p>	<p>The following role groups will have scheduled collaborative meetings on a monthly or bi-monthly basis:</p> <ul style="list-style-type: none"> ○ Curriculum Specialists ○ Assistant Principals ○ Principals ○ Guidance Counselors ○ FRYSC ○ Leadership Team <p>Schools will establish weekly/monthly collaborative meetings for the following role groups:</p> <ul style="list-style-type: none"> ○ Administrative Team ○ Grade level/Content Area ○ RtI ○ Special Education ○ Special Area ○ CTE 	Agenda Notes		
	<ul style="list-style-type: none"> • KCWP 6: Establishing Learning Culture and Environment <p>All schools will conduct regularly scheduled walkthroughs.</p>	<p>All schools will develop a weekly implementation plan for school wide walkthroughs. This plan will include the process for providing effective feedback and monitoring for how instruction has been impacted.</p>	Evidence of effective feedback SOS documentation		
	<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 <p>Grant County Schools will ensure that literacy is the foundation for every learning experience.</p>	<ul style="list-style-type: none"> • At the elementary, students will participate daily in reading, writing, and math workshops based on a school wide program • At the middle and high school, every content will plan and implement daily lessons with a literacy focus. • Thinking strategies peer learning labs will be conducted in all buildings. • District personnel and community members will partner to support literacy in primary classes through the BEAR initiative. (Building Enjoyment as Readers) 	Planning Documents Classroom Observation		

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
	<ul style="list-style-type: none"> • KCWP 6: Establishing Learning Culture and Environment • Grant County Schools will develop a New Teacher Institute for all new staff. 	<ul style="list-style-type: none"> • The district will provide training to all new staff members before school begins that will focus on district objectives. <p>All teachers new to Grant County will be expected to attend:</p> <ul style="list-style-type: none"> ○ Activboard training ○ KAGAN introduction ○ Thinking Strategies introduction ○ Standards Based Reporting ○ PBIS ○ Curriculum, Instruction, Assessment information <ul style="list-style-type: none"> ■ Pacing Guides/Syllabi ■ Assessment guidelines ■ Non Traditional Instruction <ul style="list-style-type: none"> • Schools will provide formal ongoing monthly support for all new teachers in Grant County Schools. 	Survey and Evaluations		General Fund
	<ul style="list-style-type: none"> • KCWP 4: Review, Analyze and Apply Data • The District Leadership Team will meet formally throughout the year to review data. 	<ul style="list-style-type: none"> • The district will hold a Summer Leadership Summit to provide training and planning for the upcoming school year. • The district will hold a Winter Leadership Summit to reflect on the school year and make plans for finishing the school year. • The district will hold several District Leadership Team meetings throughout the year to process data and information as needed. 	Agenda's Notes Feedback		Title I General Fund

2: Separate Academic Indicator

Goal 2: Grant County Schools will increase the Separate Academic Indicator for science, social studies, and writing.

