



# **KDE Comprehensive School Improvement Plan**

**Grant County Middle School**  
**Grant County**

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## **Introduction**

The process of Improvement Planning in Kentucky is used as the means of determining how schools and districts will plan to ensure that students reach proficiency and beyond by 2015. The process focuses school and district improvement efforts on student needs by bringing together all stakeholders to plan for improvement, by focusing planning efforts on priority needs and closing achievement gaps between subgroups of students, by building upon school and district capacity for high quality planning, and by making connections between the funds that flow into the district and the priority needs in schools. Your school's plans for improvement must be based on careful and honest analysis of data, address all content areas, and clearly address gaps in student achievement.

# **Executive Summary**

## **Introduction**

Every school has its own story to tell. The context in which teaching and learning takes place influences the processes and procedures by which the school makes decisions around curriculum, instruction, and assessment. The context also impacts the way a school stays faithful to its vision. Many factors contribute to the overall narrative such as an identification of stakeholders, a description of stakeholder engagement, the trends and issues affecting the school, and the kinds of programs and services that a school implements to support student learning.

The purpose of the Executive Summary (ES) is to provide a school with an opportunity to describe in narrative form the strengths and challenges it encounters. By doing so, the public and members of the school community will have a more complete picture of how the school perceives itself and the process of self-reflection for continuous improvement. This summary is structured for the school to reflect on how it provides teaching and learning on a day to day basis.

## **Description of the School**

**Describe the school's size, community/communities, location, and changes it has experienced in the last three years. Include demographic information about the students, staff, and community at large. What unique features and challenges are associated with the community/communities the school serves?**

Grant County Middle School educates approximately eight hundred and fifty 6th, 7th and 8th grade students. It is located in Dry Ridge, Kentucky a small rural town in central Grant County. GCMS has about 80 people on staff including approximately 50 teachers.

Historically, Grant County has been made up of small farming communities whose citizens value hard work. Due to our proximity to Cincinnati/Northern Kentucky and Lexington, the community has been in transition over the past few years with large number of its citizens working outside of the community. Grant County Middle School is primarily Caucasian with a small minority population. GCMS and the Grant County community at large have been deeply affected by the downturn in the economy evidenced by a higher transient population and an increased number of students in poverty. Over the past three years, there has been an increase of students with social and emotional needs along with academic needs, some of which can be attributed to economical challenges of Grant County families. With our at-risk population steadily increasing, GCMS faculty and staff work diligently to meet the academic, social and emotional needs of all students.



## **School's Purpose**

**Provide the school's purpose statement and ancillary content such as mission, vision, values, and/or beliefs. Describe how the school embodies its purpose through its program offerings and expectations for students.**

Grant County Middle School's vision is to advance knowledge and activate momentum by establishing high expectations and fostering assurance that students, staff, and administration reach their greatest potential. Our mission embraces the involvement of students, staff, parents, and community coming together to meet the educational, social, and emotional needs of our students. Utilization of MAP assessments, READ 180, and System 44 assessments help diagnose reading and math deficits to provide targeted instruction. Accelerated math and science courses challenge students to achieve at high levels. Literacy is being emphasized within each classroom on a daily basis. We are also using our Individual Learning Plans (ILPs) to assist students in preparing for College and Career Readiness Standards.

## **Notable Achievements and Areas of Improvement**

**Describe the school's notable achievements and areas of improvement in the last three years. Additionally, describe areas for improvement that the school is striving to achieve in the next three years.**

Over the next three years, all GCMS teachers and students will work to improve the K-PREP assessment scores. Our goal is to have 80% of our students proficient in all areas by 2017. We have created advanced classes in reading and math along with intervention classes to help our students reach the goal of 80% proficient. We are improving our efforts to respond to the needs of our Gifted and Talented Students. This year we have set a goal of 15 point increase for all students MAP scores based on Spring to Spring assessments.

## **Additional Information**

**Provide any additional information you would like to share with the public and community that were not prompted in the previous sections.**

GCMS has set a new schedule that allows for students who are assigned READ 180 and System 44 to have the full 90 minutes each day to insure success for all students. GCMS has common assessments to ensure that all students, regardless of which class they are assigned, are exposed to a rigorous curriculum and held to a high standard achievement in all subject areas. Contract days allows our teachers to receive and participate in multiple professional development opportunities as well as work within their departments to ensure high-quality instruction and create common assessments which provide teachers with the students data that is necessary to evaluate effectiveness.

# **Plan for KDE Comprehensive School Improvement Plan 2015/2016**

## **Overview**

### **Plan Name**

Plan for KDE Comprehensive School Improvement Plan 2015/2016

### **Plan Description**

## Goals Summary

The following is a summary of the goals encompassed in this plan. The details for each goal are available in the next section.

#	Goal Name	Goal Details	Goal Type	Total Funding
1	All students at Grant County Middle School will increase the averaged combined reading and math scores from 42.5 to 54 in the 2016/2017 school year..	Objectives: 2 Strategies: 6 Activities: 12	Academic	\$2500
2	Grant Count Middle School will increase the average combined reading and math proficiency ratings for all students in the non-duplicated gap group from 33.1% to 55.0% in the 2016-2017 school year.	Objectives: 2 Strategies: 5 Activities: 6	Academic	\$7500
3	Grant County Middle School will increase College and Career Readiness rate to 75% by 2017	Objectives: 2 Strategies: 5 Activities: 5	Academic	\$400
4	Grant County Middle school will reduce the percent of novice students in reading and math from 22.1 % to 18.7% in the 2016-2017 school year.	Objectives: 1 Strategies: 4 Activities: 4	Organizational	\$0
5	Grant County Middle School will increase the Culture for Learning	Objectives: 1 Strategies: 2 Activities: 2	Academic	\$0
6	Grant County Middle School will help increase the College and Career ready rate from 72.5 to 87.1 by 2017	Objectives: 1 Strategies: 1 Activities: 4	Organizational	\$0

## Goal 1: All students at Grant County Middle School will increase the averaged combined reading and math scores from 42.5 to 54 in the 2016/2017 school year..

### Measurable Objective 1:

50% of Sixth, Seventh and Eighth grade students will demonstrate a proficiency in reading in English Language Arts by 05/31/2017 as measured by scores on the reading portion of the KPREP assessment..

### Strategy 1:

Unit Development - Administrative team and teacher will work to develop revise and refine common assessments pacing guides and standards base unit at every level.

Category: Learning Systems

Activity - Pacing guides syllabi	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will prepare reading pacing guides and syllabi that are vertical aligned	Academic Support Program, Policy and Process	01/04/2016	05/31/2017	\$0	No Funding Required	ELA Teachers, Curriculum Specialist.

Activity - Standards based units	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Grade level ELA teachers will work to review and revise units of study.	Academic Support Program	01/04/2016	05/31/2017	\$2500	District Funding	All ELA teachers and curriculum specialist.

### Strategy 2:

Professional Learning - Teacher will be provided targeted professional development opportunities to increase student achievement.

Category: Learning Systems

Research Cited: Professional Learning Communities have proven to increase student achievement. See research at <http://www.allthingsplc.info/evidence/evidence.php>

Activity - Weekly Grade Level Department Meetings	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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All English language arts teachers meet weekly to analyze reading learning checks and common assessments. During these meetings instructional strategies are developed and shared.	Professional Learning	01/04/2016	05/31/2017	\$0	No Funding Required	Curriculum Specialist, ELA teachers, administration
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Activity - Job-embedded Professional development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Grant County Middle School will continue to provide on-going, job embedded, research based professional learning in the following areas; Literacy Strategies, Thinking strategies, Math strategies, Science and Social studies, PGES and assessment Literacy and standards based grading.	Academic Support Program	01/04/2016	05/31/2017	\$0	No Funding Required	Curriculum specialist and teachers and administration

### (shared) Strategy 3:

Standards Based Grading - Grant County Middle School will continue to refine the process for standard based grading.

Category: Learning Systems

Activity - Standard Based Assessment Reporting	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Grant County Middle School will continue to revise and refine the process of standard based grading.	Academic Support Program	01/04/2016	05/31/2017	\$0	No Funding Required	Administration, Curriculum Specialist, Director of Secondary Education

Activity - Standards Based Reporting	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will develop a process to help with parent understanding of standards based grading.	Academic Support Program	01/04/2016	05/31/2017	\$0	No Funding Required	Staff, Administration, Curriculum Specialist

### (shared) Strategy 4:

Assessment Work - All teachers will give common assessments in content area.

Category: Learning Systems

Activity - Assessment Work	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Formative and Summative Assessments.	Academic Support Program	01/04/2016	05/31/2017	\$0	No Funding Required	Curriculum Specialist, Administration, Director of secondary Education.



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Activity - Seven Strategies of Assessment	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Grant County Middle School will continue work in Seven Strategies of Assessment for Learning.	Academic Support Program	01/04/2016	05/31/2017	\$0	No Funding Required	Curriculum Specialist, Administration, Director of Secondary Education.

## Measurable Objective 2:

40% of Sixth, Seventh and Eighth grade students will demonstrate a proficiency in mathematics in Mathematics by 05/31/2017 as measured by scores on the math portion of the KPREP assessment..

### Strategy 1:

Unit development - Administrative team and curriculum specialist work with teachers to develop revise and refine common assessments pacing guides standard based units at every level

Category: Learning Systems

Activity - Pacing guides and syllabi	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will prepare lessons specific to RIT score (MAP) to address individual student deficiencies	Direct Instruction, Academic Support Program	01/04/2016	05/31/2017	\$0	No Funding Required	Math Teachers, Curriculum Specialist

Activity - Standards based units	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Curriculum specialist and teachers will work together to review and revise units of study.	Academic Support Program	01/04/2016	05/31/2017	\$0	No Funding Required	Curriculum specialist and teachers.

### Strategy 2:

Professional Learning Communities - Teachers and curriculum specialist meet weekly to analyze assessment data and plan instruction.

Category:

Research Cited: Professional Learning Communities have proven to increase student achievement. See research at <http://www.allthingsplc.info/evidence/evidence.php>

Activity - Weekly Grade Level Department Meetings	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All math teachers meet weekly to analyze math learning checks and common assessments. During these meetings instructional strategies are developed and shared.	Professional Learning	01/04/2016	05/31/2017	\$0	No Funding Required	Curriculum Specialist, math teachers, administration

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Activity - School Administration	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Grant County Middle School administration will meet weekly and focus on improvement of PLC.	Academic Support Program	01/04/2016	05/31/2017	\$0	No Funding Required	Grant County Middle School administration , curriculum specialist Director of Secondary Education

### (shared) Strategy 3:

Standards Based Grading - Grant County Middle School will continue to refine the process for standard based grading.