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
<p><u>Objective 1</u> Grant County will increase the Separate Academic Indicator for science: Elementary: from 55.2 to 58.0 Middle: from 48.5 to 51.0</p> <p><u>Objective 2</u> Grant County will increase the Separate Academic Indicator for social studies: Elementary: from 66.2 to 75.0 Middle: from 76.2 to 80.0</p> <p><u>Objective 3</u> Grant County will increase the Separate Academic Indicator for writing: Elementary: from 50.5 to 55.0 Middle: from 71.4 to 75.0</p>	<ul style="list-style-type: none"> KCWP 1: Design and Deploy Standards All schools will ensure all students have access to the aligned curriculum for science, social studies, and writing, using the Kentucky Program of Studies, Kentucky Core Academic Standards. 	<ul style="list-style-type: none"> The Director of Elementary and the Directory of Secondary will work with curriculum specialists to ensure district pacing guides and resources are implemented. All schools will ensure a schedule that is suitable for students to master the content in science, social studies, and writing. All schools will increase Writing to Learn in the content areas. 	Pacing Guides School Schedules		
	<ul style="list-style-type: none"> KCWP 2: Design and Deliver Instruction Students will have multiple opportunities for learning from high quality instruction. 	<ul style="list-style-type: none"> Grant County Schools will participate in FISHBowl exercises through CINSAM which provides professional development opportunities for science teachers. Grant County Middle School will continue to participate in Project Lead the Way. 	Increase in science scores		
	<ul style="list-style-type: none"> KCWP 2: Design and Deliver Instruction The district will plan Peer Learning Labs for social studies and writing. 	<ul style="list-style-type: none"> Model classroom teachers, in the areas of social studies and writing, will provide a Peer Learning Lab for other classroom teachers to view best practices. 	Increase in social studies and writing scores		
	<ul style="list-style-type: none"> KCWP 5: Design, Align and Deliver Support All schools will participate in STLP. 	<ul style="list-style-type: none"> To increase STEM objectives, all schools will establish a STLP team and participate in after school practice and tournaments throughout the year. 	More students in STLP		Title IV

3: Gap

Goal 3 Grant County Schools will increase the percent of students scoring proficient/distinguished in specific identified gap areas.

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Grant County Schools will increase the proficiency indicator with students with an IEP from: <ul style="list-style-type: none"> 39.0 to 44.0 at the elementary level 38.3 to 43.3 at the middle school 33.4 to 38.4 at the high school 	<ul style="list-style-type: none"> KCWP 4: Review, Analyze and Apply Data KCWP 5: Design, Align and Deliver Support KCWP 6: Establishing Learning Culture and Environment Grant County Administrators will participate in professional learning for closing the gap.	<ul style="list-style-type: none"> Training will be completed through Jim Shipley Integrated Systems Solutions. All schools will develop concrete plans based on training through Integrated Systems Solutions 	<ul style="list-style-type: none"> Systems in place at the district and school level 		General Fund Title I Special Education
Objective 2: Grant County Schools will increase the proficiency indicator for EL students from: <ul style="list-style-type: none"> Elementary – 64.1 to 69.1 High School – 71 to 76 	<ul style="list-style-type: none"> KCWP 4: Review, Analyze and Apply Data All schools will review gap data regularly.	<ul style="list-style-type: none"> All schools will create a data wall specific to gap groups. District will meet monthly through SOS meetings. Schools will provide an analysis and action plan for gap data. 			
	<ul style="list-style-type: none"> KCWP 6: Establishing Learning Culture and Environment Special education teachers will receive Co-teaching training through Peer Learning Labs.	<ul style="list-style-type: none"> Directors of elementary and secondary will identify co-teacher models to develop a peer learning lab. Peer Learning Labs that target co-teaching will be offered monthly. 	All special education and regular education co-teachers will be trained through the peer learning lab.		General Fund

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	<ul style="list-style-type: none"> KCWP 5: Design, Align and Deliver Support <p>Develop district wide action research teams.</p>	<ul style="list-style-type: none"> Create district research team who will serve as leaders to research strategies for closing the achievement gap. The research team will meet monthly. Immediate research will be focused on the following areas: effective RtI models, probing, Tier I instruction 	Agenda and minutes		
	<ul style="list-style-type: none"> KCWP 5: Design, Align and Deliver Support <p>The EL teacher will personalize instruction based on the students' needs.</p>	<ul style="list-style-type: none"> The EL teacher will create her schedule in order to meet the needs of all EL students. The EL teacher works with teachers to provide individual instruction of students. The EL teacher designs lessons based on student need. The EL teacher eliminates barriers by translating both written and oral communication for families. 			

4: Graduation rate

Goal 4 Grant County Schools will increase the graduation rate from 88.5 to 92.4 by 2021.