Category: Learning Systems

Activity - Standard Based Assessment Reporting	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Grant County Middle School will continue to revise and refine the process of standard based grading.	Academic Support Program	01/04/2016	05/31/2017	\$0	No Funding Required	Administration , Curriculum Specialist Director of Secondary Education

Activity - Standards Based Reporting	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will develop a process to help with parent understanding of standards based grading.	Academic Support Program	01/04/2016	05/31/2017	\$0	No Funding Required	Staff, Administration , Curriculum Specialist

### (shared) Strategy 4:

Assessment Work - All teachers will give common assessments in content area.

Category: Learning Systems

Activity - Assessment Work	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Formative and Summative Assessments.	Academic Support Program	01/04/2016	05/31/2017	\$0	No Funding Required	Curriculum Specialist, Administration , Director of secondary Education.

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Activity - Seven Strategies of Assessment	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Grant County Middle School will continue work in Seven Strategies of Assessment for Learning.	Academic Support Program	01/04/2016	05/31/2017	\$0	No Funding Required	Curriculum Specialist, Administration, Director of Secondary Education.

**Goal 2: Grant Count Middle School will increase the average combined reading and math proficiency ratings for all students in the non-duplicated gap group from 33.1% to 55.0% in the 2016-2017 school year.**

**Measurable Objective 1:**

65% of All Students will demonstrate a proficiency in reading in English Language Arts by 05/31/2017 as measured by scores on the reading portion of the KPREP assessment..

**Strategy 1:**

Reading Intervention - Response to Intervention model will be used to address students scoring below average on MAP reading assessment. A tiered model will be implemented to serve those who are at least two levels below grade level.

Category: Learning Systems

Research Cited: RTI Model

Activity - Read 180/System 44	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will use the Read 180/System 44 Programs to develop reading skills. Read 180/System 44 combines computer time, independent reading and direct instruction in reading.	Academic Support Program	01/04/2016	05/31/2017	\$2500	District Funding	special education teachers, classroom teachers, curriculum specialist

**Strategy 2:**

Professional Learning for closing the Gap. - Grant County Middle School Counselors will meet monthly with the Director of Student Instructional Services to review common assessment data and RTI data, Counselors will make a plan of action for students identified as needing help.

Category: Professional Learning & Support

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Activity - Professional Learning Communities	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All content teachers will meet weekly to work on specific literacy instructional strategies including questioning, formative/summative assessment, writing to learn and writing to demonstrate learning activities as well as specific reading response strategies.	Professional Learning	01/04/2016	05/31/2017	\$0	No Funding Required	curriculum specialist, administration, teacher leaders

Activity - Special Education PLC	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
GCMS Special Education teachers will be trained specifically on research based literacy and math strategies.	Professional Learning	01/04/2016	05/31/2017	\$0	No Funding Required	Special Education staff, Director of Student Instructional Services

### (shared) Strategy 3:

Monitoring and Sustaining PD - Grant County Middle School will develop a process for monitoring and sustaining professional development for all teachers.

Category: Professional Learning & Support

Activity - Weekly Probes	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students who have IEPs will have progress monitored through weekly probes to determine gains or regressions. This will be implemented by special education teachers and other staff members working with the students.	Direct Instruction	01/04/2016	05/31/2017	\$0	No Funding Required	special education teachers, curriculum specialist, intervention instructional assistants

### Measurable Objective 2:

50% of All Students will demonstrate a proficiency in mathematics in Mathematics by 05/31/2017 as measured by scores on the math portion of the KPREP assessment..

### Strategy 1:

Math Intervention - Response to Intervention model will be used to address students scoring below average on MAP math assessment. A tiered model will be implemented to serve those who are below grade level.

Category: Continuous Improvement

Research Cited: RTI Model

Activity - My Path/Transmath	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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All students have individualized math activities through My Path/Transmath , a software program. Students are regularly scheduled to work on My Path in intervention class based on math grade level.	Technology	01/04/2016	05/31/2017	\$5000	District Funding	special education teachers, math teachers, curriculum specialist
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### Strategy 2:

Mathematical Practice Professional Development - Math teachers will have specific professional development on the mathematical practices. GCMS math teachers will be trained in Trans Math. On-going professional development with Northern Kentucky University.

Category: Continuous Improvement

Activity - Professional Learning Communities	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Math teachers will meet weekly with the curriculum specialist and collaborative teachers to discuss plans of differentiation with economically disadvantaged and disabled students. Teachers will discuss groups, teaching strategies, co-teaching, and keeping all students accountable.	Professional Learning	01/04/2016	05/31/2017	\$0	No Funding Required	curriculum specialist, math teachers, administrators

### (shared) Strategy 3:

Monitoring and Sustaining PD - Grant County Middle School will develop a process for monitoring and sustaining professional development for all teachers.

Category: Professional Learning & Support

Activity - Weekly Probes	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students who have IEPs will have progress monitored through weekly probes to determine gains or regressions. This will be implemented by special education teachers and other staff members working with the students.	Direct Instruction	01/04/2016	05/31/2017	\$0	No Funding Required	special education teachers, curriculum specialist, intervention instructional assistants

## Goal 3: Grant County Middle School will increase College and Career Readiness rate to 75% by 2017

### Measurable Objective 1:

65% of All Students will demonstrate a proficiency in reading in English Language Arts by 05/31/2017 as measured by scores/benchmarks met on the Explore test..

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**Strategy 1:**

Unit Planning - Teachers will continue to align instructional units with ACT College and Career Readiness standards.

Category: Professional Learning &amp; Support

Activity - Assessment Refinement	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will continue to refine assessments to include rigorous formative and summative assessment items on common assessments and learning checks.	Policy and Process	01/04/2016	05/31/2017	\$0	No Funding Required	teachers, curriculum specialist, administration

**Strategy 2:**

Mentoring ILP - Students will be mentored by selected community and school leaders. Parents will be invited into a meeting to discuss the students ILP and plans for high school. This process will begin in the 6th grade.

Category: Career Readiness Pathways

Activity - Operation Preparation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Every 8th grade student will meet with an adult to discuss ILP and Explore scores in order to prepare for appropriate high school coursework.	Career Preparation/Orientation	01/04/2016	05/31/2017	\$200	District Funding	guidance counselors, administrators and parents.

**(shared) Strategy 3:**

Plan and Implement. - Grant County Middle School teachers will analyze, plan and implement instruction that is fully aligned to their respective grade level standards..

Category: Continuous Improvement

Activity - grade level meetings	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
During PLC's staff will align curriculum to standards for instruction in the classroom.	Academic Support Program	01/04/2016	05/31/2017	\$0	No Funding Required	Teachers, Curriculum specialist, Administration

**Measurable Objective 2:**

55% of All Students will demonstrate a proficiency in mathematics in Mathematics by 05/31/2017 as measured by scores/benchmarks met on the math portion of the MAP.

**Strategy 1:**

Unit Planning - Teachers will continue to align instructional units with ACT College and Career Readiness standards.

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Category: Career Readiness Pathways

Activity - Assessment Refinement	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will continue to refine assessments to include rigorous K-PREP like test items on common assessments and learning checks.	Policy and Process	01/04/2016	05/31/2017	\$0	No Funding Required	curriculum specialist, teachers, administration

**Strategy 2:**

Mentoring - Students will be mentored by selected community and school leaders. Parents will be invited into a meeting to discuss the students ILP and plans for high school.

Category: Career Readiness Pathways

Activity - Operation Preparation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Every 8th grade student will meet with an adult to discuss ILP and Explore scores in order to prepare for appropriate high school coursework.	Career Preparation/Orientation	01/04/2016	05/31/2017	\$200	District Funding	guidance counselors

**(shared) Strategy 3:**

Plan and Implement. - Grant County Middle School teachers will analyze, plan and implement instruction that is fully aligned to their respective grade level standards..

Category: Continuous Improvement

Activity - grade level meetings	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
During PLC's staff will align curriculum to standards for instruction in the classroom.	Academic Support Program	01/04/2016	05/31/2017	\$0	No Funding Required	Teachers, Curriculum specialist, Administration

## Goal 4: Grant County Middle school will reduce the percent of novice students in reading and math from 22.1 % to 18.7% in the 2016-2017 school year.

**Measurable Objective 1:**

demonstrate a proficiency 100% by 05/31/2017 as measured by 100% of sixth, seventh, and eighth grade students will demonstrate a proficiency as measured by a decrease in the number of student scoring novice as measured by KPREP scores..

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## Strategy 1:

Novice reduction plan - Grant County Middle School will plan , implement, and monitor for novice reduction plan.

Category: Other - Noovice reduction plan

Activity - Novice Reduction Plan	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
GCMS will plan, implement, and monitor for novice reduction.	Academic Support Program	01/04/2016	05/31/2017	\$0	No Funding Required	Teachers, Administration , Curriculum Specialist, Director of Secondary Education.

## Strategy 2:

Lesadership Talks - District and Grant County Middle School Administrative team will meet three times a year to review data and plans for improvement.

Category: Professional Learning & Support

Activity - Leadership Talks	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District Office Curriculum Staff will meet with the Grant County Middle School administrative team at least three times a year to review data in regards to novice reduction and to monitor the novice reduction plan at Grant County Middle School.	Professional Learning, Academic Support Program	01/04/2016	05/31/2017	\$0	No Funding Required	District Office Curriculum Staff, Grant County Middle School Administrative Team.

## Strategy 3:

Measures of Academic Progress - Grant county Middle School students in grades 6th- 8th will complete the MAP Assessment. Students will set goals for improvement.

Category: Continuous Improvement

Activity - Measures of Academic Progress.	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Student at Grant County Middle School will have the opportunity to take the MAP assessment up to three times a year. GCMS students will set goals for each of the tests taken.	Academic Support Program	01/04/2016	05/31/2017	\$0	No Funding Required	Grant County Administrative team.

## Strategy 4:

SBDM and BOE Meeting - In January all Site Based Decision Making Councils will meet with the Board of Education to discuss goals for closing the achievement gap and reducing novice.



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Category: Stakeholder Engagement

Activity - SBDM and BOE Meeting	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
In January all Site Based Decision Making Councils and the Board of Education will meet to review strategies in place for closing the achievement gap and novice reduction. Each board member will meet individually to address questions they may have in relation to closing the gap for the school.	Academic Support Program	01/04/2016	05/31/2017	\$0	No Funding Required	Principals, SBDM members, Board of Education

## Goal 5: Grant County Middle School will increase the Culture for Learning

### Measurable Objective 1:

100% of All Students will collaborate to increase student learning in English Language Arts by 05/31/2017 as measured by By staff meetings, new teacher bi-monthly meetings, PLC's .

### Strategy 1:

ERQ's - Teachers will administer weekly Extended response questions to students having them write to a 4. This will be scored by the entire staff in an extra PLC each week.