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
<p>Objective 1: Grant County Schools will increase the graduation rate from 88.5 to 92.4 by 2021.</p>	<ul style="list-style-type: none"> • KCWP4:Review, Analyze and ApplyData • KCWP 5: Design, Align andDeliver Support • KCWP6: Establishing <ul style="list-style-type: none"> ○ Learning Culture and Environment <p>Grant County Schools will define and implement a graduate profile</p>	<ul style="list-style-type: none"> • All schools and staff will be trained on the newly designed graduate profile. • Grant County Schools will work with all grade levels to determine implementation activities to support the Graduate Profile. <ul style="list-style-type: none"> • All grade levels will be expected to implement the graduate profile activities at their grade level. 	<p>Implementation of the Graduate Profile</p>		<p>General Fund</p>
	<ul style="list-style-type: none"> • KCWP 1: Design and Deploy Standards • KCWP 2: Design and Deliver Instruction <p>Grant County Schools will implement a plan for blended learning at all levels.</p>	<ul style="list-style-type: none"> • Grant County Middle School will increase blended learning at all grade levels. • Blended learning will be extended vertically to include elementary and high school students. 5th grade and 9th grade teachers will increase their capacity by attending training in PBL and personalized learning during the 2018-2019 school year. Blended learning will be expected in the 2019-2020 school year. • Non Traditional instruction at all levels will incorporate components of personalized learning. 	<p>KPREP and MAP assessment data Formative Assessment data</p>		<p>General Fund Title IV SBDM</p>

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
	<ul style="list-style-type: none"> • KCWP 5: Design, Align and Deliver Support • KCWP 6: Establishing Learning Culture and Environment <p>Grant County Schools will ensure all students who are socially, emotionally, and academically at risk will have a plan for support and success.</p>	<ul style="list-style-type: none"> • All elementary schools will monitor students who have been retained and progress will be reported monthly on the SOS report. • The middle and high school will identify and create a plan for all students who are at risk of failing two or more core classes. • All schools will utilize the persistence to graduation report to identify students at risk. • All Guidance Counselors will be trained to help teachers with social and emotional issues. 	Status of Schools data		
	<ul style="list-style-type: none"> • KCWP 5: Design, Align and Deliver Support • KCWP 6: Establishing Learning Culture and Environment <p>Grant County Schools will increase student engagement.</p>	<ul style="list-style-type: none"> • The district will support KAGAN coaching in elementary and secondary schools. • All schools will implement and monitor the identified Structure of the Month (SAM). • All schools will model KAGAN structures during monthly staff meetings and PLC's. 	Implementation of SAM Classroom observations		
	<p>KCWP 4: Review, Analyze and Apply Data</p> <p>Grant County Schools will expect all third graders to be on grade level in reading.</p>	<ul style="list-style-type: none"> • All elementary schools will use District MAP cut scores to identify students who are performing below grade level. Those students identified will be provided support for improvement. • All elementary schools will incorporate the workshop model in reading. • The Director of Elementary will disaggregate the data for each school and work with curriculum specialists to determine a plan of 	Third grade reading levels for each student		

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
		action for every child who is below grade level in third grade.			

5: Growth

Goal 5 Grant County Schools will expect annual yearly growth from every child.