Category: Professional Learning & Support

Activity - ERQ	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Writing to a four. Students writing responses to extended response question on grade level.	Academic Support Program	01/04/2016	05/31/2017	\$0	No Funding Required	Curriculum specialist, administration , Director od Secondary education, staff

### Strategy 2:

New teacher meeting - New staff members will meet bi-monthly to address student learning and concerns.

Category: Continuous Improvement

Activity - Bi-Monthly meetings	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Staff will meet with administration bi-monthly to address issues.	Professional Learning, Career Preparation/Orientation, Academic Support Program	01/04/2016	05/31/2017	\$0	No Funding Required	administration, curriculum specialist
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**Goal 6: Grant County Middle School will help increase the College and Career ready rate from 72.5 to 87.1 by 2017**

**Measurable Objective 1:**

achieve college and career readiness All Grant County Middle School students will achieve college and career readiness progress by 05/31/2017 as measured by the number of college and career ready students.

**Strategy 1:**

Transitions - Grant County Middle School will incorporate transitioning activities for all sixth grade students.

Category: Career Readiness Pathways

Activity - Transitions	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All sixth grade students will attend school one day earlier than the rest of the middle school. This will allow them time to transition to the middle school with their peers before the seventh and eighth grade attend school.	Academic Support Program, Behavioral Support Program	01/04/2016	05/31/2017	\$0	No Funding Required	Principal, teachers

Activity - Snow Learning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Snow learning plan will focus on the students weaknesses, with emphases on getting student college and career ready.	Career Preparation/Orientation, Academic Support Program, Technology	01/04/2016	05/31/2017	\$0	No Funding Required	Curriculum specialist, administration, teachers

Activity - Alignment	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Grant County Middle School will ensure that standards are completely aligned from middle school to high school.	Career Preparation/Orientation, Academic Support Program	01/04/2016	05/31/2017	\$0	No Funding Required	Director of Secondary Education, GCMS Administration, Curriculum Specialist, Teachers
<b>Activity - ILP</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
The ILP will be utilized with all students at the beginning in the 6th grade. Grant County Middle School will develop and implement a plan for using this resource with students throughout their middle school career.	Career Preparation/Orientation, Academic Support Program, Technology	01/04/2016	05/31/2017	\$0	No Funding Required	guidance Counselors, Teachers, Administration

## Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

### No Funding Required

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Novice Reduction Plan	GCMS will plan, implement, and monitor for novice reduction.	Academic Support Program	01/04/2016	05/31/2017	\$0	Teachers, Administration, Curriculum Specialist, Director of Secondary Education.
SBDM and BOE Meeting	In January all Site Based Decision Making Councils and the Board of Education will meet to review strategies in place for closing the achievement gap and novice reduction. Each board member will meet individually to address questions they may have in relation to closing the gap for the school.	Academic Support Program	01/04/2016	05/31/2017	\$0	Principals, SBDM members, Board of Education
School Administration	Grant County Middle School administration will meet weekly and focus on improvement of PLC.	Academic Support Program	01/04/2016	05/31/2017	\$0	Grant County Middle School administration, curriculum specialist, Director of Secondary Education
ERQ	Writing to a four. Students writing responses to extended response question on grade level.	Academic Support Program	01/04/2016	05/31/2017	\$0	Curriculum specialist, administration, Director of Secondary education, staff
Weekly Grade Level Department Meetings	All math teachers meet weekly to analyze math learning checks and common assessments. During these meetings instructional strategies are developed and shared.	Professional Learning	01/04/2016	05/31/2017	\$0	Curriculum Specialist, math teachers, administration
Special Education PLC	GCMS Special Education teachers will be trained specifically on research based literacy and math strategies.	Professional Learning	01/04/2016	05/31/2017	\$0	Special Education staff, Director of Student Instructional Services

# KDE Comprehensive School Improvement Plan

Grant County Middle School

Assessment Refinement	Teachers will continue to refine assessments to include rigorous formative and summative assessment items on common assessments and learning checks.	Policy and Process	01/04/2016	05/31/2017	\$0	teachers, curriculum specialist, administration
Alignment	Grant County Middle School will ensure that standards are completely aligned from middle school to high school.	Career Preparation/Orientation, Academic Support Program	01/04/2016	05/31/2017	\$0	Director of Secondary Education, GCMS Administration, Curriculum Specialist, Teachers
Standards based units	Curriculum specialist and teachers will work together to review and revise units of study.	Academic Support Program	01/04/2016	05/31/2017	\$0	Curriculum specialist and teachers.
Leadership Talks	District Office Curriculum Staff will meet with the Grant County Middle School administrative team at least three times a year to review data in regards to novice reduction and to monitor the novice reduction plan at Grant County Middle School.	Professional Learning, Academic Support Program	01/04/2016	05/31/2017	\$0	District Office Curriculum Staff, Grant County Middle School Administrative Team.
Job-embedded Professional development	Grant County Middle School will continue to provide on-going, job embedded, research based professional learning in the following areas; Literacy Strategies, Thinking strategies, Math strategies, Science and Social studies, PGES and assessment Literacy and standards based grading.	Academic Support Program	01/04/2016	05/31/2017	\$0	Curriculum specialist and teachers and administration
Transitions	All sixth grade students will attend school one day earlier than the rest of the middle school. This will allow them time to transition to the middle school with their peers before the seventh and eighth grade attend school.	Academic Support Program, Behavioral Support Program	01/04/2016	05/31/2017	\$0	Principal, teachers
Snow Learning	Snow learning plan will focus on the students weaknesses, with emphases on getting student college and career ready.	Career Preparation/Orientation, Academic Support Program, Technology	01/04/2016	05/31/2017	\$0	Curriculum specialist, administration, teachers
ILP	The ILP will be utilized with all students at the beginning in the 6th grade. Grant County Middle School will develop and implement a plan for using this resource with students throughout their middle school career.	Career Preparation/Orientation, Academic Support Program, Technology	01/04/2016	05/31/2017	\$0	guidance Counselors, Teachers, Administration

# KDE Comprehensive School Improvement Plan

Grant County Middle School

Assessment Work	Formative and Summative Assessments.	Academic Support Program	01/04/2016	05/31/2017	\$0	Curriculum Specialist, Administration, Director of secondary Education.
Assessment Refinement	Teachers will continue to refine assessments to include rigorous K-PREP like test items on common assessments and learning checks.	Policy and Process	01/04/2016	05/31/2017	\$0	curriculum specialist, teachers, administration
Professional Learning Communities	Math teachers will meet weekly with the curriculum specialist and collaborative teachers to discuss plans of differentiation with economically disadvantaged and disabled students. Teachers will discuss groups, teaching strategies, co-teaching, and keeping all students accountable.	Professional Learning	01/04/2016	05/31/2017	\$0	curriculum specialist, math teachers, administrators
grade level meetings	During PLC's staff will align curriculum to standards for instruction in the classroom.	Academic Support Program	01/04/2016	05/31/2017	\$0	Teachers, Curriculum specialist, Administration
Measures of Academic Progress.	Student at Grant County Middle School will have the opportunity to take the MAP assessment up to three times a year. GCMS students will set goals for each of the tests taken.	Academic Support Program	01/04/2016	05/31/2017	\$0	Grant County Administrative team.
Standards Based Reporting	Staff will develop a process to help with parent understanding of standards based grading.	Academic Support Program	01/04/2016	05/31/2017	\$0	Staff, Administration, Curriculum Specialist
Bi-Monthly meetings	Staff will meet with administration bi-monthly to address issues.	Professional Learning, Career Preparation/Orientation, Academic Support Program	01/04/2016	05/31/2017	\$0	administration, curriculum specialist
Weekly Probes	Students who have IEPs will have progress monitored through weekly probes to determine gains or regressions. This will be implemented by special education teachers and other staff members working with the students.	Direct Instruction	01/04/2016	05/31/2017	\$0	special education teachers, curriculum specialist, intervention instructional assistants

# KDE Comprehensive School Improvement Plan

Grant County Middle School

Pacing guides syllabi	Teachers will prepare reading pacing guides and syllabi that are vertical aligned	Academic Support Program, Policy and Process	01/04/2016	05/31/2017	\$0	ELA Teachers, Curriculum Specialist.
Weekly Grade Level Department Meetings	All English language arts teachers meet weekly to analyze reading learning checks and common assessments. During these meetings instructional strategies are developed and shared.	Professional Learning	01/04/2016	05/31/2017	\$0	Curriculum Specialist, ELA teachers, administration
Pacing guides and syllabi	Teachers will prepare lessons specific to RIT score (MAP) to address individual student deficiencies	Direct Instruction, Academic Support Program	01/04/2016	05/31/2017	\$0	Math Teachers, Curriculum Specialist
Seven Strategies of Assessment	Grant County Middle School will continue work in Seven Strategies of Assessment for Learning.	Academic Support Program	01/04/2016	05/31/2017	\$0	Curriculum Specialist, Administration, Director of Secondary Education.
Professional Learning Communities	All content teachers will meet weekly to work on specific literacy instructional strategies including questioning, formative/summative assessment, writing to learn and writing to demonstrate learning activities as well as specific reading response strategies.	Professional Learning	01/04/2016	05/31/2017	\$0	curriculum specialist, administration, teacher leaders
Standard Based Assessment Reporting	Grant County Middle School will continue to revise and refine the process of standard based grading.	Academic Support Program	01/04/2016	05/31/2017	\$0	Administration, Curriculum Specialist, Director of Secondary Education
<b>Total</b>					<b>\$0</b>	

## District Funding

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Operation Preparation	Every 8th grade student will meet with an adult to discuss ILP and Explore scores in order to prepare for appropriate high school coursework.	Career Preparation/Orientation	01/04/2016	05/31/2017	\$200	guidance counselors
Read 180/System 44	Students will use the Read 180/System 44 Programs to develop reading skills. Read 180/System 44 combines computer time, independent reading and direct instruction in reading.	Academic Support Program	01/04/2016	05/31/2017	\$2500	special education teachers, classroom teachers, curriculum specialist

**KDE Comprehensive School Improvement Plan**

Grant County Middle School

Standards based units	Grade level ELA teachers will work to review and revise units of study.	Academic Support Program	01/04/2016	05/31/2017	\$2500	All ELA teachers and curriculum specialist.
Operation Preparation	Every 8th grade student will meet with an adult to discuss ILP and Explore scores in order to prepare for appropriate high school coursework.	Career Preparation/Orientation	01/04/2016	05/31/2017	\$200	guidance counselors, administrators and parents.
My Path/Transmath	All students have individualized math activities through My Path/Transmath , a software program. Students are regularly scheduled to work on My Path in intervention class based on math grade level.	Technology	01/04/2016	05/31/2017	\$5000	special education teachers, math teachers, curriculum specialist
<b>Total</b>					<b>\$10400</b>	



# **KDE Needs Assessment**

## **Introduction**

The purpose of the School Needs Assessment is to use data and information to prioritize allocation of resources and activities.

## Data Analysis

**What question(s) are you trying to answer with the data and information provided to you? What does the data/information tell you?  
What does the data/information not tell you?**

With the data provided by KPREP, we are trying to increase achievement in several areas. We are working to determine why math and writing were disproportionately low compared to other content areas. However, our largest need appears to be with gap group in both reading and math. Our students with disabilities need to be targeted with meaningful interventions in both reading and math.

The individual subject area data for achievement indicates that we need the most improvement in math and writing. We scored significantly below the state mean in both. The math data does not indicate specific strands (i.e., equations and expressions, geometry, etc.) that have deficits. However, seventh grade math showed the greatest need considering the percent proficient/distinguished is the lowest of all three grade levels.

We also need to focus on on-demand writing and language mechanics. Our data indicates a low proficient/distinguished percentage in this area. Again, specific areas of improvement aren't included in the data. Knowing that sixth graders scored significantly lower than eighth graders in writing indicates that we need to work on vertical alignment with elementary school. We also need to improve writing instruction in the sixth grade.

The data indicates that our students with disabilities performed significantly lower than their same grade peers in reading and math. This is a consistent trend for GCMS. While we use an extensive amount of resources and time with our students with disabilities, we are working to determine how we can further improve our specially designed instruction to increase student achievement.

## **Areas of Strengths**

**What were the areas of strength you noted? What actions are you implementing to sustain the areas of strength? What is there cause to celebrate?**

Our areas of strength included science and social studies. We will continue to improve the quality of assessments in both areas. We also are beginning to work with the Next Generation Science Standards to ensure a seamless transition from Core Content to NGSS. Writing to learn and writing to demonstrate learning are a focus this year in all content areas and should promote significant gains in the extended response portion of both the science and social studies tests.

## Opportunities for Improvement

### What were areas in need of improvement? What plans are you making to improve the areas of need?

#### Content:

Math is our main area that needs improvement. However, pacing is an issue at GCMS and we are working diligently on curriculum maps/unit plans in order to ensure that all content is being taught. Since we implemented a drastically different approach to math last year, including the reduction of calculator use, we believe students will perform better on the Spring 2016 KPREP assessment. WE believe the instructional "gaps" will decrease each year based on our new approach to math instruction.

Writing is also an area that needs improvement. English Language Arts teachers are participating in intentional professional development on the 6 Traits of Writing. While eighth grade teachers are veteran writing teachers, sixth grade teachers are working to improve their instruction through professional development and unit refinement. As a district, we are creating a vertically-aligned ELA writing curriculum based on KCAS. Writing instruction will also extend into the content areas through writing to learn and writing to demonstrate learning activities. Since all content areas currently use the school model RACE- we will continue to implement other writing initiatives throughout the content areas as well. RACE is being implemented in all content areas to help with writing skills.

#### Gap Groups:

One area of need that consistently exists at GCMS is the performance in reading and math of our students with disabilities. Currently, we provide reading intervention through prescriptive programs such as Read 180 and System 44 along with specially designed instruction. Students with disabilities also get an extra hour of math each day with specially designed instruction. Along with content area intervention, special education teachers closely monitor students with disabilities through weekly probes. These probes guide specially designed instruction and allow for us to monitor progress closely.

#### Growth:

One area of improvement for the new accountability model is growth of high-performing/distinguished students. In order for these students to grow, we will need to implement strategies to challenge these students. This year, all students are working with either an intervention teacher or an enrichment teacher to ensure their needs are being met. They receive reading instruction an additional 30 minutes per day. This reading instruction includes highly rigorous and challenging activities that require these students to read critically, argue/defend a position and write extensively. Through these courses, our goal is to intellectually challenge our most advanced students in order for them to grow.

## **Conclusion**

**Reflect on your answers provided in the previous sections. What are your next steps in addressing areas of concern?**

Our next steps to address areas of concern are to implement strategies and activities included on the CSIP. With an intentional focus on content areas that showed a disproportionately low number of proficient/distinguished students, we should see gains in these areas on 2015 KPREP based on the initiatives implemented according to the CSIP. We will continue to intentionally focus on our students with disabilities population to ensure proper measures will increase student achievement in reading and math, as well.

While our high-performing students have not been a concern in the past, we will continue to strive to provide high-quality, rigorous instruction in math and reading for this group to ensure growth in all areas as required by the new accountability growth model.

Finally, we will continue working on college and career readiness beginning in sixth grade. Students will have the opportunity to prepare for the Explore test in various ways. We will continue to work with students on the development of their ILPS and have opportunities for them to explore careers in which they may be interested. Students should leave middle school with a plan for high school that includes consideration about their futures beyond twelfth grade.

# **KDE Compliance and Accountability - Schools**

## **Introduction**

The process of Improvement Planning in Kentucky is used as the means of determining how schools and districts will plan to ensure that students reach proficiency and beyond by 2015. The process focuses school and district improvement efforts on student needs by bringing together all stakeholders to plan for improvement, by focusing planning efforts on priority needs and closing achievement gaps between subgroups of students, by building upon school and district capacity for high quality planning, and by making connections between the funds that flow into the district and the priority needs in schools.

Your school's plans for improvement must be based on careful and honest analysis of data, address all content areas, and clearly address gaps in student achievement.



## Planning and Accountability Requirements

The school has identified specific strategies to address areas for improvement identified in the TELLKY Survey results.

**Goal 1:**

All students at Grant County Middle School will increase the averaged combined reading and math scores from 42.5 to 54 in the 2016/2017 school year..

**Measurable Objective 1:**

50% of Sixth, Seventh and Eighth grade students will demonstrate a proficiency in reading in English Language Arts by 05/31/2017 as measured by scores on the reading portion of the KPREP assessment..

**Strategy1:**

Unit Development - Administrative team and teacher will work to develop revise and refine common assessments pacing guides and standards base unit at every level.

Category: Learning Systems

Research Cited:

Activity - Standards based units	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Grade level ELA teachers will work to review and revise units of study.	Academic Support Program	01/04/2016	05/31/2017	\$2500 - District Funding	All ELA teachers and curriculum specialist.

Activity - Pacing guides syllabi	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will prepare reading pacing guides and syllabi that are vertical aligned	Policy and Process Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	ELA Teachers, Curriculum Specialist.

**Strategy2:**

Assessment Work - All teachers will give common assessments in content area.

Category: Learning Systems

Research Cited:

# KDE Comprehensive School Improvement Plan

Grant County Middle School

Activity - Assessment Work	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Formative and Summative Assessments.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Curriculum Specialist, Administration, Director of secondary Education.

Activity - Seven Strategies of Assessment	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Grant County Middle School will continue work in Seven Strategies of Assessment for Learning.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Curriculum Specialist, Administration, Director of Secondary Education.

### Strategy3:

Professional Learning - Teacher will be provided targeted professional development opportunities to increase student achievement.

Category: Learning Systems

Research Cited: Professional Learning Communities have proven to increase student achievement. See research at

<http://www.allthingsplc.info/evidence/evidence.php>

Activity - Job-embedded Professional development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Grant County Middle School will continue to provide on-going, job embedded, research based professional learning in the following areas; Literacy Strategies, Thinking strategies, Math strategies, Science and Social studies, PGES and assessment Literacy and standards based grading.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Curriculum specialist and teachers and administration.

Activity - Weekly Grade Level Department Meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All English language arts teachers meet weekly to analyze reading learning checks and common assessments. During these meetings instructional strategies are developed and shared.	Professional Learning	01/04/2016	05/31/2017	\$0 - No Funding Required	Curriculum Specialist, ELA teachers, administration

### Measurable Objective 2:

40% of Sixth, Seventh and Eighth grade students will demonstrate a proficiency in mathematics in Mathematics by 05/31/2017 as measured by scores on the math portion of the KPREP assessment..

### Strategy1:

Professional Learning Communities - Teachers and curriculum specialist meet weekly to analyze assessment data and plan instruction.

Category:

Research Cited: Professional Learning Communities have proven to increase student achievement. See research at

<http://www.allthingsplc.info/evidence/evidence.php>

# KDE Comprehensive School Improvement Plan

Grant County Middle School

Activity - Weekly Grade Level Department Meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All math teachers meet weekly to analyze math learning checks and common assessments. During these meetings instructional strategies are developed and shared.	Professional Learning	01/04/2016	05/31/2017	\$0 - No Funding Required	Curriculum Specialist, math teachers, administration

Activity - School Administration	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Grant County Middle School administration will meet weekly and focus on improvement of PLC.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Grant County Middle School administration, curriculum specialist, Director of Secondary Education

### Strategy2:

Standards Based Grading - Grant County Middle School will continue to refine the process for standard based grading.

Category: Learning Systems

Research Cited:

Activity - Standards Based Reporting	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Staff will develop a process to help with parent understanding of standards based grading.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Staff, Administration, Curriculum Specialist

Activity - Standard Based Assessment Reporting	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Grant County Middle School will continue to revise and refine the process of standard based grading.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Administration, Curriculum Specialist, Director of Secondary Education

### Strategy3:

Unit development - Administrative team and curriculum specialist work with teachers to develop revise and refine common assessments pacing guides standard based units at every level

Category: Learning Systems

Research Cited:

Activity - Pacing guides and syllabi	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will prepare lessons specific to RIT score (MAP) to address individual student deficiencies	Direct Instruction Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Math Teachers, Curriculum Specialist

# KDE Comprehensive School Improvement Plan

Grant County Middle School

Activity - Standards based units	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Curriculum specialist and teachers will work together to review and revise units of study.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Curriculum specialist and teachers.

## Goal 2:

Grant Count Middle School will increase the average combined reading and math proficiency ratings for all students in the non-duplicated gap group from 33.1% to 55.0% in the 2016-2017 school year.

## Measurable Objective 1:

50% of All Students will demonstrate a proficiency in mathematics in Mathematics by 05/31/2017 as measured by scores on the math portion of the KPREP assessment..

## Strategy1:

Math Intervention - Response to Intervention model will be used to address students scoring below average on MAP math assessment. A tiered model will be implemented to serve those who are below grade level.

Category: Continuous Improvement

Research Cited: RTI Model

Activity - Compass Learning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All students have individualized math activities through Compass Learning, a software program. Students are regularly scheduled to work on Compass in intervention class based on math grade level.	Technology	01/04/2016	05/31/2017	\$5000 - District Funding	special education teachers, math teachers, curriculum specialist

## Strategy2:

Monitoring and Sustaining PD - Grant County Middle School will develop a process for monitoring and sustaining professional development for all teachers.