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
<p>Objective 1: 50% of all students that scored novice or apprentice in reading will grow at least one category.</p> <p>Objective 2: 50% of all students that scored novice or apprentice in reading will grow at least one category.</p>	<ul style="list-style-type: none"> • KCWP 4: Review, Analyze and Apply Data <p>All elementary schools and the middle school will measure annual growth with each student using MAP.</p> <p>The high school will measure growth using CERT assessment at the 9th, 10, and 11th grade.</p>	<ul style="list-style-type: none"> • All elementary schools and the middle school will administer MAP (Measures of Academic Progress) 3 times a year in reading and math. <ul style="list-style-type: none"> - Schools will provide disaggregated data on the SOS report. - All schools will set a school wide goal for reading and math. - All schools will set individual goals for reading and math with students. - Schools will report disaggregated data to the Board of Education. • Grant County High School will use the CERT assessment to identify growth in students from 9th – 11th grade. 	<p>MAP data CERT data</p>		<p>General Fund</p>
	<ul style="list-style-type: none"> • KCWP 5: Design, Align and Deliver Support <p>Grant County Schools will provide RtI at all levels.</p>	<ul style="list-style-type: none"> • All schools will have a plan for Response to Intervention, including schedules and protocols for reviewing effectiveness of the program, including an analysis of their intervention menu to determine if strategies are varied in both reading and math. • All schools are expected to implement a data tracking tool to monitor each student’s progress. • All schools will be expected to increase communication from school to home in regard to students in RtI, including progress monitoring data, strategies used, and a clear plan for improvement. 	<p>RtI plans Data tracking monitor</p>		

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
	<ul style="list-style-type: none"> • KCWP 6: Establishing Learning Culture and Environment <p>Grant County Schools will provide timely and accurate communication to families regarding their child's learning.</p>	<ul style="list-style-type: none"> • All school administrative teams will develop a plan for ensuring gradebooks are up to date and grades reflect content taught in class. • All schools will ensure grades are evidence based. 	Gradebook Checks		

6: Transition Readiness

Goal 6 Grant County Schools will increase opportunities for transition readiness at all levels.

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
<p>Objective 1: Grant County Schools will increase transition readiness from 63.2 to 80.</p>	<ul style="list-style-type: none"> • KCWP 5: Design, Align and Deliver Support • KCWP 6: Establishing Learning Culture and Environment <p>Grant County Schools will implement transition activities for preschool to K, 5th to 6th grade, and from 8th to 9th grade.</p>	<ul style="list-style-type: none"> • Counselors will work together to determine specific strategies for transition activities at each level. • 6th grade and 9th grade students will transition into a new school the day before all other grade levels. The middle and high school will plan strategically for the day to ensure a smooth transition for each student. 	<p>Successful transition for students at each level. Student surveys</p>		
	<ul style="list-style-type: none"> • KCWP 5: Design, Align and Deliver Support • KCWP 6: Establishing Learning Culture and Environment <p>Grant County Schools will design a plan to gain maximum use of the Career and Technology Center.</p>	<ul style="list-style-type: none"> • The Director of Secondary schools will work directly with the high school administrative team on the master schedule to ensure maximum use of the career and technology center for students. • The Director of Secondary will meet regularly with the Associate Principal of Grant County High School to increase the capacity of work based learning opportunities for students. 	<p>Student schedules Master schedule</p>		
	<ul style="list-style-type: none"> • KCWP 2: Design and Deliver Instruction <p>Grant County will work with businesses, industry, and post secondary institutes to increase opportunities for dual credit and work based learning.</p>	<ul style="list-style-type: none"> • Grant County Schools will collaborate with Northern Kentucky University to develop a schedule to provide a more college like experience for students. • District office staff will collaborate with local agencies to increase opportunities for students. 	<p>Increase of offerings for students</p>		

7: Other (optional)

Goal 7 Grant County Schools will put in practices to recruit and retain quality teachers.

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: In order to increase the capacity of our staff, GCS will work to recruit and hire quality teachers as well as establish a process for retaining quality staff.	Grant County Schools will actively recruit and retain quality teachers.	<ul style="list-style-type: none">• Human Resource and Public Relations staff will attend recruitment fairs held throughout the state of Kentucky.• GCS will provide an exit interview for all staff who choose to leave our district. This information will then be analyzed by district staff for insight.• District Leadership Team will train on hiring practices with a focus on essential skills and dispositions.• GCS will work to provide multiple opportunities for teacher leadership at the building and district level.• GCS will implement GCIP (Grant County Internship Program) to support all new teachers.• A salary committee will be created to focus on salary comparisons and make recommendations.	Less Teacher Turnover		General Fund