Category: Professional Learning & Support

Research Cited:

Activity - Weekly Probes	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students who have IEPs will have progress monitored through weekly probes to determine gains or regressions. This will be implemented by special education teachers and other staff members working with the students.	Direct Instruction	01/04/2016	05/31/2017	\$0 - No Funding Required	special education teachers, curriculum specialist, intervention instructional assistants

## Strategy3:

Mathematical Practice Professional Development - Math teachers will have specific professional development on the mathematical practices. GCMS math teachers will be trained in Trans Math. On-going professional development with Northern Kentucky University.

Category: Continuous Improvement

# KDE Comprehensive School Improvement Plan

Grant County Middle School

Research Cited:

Activity - Professional Learning Communities	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Math teachers will meet weekly with the curriculum specialist and collaborative teachers to discuss plans of differentiation with economically disadvantaged and disabled students. Teachers will discuss groups, teaching strategies, co-teaching, and keeping all students accountable.	Professional Learning	01/04/2016	05/31/2017	\$0 - No Funding Required	curriculum specialist, math teachers, administrators

## Measurable Objective 2:

65% of All Students will demonstrate a proficiency in reading in English Language Arts by 05/31/2017 as measured by scores on the reading portion of the KPREP assessment.

## Strategy1:

Professional Learning for closing the Gap. - Grant County Middle School Counselors will meet monthly with the Director of Student Instructional Services to review common assessment data and RTI data, Counselors will make a plan of action for students identified as needing help.

Category: Professional Learning & Support

Research Cited:

Activity - Professional Learning Communities	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All content teachers will meet weekly to work on specific literacy instructional strategies including questioning, formative/summative assessment, writing to learn and writing to demonstrate learning activities as well as specific reading response strategies.	Professional Learning	01/04/2016	05/31/2017	\$0 - No Funding Required	curriculum specialist, administration, teacher leaders

Activity - Special Education PLC	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
GCMS Special Education teachers will be trained specifically on research based literacy and math strategies.	Professional Learning	01/04/2016	05/31/2017	\$0 - No Funding Required	Special Education staff, Director of Student Instructional Services

## Strategy2:

Reading Intervention - Response to Intervention model will be used to address students scoring below average on MAP reading assessment. A tiered model will be implemented to serve those who are at least two levels below grade level.

Category: Learning Systems

Research Cited: RTI Model

# KDE Comprehensive School Improvement Plan

Grant County Middle School

Activity - Read 180/System 44	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will use the Read 180/System 44 Programs to develop reading skills. Read 180/System 44 combines computer time, independent reading and direct instruction in reading.	Academic Support Program	01/04/2016	05/31/2017	\$2500 - District Funding	special education teachers, classroom teachers, curriculum specialist

### Strategy3:

Monitoring and Sustaining PD - Grant County Middle School will develop a process for monitoring and sustaining professional development for all teachers.

Category: Professional Learning & Support

Research Cited:

Activity - Weekly Probes	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students who have IEPs will have progress monitored through weekly probes to determine gains or regressions. This will be implemented by special education teachers and other staff members working with the students.	Direct Instruction	01/04/2016	05/31/2017	\$0 - No Funding Required	special education teachers, curriculum specialist, intervention instructional assistants

### Goal 3:

Grant County Middle School will increase College and Career Readiness rate to 75% by 2017

### Measurable Objective 1:

55% of All Students will demonstrate a proficiency in mathematics in Mathematics by 05/31/2017 as measured by scores/benchmarks met on the math portion of the MAP.

### Strategy1:

Unit Planning - Teachers will continue to align instructional units with ACT College and Career Readiness standards.

Category: Career Readiness Pathways

Research Cited:

Activity - Assessment Refinement	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will continue to refine assessments to include rigorous K-PREP like test items on common assessments and learning checks.	Policy and Process	01/04/2016	05/31/2017	\$0 - No Funding Required	curriculum specialist, teachers, administration

### Strategy2:

Plan and Implement. - Grant County Middle School teachers will analyze, plan and implement instruction that is fully aligned to their respective grade level standards..

Category: Continuous Improvement

Research Cited:

**KDE Comprehensive School Improvement Plan**

Grant County Middle School

Activity - grade level meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
During PLC's staff will align curriculum to standards for instruction in the classroom.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Teachers, Curriculum specialist, Administration.

**Strategy3:**

Mentoring - Students will be mentored by selected community and school leaders. Parents will be invited into a meeting to discuss the students ILP and plans for high school.

Category: Career Readiness Pathways

Research Cited:

Activity - Operation Preparation	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Every 8th grade student will meet with an adult to discuss ILP and Explore scores in order to prepare for appropriate high school coursework.	Career Preparation/ Orientation	08/20/2014	12/30/2015	\$200 - District Funding	guidance counselors

**Measurable Objective 2:**

65% of All Students will demonstrate a proficiency in reading in English Language Arts by 05/31/2017 as measured by scores/benchmarks met on the Explore test..

**Strategy1:**

Mentoring ILP - Students will be mentored by selected community and school leaders. Parents will be invited into a meeting to discuss the students ILP and plans for high school. This process will begin in the 6th grade.

Category: Career Readiness Pathways

Research Cited:

Activity - Operation Preparation	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Every 8th grade student will meet with an adult to discuss ILP and Explore scores in order to prepare for appropriate high school coursework.	Career Preparation/ Orientation	01/04/2016	05/31/2017	\$200 - District Funding	guidance counselors, administrators and parents.

**Strategy2:**

Unit Planning - Teachers will continue to align instructional units with ACT College and Career Readiness standards.

Category: Professional Learning & Support

Research Cited:

# KDE Comprehensive School Improvement Plan

Grant County Middle School

Activity - Assessment Refinement	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will continue to refine assessments to include rigorous formative and summative assessment items on common assessments and learning checks.	Policy and Process	01/04/2016	05/31/2017	\$0 - No Funding Required	teachers, curriculum specialist, administration

### Strategy3:

Plan and Implement. - Grant County Middle School teachers will analyze, plan and implement instruction that is fully aligned to their respective grade level standards..

Category: Continuous Improvement

Research Cited:

Activity - grade level meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
During PLC's staff will align curriculum to standards for instruction in the classroom.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Teachers, Curriculum specialist, Administration.

### Goal 4:

Grant County Middle school will reduce the percent of novice students in reading and math from 22.1 % to 18.7% in the 2016-2017 school year.

### Measurable Objective 1:

demonstrate a proficiency 100% by 05/31/2017 as measured by 100% of sixth, seventh, and eighth grade students will demonstrate a proficiency as measured by a decrease in the number of student scoring novice as measured by KPREP scores..

### Strategy1:

Novice reduction plan - Grant County Middle School will plan , implement, and monitor for novice reduction plan.

Category: Other - Noovice reduction plan

Research Cited:

Activity - Novice Reduction Plan	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
GCMS will plan, implement, and monitor for novice reduction.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Teachers, Administration, Curriculum Specialist, Director of Secondary Education.

### Strategy2:

Measures of Academic Progress - Grant county Middle School students in grades 6th- 8th will complete the MAP Assessment. Students will set goals for improvement.

Category: Continuous Improvement

Research Cited:



# KDE Comprehensive School Improvement Plan

Grant County Middle School

Activity - Measures of Academic Progress.	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Student at Grant County Middle School will have the opportunity to take the MAP assessment up to three times a year. GCMS students will set goals for each of the tests taken.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Grant County Administrative team.

### Strategy3:

SBDM and BOE Meeting - In January all Site Based Decision Making Councils will meet with the Board of Education to discuss goals for closing the achievement gap and reducing novice.

Category: Stakeholder Engagement

Research Cited:

Activity - SBDM and BOE Meeting	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
In January all Site Based Decision Making Councils and the Board of Education will meet to review strategies in place for closing the achievement gap and novice reduction. Each board member will meet individually to address questions they may have in relation to closing the gap for the school.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Principals, SBDM members, Board of Education

### Strategy4:

Leadership Talks - District and Grant County Middle School Administrative team will meet three times a year to review data and plans for improvement.

Category: Professional Learning & Support

Research Cited:

Activity - Leadership Talks	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District Office Curriculum Staff will meet with the Grant County Middle School administrative team at least three times a year to review data in regards to novice reduction and to monitor the novice reduction plan at Grant County Middle School.	Academic Support Program Professional Learning	01/04/2016	05/31/2017	\$0 - No Funding Required	District Office Curriculum Staff, Grant County Middle School Administrative Team.

### Goal 5:

Grant County Middle School will help increase the College and Career ready rate from 72.5 to 87.1 by 2017

### Measurable Objective 1:

achieve college and career readiness All Grant County Middle School students will achieve college and career readiness progress by 05/31/2017 as measured by by the number of college and career ready students.

### Strategy1:

Transitions - Grant County Middle School will incorporate transitioning activities for al sixth grade students.

# KDE Comprehensive School Improvement Plan

Grant County Middle School

Category: Career Readiness Pathways

Research Cited:

Activity - ILP	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The ILP will be utilized with all students at the beginning in the 6th grade. Grant County Middle School will develop and implement a plan for using this resource with students throughout their middle school career.	Career Preparation/ Orientation Academic Support Program Technology	01/04/2016	05/31/2017	\$0 - No Funding Required	guidance Counselors, Teachers, Administration

Activity - Snow Learning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Snow learning plan will focus on the students weaknesses, with emphases on getting student college and career ready.	Career Preparation/ Orientation Technology Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Curriculum specialist, administration, teachers

Activity - Transitions	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All sixth grade students will attend school one day earlier than the rest of the middle school. This will allow them time to transition to the middle school with their peers before the seventh and eighth grade attend school.	Academic Support Program Behavioral Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Principal, teachers

Activity - Alignment	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Grant County Middle School will ensure that standards are completely aligned from middle school to high school.	Career Preparation/ Orientation Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Director of Secondary Education, GCMS Administration, Curriculum Specialist, Teachers

The school identified specific strategies to increase the average combined reading and math K-Prep proficiency scores.

**Goal 1:**

All students at Grant County Middle School will increase the averaged combined reading and math scores from 42.5 to 54 in the 2016/2017 school year..

**Measurable Objective 1:**

50% of Sixth, Seventh and Eighth grade students will demonstrate a proficiency in reading in English Language Arts by 05/31/2017 as

# KDE Comprehensive School Improvement Plan

Grant County Middle School

measured by scores on the reading portion of the KPREP assessment..

## Strategy1:

Unit Development - Administrative team and teacher will work to develop revise and refine common assessments pacing guides and standards base unit at every level.

Category: Learning Systems

Research Cited:

Activity - Pacing guides syllabi	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will prepare reading pacing guides and syllabi that are vertical aligned	Academic Support Program Policy and Process	01/04/2016	05/31/2017	\$0 - No Funding Required	ELA Teachers, Curriculum Specialist.

Activity - Standards based units	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Grade level ELA teachers will work to review and revise units of study.	Academic Support Program	01/04/2016	05/31/2017	\$2500 - District Funding	All ELA teachers and curriculum specialist.

## Strategy2:

Professional Learning - Teacher will be provided targeted professional development opportunities to increase student achievement.

Category: Learning Systems

Research Cited: Professional Learning Communities have proven to increase student achievement. See research at

<http://www.allthingsplc.info/evidence/evidence.php>

Activity - Job-embedded Professional development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Grant County Middle School will continue to provide on-going, job embedded, research based professional learning in the following areas; Literacy Strategies, Thinking strategies, Math strategies, Science and Social studies, PGES and assessment Literacy and standards based grading.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Curriculum specialist and teachers and administration.

Activity - Weekly Grade Level Department Meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All English language arts teachers meet weekly to analyze reading learning checks and common assessments. During these meetings instructional strategies are developed and shared.	Professional Learning	01/04/2016	05/31/2017	\$0 - No Funding Required	Curriculum Specialist, ELA teachers, administration

# KDE Comprehensive School Improvement Plan

Grant County Middle School

## Strategy3:

Assessment Work - All teachers will give common assessments in content area.

Category: Learning Systems

Research Cited:

Activity - Assessment Work	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Formative and Summative Assessments.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Curriculum Specialist, Administration, Director of secondary Education.

Activity - Seven Strategies of Assessment	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Grant County Middle School will continue work in Seven Strategies of Assessment for Learning.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Curriculum Specialist, Administration, Director of Secondary Education.

## Measurable Objective 2:

40% of Sixth, Seventh and Eighth grade students will demonstrate a proficiency in mathematics in Mathematics by 05/31/2017 as measured by scores on the math portion of the KPREP assessment..

## Strategy1:

Unit development - Administrative team and curriculum specialist work with teachers to develop revise and refine common assessments pacing guides standard based units at every level

Category: Learning Systems

Research Cited:

Activity - Pacing guides and syllabi	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will prepare lessons specific to RIT score (MAP) to address individual student deficiencies	Direct Instruction Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Math Teachers, Curriculum Specialist

Activity - Standards based units	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Curriculum specialist and teachers will work together to review and revise units of study.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Curriculum specialist and teachers.

## Strategy2:

Professional Learning Communities - Teachers and curriculum specialist meet weekly to analyze assessment data and plan instruction.

Category:

Research Cited: Professional Learning Communities have proven to increase student achievement. See research at

SY 2015-2016

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# KDE Comprehensive School Improvement Plan

Grant County Middle School

<http://www.allthingsplc.info/evidence/evidence.php>

Activity - School Administration	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Grant County Middle School administration will meet weekly and focus on improvement of PLC.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Grant County Middle School administration, curriculum specialist Director of Secondary Education

Activity - Weekly Grade Level Department Meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All math teachers meet weekly to analyze math learning checks and common assessments. During these meetings instructional strategies are developed and shared.	Professional Learning	01/04/2016	05/31/2017	\$0 - No Funding Required	Curriculum Specialist, math teachers, administration

### Strategy3:

Standards Based Grading - Grant County Middle School will continue to refine the process for standard based grading.

Category: Learning Systems

Research Cited:

Activity - Standards Based Reporting	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Staff will develop a process to help with parent understanding of standards based grading.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Staff, Administration, Curriculum Specialist

Activity - Standard Based Assessment Reporting	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Grant County Middle School will continue to revise and refine the process of standard based grading.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Administration, Curriculum Specialist Director of Secondary Education

### Goal 2:

Grant County Middle School will increase the average combined reading and math proficiency ratings for all students in the non-duplicated gap group from 33.1% to 55.0% in the 2016-2017 school year.

### Measurable Objective 1:

65% of All Students will demonstrate a proficiency in reading in English Language Arts by 05/31/2017 as measured by scores on the reading portion of the KPREP assessment.

### Strategy1:

Monitoring and Sustaining PD - Grant County Middle School will develop a process for monitoring and sustaining professional development for all teachers.

# KDE Comprehensive School Improvement Plan

Grant County Middle School

Category: Professional Learning & Support

Research Cited:

Activity - Weekly Probes	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students who have IEPs will have progress monitored through weekly probes to determine gains or regressions. This will be implemented by special education teachers and other staff members working with the students.	Direct Instruction	01/04/2016	05/31/2017	\$0 - No Funding Required	special education teachers, curriculum specialist, intervention instructional assistants

## Strategy2:

Professional Learning for closing the Gap. - Grant County Middle School Counselors will meet monthly with the Director of Student Instructional Services to review common assessment data and RTI data, Counselors will make a plan of action for students identified as needing help.

Category: Professional Learning & Support

Research Cited:

Activity - Special Education PLC	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
GCMS Special Education teachers will be trained specifically on research based literacy and math strategies.	Professional Learning	01/04/2016	05/31/2017	\$0 - No Funding Required	Special Education staff, Director of Student Instructional Services

Activity - Professional Learning Communities	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All content teachers will meet weekly to work on specific literacy instructional strategies including questioning, formative/summative assessment, writing to learn and writing to demonstrate learning activities as well as specific reading response strategies.	Professional Learning	01/04/2016	05/31/2017	\$0 - No Funding Required	curriculum specialist, administration, teacher leaders

## Strategy3:

Reading Intervention - Response to Intervention model will be used to address students scoring below average on MAP reading assessment. A tiered model will be implemented to serve those who are at least two levels below grade level.

Category: Learning Systems

Research Cited: RTI Model

Activity - Read 180/System 44	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will use the Read 180/System 44 Programs to develop reading skills. Read 180/System 44 combines computer time, independent reading and direct instruction in reading.	Academic Support Program	01/04/2016	05/31/2017	\$2500 - District Funding	special education teachers, classroom teachers, curriculum specialist

## Measurable Objective 2:

50% of All Students will demonstrate a proficiency in mathematics in Mathematics by 05/31/2017 as measured by scores on the math

# KDE Comprehensive School Improvement Plan

Grant County Middle School

portion of the KPREP assessment..

## Strategy1:

Mathematical Practice Professional Development - Math teachers will have specific professional development on the mathematical practices. GCMS math teachers will be trained in Trans Math. On-going professional development with Northern Kentucky University.

Category: Continuous Improvement

Research Cited:

Activity - Professional Learning Communities	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Math teachers will meet weekly with the curriculum specialist and collaborative teachers to discuss plans of differentiation with economically disadvantaged and disabled students. Teachers will discuss groups, teaching strategies, co-teaching, and keeping all students accountable.	Professional Learning	01/04/2016	05/31/2017	\$0 - No Funding Required	curriculum specialist, math teachers, administrators

## Strategy2:

Monitoring and Sustaining PD - Grant County Middle School will develop a process for monitoring and sustaining professional development for all teachers.

Category: Professional Learning & Support

Research Cited:

Activity - Weekly Probes	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students who have IEPs will have progress monitored through weekly probes to determine gains or regressions. This will be implemented by special education teachers and other staff members working with the students.	Direct Instruction	01/04/2016	05/31/2017	\$0 - No Funding Required	special education teachers, curriculum specialist, intervention instructional assistants

## Strategy3:

Math Intervention - Response to Intervention model will be used to address students scoring below average on MAP math assessment. A tiered model will be implemented to serve those who are below grade level.

Category: Continuous Improvement

Research Cited: RTI Model

Activity - Compass Learning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All students have individualized math activities through Compass Learning, a software program. Students are regularly scheduled to work on Compass in intervention class based on math grade level.	Technology	01/04/2016	05/31/2017	\$5000 - District Funding	special education teachers, math teachers, curriculum specialist

## Goal 3:

Grant County Middle school will reduce the percent of novice students in reading and math from 22.1 % to 18.7% in the 2016-2017 school

# KDE Comprehensive School Improvement Plan

Grant County Middle School

year.

## Measurable Objective 1:

demonstrate a proficiency 100% by 05/31/2017 as measured by 100% of sixth, seventh, and eighth grade students will demonstrate a proficiency as measured by a decrease in the number of student scoring novice as measured by KPREP scores..

## Strategy1:

SBDM and BOE Meeting - In January all Site Based Decision Making Councils will meet with the Board of Education to discuss goals for closing the achievement gap and reducing novice.

Category: Stakeholder Engagement

Research Cited:

Activity - SBDM and BOE Meeting	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
In January all Site Based Decision Making Councils and the Board of Education will meet to review strategies in place for closing the achievement gap and novice reduction. Each board member will meet individually to address questions they may have in relation to closing the gap for the school.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Principals, SBDM members, Board of Education

## Strategy2:

Measures of Academic Progress - Grant county Middle School students in grades 6th- 8th will complete the MAP Assessment. Students will set goals for improvement.

Category: Continuous Improvement

Research Cited:

Activity - Measures of Academic Progress.	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Student at Grant County Middle School will have the opportunity to take the MAP assessment up to three times a year. GCMS students will set goals for each of the tests taken.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Grant County Administrative team.

## Strategy3:

Novice reduction plan - Grant County Middle School will plan , implement, and monitor for novice reduction plan.

Category: Other - Noovice reduction plan

Research Cited:



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Grant County Middle School

Activity - Novice Reduction Plan	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
GCMS will plan, implement, and monitor for novice reduction.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Teachers, Administration, Curriculum Specialist, Director of Secondary Education.

## Strategy4:

Leadership Talks - District and Grant County Middle School Administrative team will meet three times a year to review data and plans for improvement.

Category: Professional Learning & Support

Research Cited:

Activity - Leadership Talks	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District Office Curriculum Staff will meet with the Grant County Middle School administrative team at least three times a year to review data in regards to novice reduction and to monitor the novice reduction plan at Grant County Middle School.	Academic Support Program Professional Learning	01/04/2016	05/31/2017	\$0 - No Funding Required	District Office Curriculum Staff, Grant County Middle School Administrative Team.

## Goal 4:

Grant County Middle School will help increase the College and Career ready rate from 72.5 to 87.1 by 2017

## Measurable Objective 1:

achieve college and career readiness All Grant County Middle School students will achieve college and career readiness progress by 05/31/2017 as measured by the number of college and career ready students.

## Strategy1:

Transitions - Grant County Middle School will incorporate transitioning activities for all sixth grade students.

Category: Career Readiness Pathways

Research Cited:

Activity - ILP	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The ILP will be utilized with all students at the beginning in the 6th grade. Grant County Middle School will develop and implement a plan for using this resource with students throughout their middle school career.	Career Preparation/ Orientation Academic Support Program Technology	01/04/2016	05/31/2017	\$0 - No Funding Required	guidance Counselors, Teachers, Administration

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Grant County Middle School

Activity - Transitions	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All sixth grade students will attend school one day earlier than the rest of the middle school. This will allow them time to transition to the middle school with their peers before the seventh and eighth grade attend school.	Behavioral Support Program Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Principal, teachers

Activity - Alignment	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Grant County Middle School will ensure that standards are completely aligned from middle school to high school.	Career Preparation/ Orientation Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Director of Secondary Education, GCMS Administration, Curriculum Specialist, Teachers

Activity - Snow Learning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Snow learning plan will focus on the students weaknesses, with emphases on getting student college and career ready.	Career Preparation/ Orientation Academic Support Program Technology	01/04/2016	05/31/2017	\$0 - No Funding Required	Curriculum specialist, administration, teachers

**All children-were screened for kindergarten readiness. If yes, name the assessment.**

N/A (this question does not apply)

**The school identified specific strategies to increase the percentage of students who are Kindergarten ready.**

N/A (this question does not apply)

**The school identified specific K-3 strategies to increase the average 3rd grade math and reading combined K-Prep proficiency scores.**

N/A (this question does not apply)

**The school identified specific strategies to address subgroup achievement gaps.**

**Goal 1:**

All students at Grant County Middle School will increase the averaged combined reading and math scores from 42.5 to 54 in the 2016/2017 school year..

**Measurable Objective 1:**

# KDE Comprehensive School Improvement Plan

Grant County Middle School

40% of Sixth, Seventh and Eighth grade students will demonstrate a proficiency in mathematics in Mathematics by 05/31/2017 as measured by scores on the math portion of the KPREP assessment..

## Strategy1:

Professional Learning Communities - Teachers and curriculum specialist meet weekly to analyze assessment data and plan instruction.

Category:

Research Cited: Professional Learning Communities have proven to increase student achievement. See research at

<http://www.allthingsplc.info/evidence/evidence.php>

Activity - Weekly Grade Level Department Meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All math teachers meet weekly to analyze math learning checks and common assessments. During these meetings instructional strategies are developed and shared.	Professional Learning	01/04/2016	05/31/2017	\$0 - No Funding Required	Curriculum Specialist, math teachers, administration

Activity - School Administration	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Grant County Middle School administration will meet weekly and focus on improvement of PLC.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Grant County Middle School administration, curriculum specialist, Director of Secondary Education

## Strategy2:

Unit development - Administrative team and curriculum specialist work with teachers to develop revise and refine common assessments pacing guides standard based units at every level

Category: Learning Systems

Research Cited:

Activity - Pacing guides and syllabi	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will prepare lessons specific to RIT score (MAP) to address individual student deficiencies	Direct Instruction Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Math Teachers, Curriculum Specialist

Activity - Standards based units	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Curriculum specialist and teachers will work together to review and revise units of study.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Curriculum specialist and teachers.

## Strategy3:

Standards Based Grading - Grant County Middle School will continue to refine the process for standard based grading.

Category: Learning Systems

# KDE Comprehensive School Improvement Plan

Grant County Middle School

Research Cited:

Activity - Standards Based Reporting	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Staff will develop a process to help with parent understanding of standards based grading.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Staff, Administration, Curriculum Specialist

Activity - Standard Based Assessment Reporting	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Grant County Middle School will continue to revise and refine the process of standard based grading.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Administration, Curriculum Specialist Director of Secondary Education

## Measurable Objective 2:

50% of Sixth, Seventh and Eighth grade students will demonstrate a proficiency in reading in English Language Arts by 05/31/2017 as measured by scores on the reading portion of the KPREP assessment..

## Strategy1:

Unit Development - Administrative team and teacher will work to develop revise and refine common assessments pacing guides and standards base unit at every level.

Category: Learning Systems

Research Cited:

Activity - Standards based units	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Grade level ELA teachers will work to review and revise units of study.	Academic Support Program	01/04/2016	05/31/2017	\$2500 - District Funding	All ELA teachers and curriculum specialist.

Activity - Pacing guides syllabi	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will prepare reading pacing guides and syllabi that are vertical aligned	Policy and Process Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	ELA Teachers, Curriculum Specialist.

## Strategy2:

Assessment Work - All teachers will give common assessments in content area.

Category: Learning Systems

Research Cited:

# KDE Comprehensive School Improvement Plan

Grant County Middle School

Activity - Seven Strategies of Assessment	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Grant County Middle School will continue work in Seven Strategies of Assessment for Learning.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Curriculum Specialist, Administration, Director of Secondary Education.

Activity - Assessment Work	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Formative and Summative Assessments.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Curriculum Specialist, Administration, Director of secondary Education.

### Strategy3:

Professional Learning - Teacher will be provided targeted professional development opportunities to increase student achievement.

Category: Learning Systems

Research Cited: Professional Learning Communities have proven to increase student achievement. See research at

<http://www.allthingsplc.info/evidence/evidence.php>

Activity - Weekly Grade Level Department Meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All English language arts teachers meet weekly to analyze reading learning checks and common assessments. During these meetings instructional strategies are developed and shared.	Professional Learning	01/04/2016	05/31/2017	\$0 - No Funding Required	Curriculum Specialist, ELA teachers, administration

Activity - Job-embedded Professional development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Grant County Middle School will continue to provide on-going, job embedded, research based professional learning in the following areas; Literacy Strategies, Thinking strategies, Math strategies, Science and Social studies, PGES and assessment Literacy and standards based grading.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Curriculum specialist and teachers and administration.

### Goal 2:

Grant Count Middle School will increase the average combined reading and math proficiency ratings for all students in the non-duplicated gap group from 33.1% to 55.0% in the 2016-2017 school year.

### Measurable Objective 1:

65% of All Students will demonstrate a proficiency in reading in English Language Arts by 05/31/2017 as measured by scores on the reading portion of the KPREP assessment..

### Strategy1:

Monitoring and Sustaining PD - Grant County Middle School will develop a process for monitoring and sustaining professional development for all teachers.

**KDE Comprehensive School Improvement Plan**

Grant County Middle School

Category: Professional Learning &amp; Support

Research Cited:

Activity - Weekly Probes	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students who have IEPs will have progress monitored through weekly probes to determine gains or regressions. This will be implemented by special education teachers and other staff members working with the students.	Direct Instruction	01/04/2016	05/31/2017	\$0 - No Funding Required	special education teachers, curriculum specialist, intervention instructional assistants

**Strategy2:**

Professional Learning for closing the Gap. - Grant County Middle School Counselors will meet monthly with the Director of Student Instructional Services to review common assessment data and RTI data, Counselors will make a plan of action for students identified as needing help.

Category: Professional Learning &amp; Support

Research Cited:

Activity - Special Education PLC	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
GCMS Special Education teachers will be trained specifically on research based literacy and math strategies.	Professional Learning	01/04/2016	05/31/2017	\$0 - No Funding Required	Special Education staff, Director of Student Instructional Services

Activity - Professional Learning Communities	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All content teachers will meet weekly to work on specific literacy instructional strategies including questioning, formative/summative assessment, writing to learn and writing to demonstrate learning activities as well as specific reading response strategies.	Professional Learning	01/04/2016	05/31/2017	\$0 - No Funding Required	curriculum specialist, administration, teacher leaders

**Strategy3:**

Reading Intervention - Response to Intervention model will be used to address students scoring below average on MAP reading assessment. A tiered model will be implemented to serve those who are at least two levels below grade level.

Category: Learning Systems

Research Cited: RTI Model

Activity - Read 180/System 44	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will use the Read 180/System 44 Programs to develop reading skills. Read 180/System 44 combines computer time, independent reading and direct instruction in reading.	Academic Support Program	01/04/2016	05/31/2017	\$2500 - District Funding	special education teachers, classroom teachers, curriculum specialist

**Measurable Objective 2:**

50% of All Students will demonstrate a proficiency in mathematics in Mathematics by 05/31/2017 as measured by scores on the math

# KDE Comprehensive School Improvement Plan

Grant County Middle School

portion of the KPREP assessment..

## Strategy1:

Math Intervention - Response to Intervention model will be used to address students scoring below average on MAP math assessment. A tiered model will be implemented to serve those who are below grade level.

Category: Continuous Improvement

Research Cited: RTI Model

Activity - Compass Learning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All students have individualized math activities through Compass Learning, a software program. Students are regularly scheduled to work on Compass in intervention class based on math grade level.	Technology	01/04/2016	05/31/2017	\$5000 - District Funding	special education teachers, math teachers, curriculum specialist

## Strategy2:

Monitoring and Sustaining PD - Grant County Middle School will develop a process for monitoring and sustaining professional development for all teachers.

Category: Professional Learning & Support

Research Cited:

Activity - Weekly Probes	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students who have IEPs will have progress monitored through weekly probes to determine gains or regressions. This will be implemented by special education teachers and other staff members working with the students.	Direct Instruction	01/04/2016	05/31/2017	\$0 - No Funding Required	special education teachers, curriculum specialist, intervention instructional assistants

## Strategy3:

Mathematical Practice Professional Development - Math teachers will have specific professional development on the mathematical practices. GCMS math teachers will be trained in Trans Math. On-going professional development with Northern Kentucky University.

Category: Continuous Improvement

Research Cited:

Activity - Professional Learning Communities	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Math teachers will meet weekly with the curriculum specialist and collaborative teachers to discuss plans of differentiation with economically disadvantaged and disabled students. Teachers will discuss groups, teaching strategies, co-teaching, and keeping all students accountable.	Professional Learning	01/04/2016	05/31/2017	\$0 - No Funding Required	curriculum specialist, math teachers, administrators

## Goal 3:

Grant County Middle School will increase College and Career Readiness rate to 75% by 2017

# KDE Comprehensive School Improvement Plan

Grant County Middle School

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## Measurable Objective 1:

65% of All Students will demonstrate a proficiency in reading in English Language Arts by 05/31/2017 as measured by scores/benchmarks met on the Explore test..

### Strategy1:

Mentoring ILP - Students will be mentored by selected community and school leaders. Parents will be invited into a meeting to discuss the students ILP and plans for high school. This process will begin in the 6th grade.

Category: Career Readiness Pathways

Research Cited:

Activity - Operation Preparation	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Every 8th grade student will meet with an adult to discuss ILP and Explore scores in order to prepare for appropriate high school coursework.	Career Preparation/ Orientation	01/04/2016	05/31/2017	\$200 - District Funding	guidance counselors, administrators and parents.

### Strategy2:

Unit Planning - Teachers will continue to align instructional units with ACT College and Career Readiness standards.

Category: Professional Learning & Support

Research Cited:

Activity - Assessment Refinement	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will continue to refine assessments to include rigorous formative and summative assessment items on common assessments and learning checks.	Policy and Process	01/04/2016	05/31/2017	\$0 - No Funding Required	teachers, curriculum specialist, administration

### Strategy3:

Plan and Implement. - Grant County Middle School teachers will analyze, plan and implement instruction that is fully aligned to their respective grade level standards..

Category: Continuous Improvement

Research Cited:

Activity - grade level meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
During PLC's staff will align curriculum to standards for instruction in the classroom.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Teachers, Curriculum specialist, Administration.

## Measurable Objective 2:

55% of All Students will demonstrate a proficiency in mathematics in Mathematics by 05/31/2017 as measured by scores/benchmarks met on the math portion of the MAP.



# KDE Comprehensive School Improvement Plan

Grant County Middle School

## Strategy1:

Plan and Implement. - Grant County Middle School teachers will analyze, plan and implement instruction that is fully aligned to their respective grade level standards..

Category: Continuous Improvement

Research Cited:

Activity - grade level meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
During PLC's staff will align curriculum to standards for instruction in the classroom.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Teachers, Curriculum specialist, Administration.

## Strategy2:

Unit Planning - Teachers will continue to align instructional units with ACT College and Career Readiness standards.

Category: Career Readiness Pathways

Research Cited:

Activity - Assessment Refinement	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will continue to refine assessments to include rigorous K-PREP like test items on common assessments and learning checks.	Policy and Process	01/04/2016	05/31/2017	\$0 - No Funding Required	curriculum specialist, teachers, administration

## Strategy3:

Mentoring - Students will be mentored by selected community and school leaders. Parents will be invited into a meeting to discuss the students ILP and plans for high school.

Category: Career Readiness Pathways

Research Cited:

Activity - Operation Preparation	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Every 8th grade student will meet with an adult to discuss ILP and Explore scores in order to prepare for appropriate high school coursework.	Career Preparation/ Orientation	08/20/2014	12/30/2015	\$200 - District Funding	guidance counselors

## Goal 4:

Grant County Middle school will reduce the percent of novice students in reading and math from 22.1 % to 18.7% in the 2016-2017 school year.

## Measurable Objective 1:

demonstrate a proficiency 100% by 05/31/2017 as measured by 100% of sixth, seventh, and eighth grade students will demonstrate a

# KDE Comprehensive School Improvement Plan

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proficiency as measured by a decrease in the number of student scoring novice as measured by KPREP scores..

## Strategy1:

Lesadership Talks - District and Grant County Middle School Administrative team will meet three times a year to review data and plans for improvement.

Category: Professional Learning & Support

Research Cited:

Activity - Leadership Talks	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District Office Curriculum Staff will meet with the Grant County Middle School administrative team at least three times a year to review data in regards to novice reduction and to monitor the novice reduction plan at Grant County Middle School.	Academic Support Program Professional Learning	01/04/2016	05/31/2017	\$0 - No Funding Required	District Office Curriculum Staff, Grant County Middle School Administrative Team.

## Strategy2:

Novice reduction plan - Grant County Middle School will plan , implement, and monitor for novice reduction plan.

Category: Other - No novice reduction plan

Research Cited:

Activity - Novice Reduction Plan	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
GCMS will plan, implement, and monitor for novice reduction.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Teachers, Administration, Curriculum Specialist, Director of Secondary Education.

## Strategy3:

Measures of Academic Progress - Grant county Middle School students in grades 6th- 8th will complete the MAP Assessment. Students will set goals for improvement.

Category: Continuous Improvement

Research Cited:

Activity - Measures of Academic Progress.	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Student at Grant County Middle School will have the opportunity to take the MAP assessment up to three times a year. GCMS students will set goals for each of the tests taken.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Grant County Administrative team.

## Strategy4:

SBDM and BOE Meeting - In January all Site Based Decision Making Councils will meet with the Board of Education to discuss goals for closing the achievement gap and reducing novice.

Category: Stakeholder Engagement

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Research Cited:

Activity - SBDM and BOE Meeting	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
In January all Site Based Decision Making Councils and the Board of Education will meet to review strategies in place for closing the achievement gap and novice reduction. Each board member will meet individually to address questions they may have in relation to closing the gap for the school.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Principals, SBDM members, Board of Education

## Goal 5:

Grant County Middle School will help increase the College and Career ready rate from 72.5 to 87.1 by 2017

### Measurable Objective 1:

achieve college and career readiness All Grant County Middle School students will achieve college and career readiness progress by 05/31/2017 as measured by the number of college and career ready students.

### Strategy1:

Transitions - Grant County Middle School will incorporate transitioning activities for al sixth grade students.

Category: Career Readiness Pathways

Research Cited:

Activity - Alignment	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Grant County Middle School will ensure that standards are completely aligned from middle school to high school.	Career Preparation/ Orientation Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Director of Secondary Education, GCMS Administration, Curriculum Specialist, Teachers

Activity - ILP	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The ILP will be utilized with all students at the beginning in the 6th grade. Grant County Middle School will develop and implement a plan for using this resource with students throughout their middle school career.	Academic Support Program Career Preparation/ Orientation Technology	01/04/2016	05/31/2017	\$0 - No Funding Required	guidance Counselors, Teachers, Administration

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Activity - Snow Learning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Snow learning plan will focus on the students weaknesses, with emphases on getting student college and career ready.	Academic Support Program Technology Career Preparation/ Orientation	01/04/2016	05/31/2017	\$0 - No Funding Required	Curriculum specialist, administration, teachers

Activity - Transitions	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All sixth grade students will attend school one day earlier than the rest of the middle school. This will allow them time to transition to the middle school with their peers before the seventh and eighth grade attend school.	Behavioral Support Program Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Principal, teachers

**The school identified specific strategies to increase the average freshman graduation rate.**

N/A (this question does not apply)

**The school identified specific strategies to increase the percentage of students who are college and career ready.**

**Goal 1:**

Grant County Middle School will increase College and Career Readiness rate to 75% by 2017

**Measurable Objective 1:**

65% of All Students will demonstrate a proficiency in reading in English Language Arts by 05/31/2017 as measured by scores/benchmarks met on the Explore test..

**Strategy1:**

Mentoring ILP - Students will be mentored by selected community and school leaders. Parents will be invited into a meeting to discuss the students ILP and plans for high school. This process will begin in the 6th grade.

Category: Career Readiness Pathways

Research Cited:

Activity - Operation Preparation	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Every 8th grade student will meet with an adult to discuss ILP and Explore scores in order to prepare for appropriate high school coursework.	Career Preparation/ Orientation	01/04/2016	05/31/2017	\$200 - District Funding	guidance counselors, administrators and parents.

**Strategy2:**

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Unit Planning - Teachers will continue to align instructional units with ACT College and Career Readiness standards.

Category: Professional Learning & Support

Research Cited:

Activity - Assessment Refinement	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will continue to refine assessments to include rigorous formative and summative assessment items on common assessments and learning checks.	Policy and Process	01/04/2016	05/31/2017	\$0 - No Funding Required	teachers, curriculum specialist, administration

### Strategy3:

Plan and Implement. - Grant County Middle School teachers will analyze, plan and implement instruction that is fully aligned to their respective grade level standards..

Category: Continuous Improvement

Research Cited:

Activity - grade level meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
During PLC's staff will align curriculum to standards for instruction in the classroom.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Teachers, Curriculum specialist, Administration.

### Measurable Objective 2:

55% of All Students will demonstrate a proficiency in mathematics in Mathematics by 05/31/2017 as measured by scores/benchmarks met on the math portion of the MAP.

### Strategy1:

Unit Planning - Teachers will continue to align instructional units with ACT College and Career Readiness standards.

Category: Career Readiness Pathways

Research Cited:

Activity - Assessment Refinement	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will continue to refine assessments to include rigorous K-PREP like test items on common assessments and learning checks.	Policy and Process	01/04/2016	05/31/2017	\$0 - No Funding Required	curriculum specialist, teachers, administration

### Strategy2:

Mentoring - Students will be mentored by selected community and school leaders. Parents will be invited into a meeting to discuss the students ILP and plans for high school.

Category: Career Readiness Pathways

Research Cited:

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Grant County Middle School

Activity - Operation Preparation	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Every 8th grade student will meet with an adult to discuss ILP and Explore scores in order to prepare for appropriate high school coursework.	Career Preparation/ Orientation	08/20/2014	12/30/2015	\$200 - District Funding	guidance counselors

### Strategy3:

Plan and Implement. - Grant County Middle School teachers will analyze, plan and implement instruction that is fully aligned to their respective grade level standards..

Category: Continuous Improvement

Research Cited:

Activity - grade level meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
During PLC's staff will align curriculum to standards for instruction in the classroom.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Teachers, Curriculum specialist, Administration.

### Goal 2:

Grant County Middle School will help increase the College and Career ready rate from 72.5 to 87.1 by 2017

### Measurable Objective 1:

achieve college and career readiness All Grant County Middle School students will achieve college and career readiness progress by 05/31/2017 as measured by by the number of college and career ready students.

### Strategy1:

Transitions - Grant County Middle School will incorporate transitioning activities for al sixth grade students.

Category: Career Readiness Pathways

Research Cited:

Activity - ILP	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The ILP will be utilized with all students at the beginning in the 6th grade. Grant County Middle School will develop and implement a plan for using this resource with students throughout their middle school career.	Academic Support Program Technology Career Preparation/ Orientation	01/04/2016	05/31/2017	\$0 - No Funding Required	guidance Counselors, Teachers, Administration

Activity - Transitions	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All sixth grade students will attend school one day earlier than the rest of the middle school. This will allow them time to transition to the middle school with their peers before the seventh and eighth grade attend school.	Academic Support Program Behavioral Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Principal, teachers

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Activity - Alignment	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Grant County Middle School will ensure that standards are completely aligned from middle school to high school.	Career Preparation/ Orientation/ Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Director of Secondary Education, GCMS Administration, Curriculum Specialist, Teachers

Activity - Snow Learning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Snow learning plan will focus on the students weaknesses, with emphases on getting student college and career ready.	Career Preparation/ Orientation/ Academic Support Program Technology	01/04/2016	05/31/2017	\$0 - No Funding Required	Curriculum specialist, administration, teachers

The school identified specific strategies to increase the percentage of distinguished programs in the arts and humanities, PL/CS and writing.

**Goal 1:**

All students at Grant County Middle School will increase the averaged combined reading and math scores from 42.5 to 54 in the 2016/2017 school year..

**Measurable Objective 1:**

40% of Sixth, Seventh and Eighth grade students will demonstrate a proficiency in mathematics in Mathematics by 05/31/2017 as measured by scores on the math portion of the KPREP assessment..

**Strategy1:**

Unit development - Administrative team and curriculum specialist work with teachers to develop revise and refine common assessments pacing guides standard based units at every level

Category: Learning Systems

Research Cited:

Activity - Standards based units	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Curriculum specialist and teachers will work together to review and revise units of study.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Curriculum specialist and teachers.

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Activity - Pacing guides and syllabi	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will prepare lessons specific to RIT score (MAP) to address individual student deficiencies	Direct Instruction Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Math Teachers, Curriculum Specialist

## Strategy2:

Standards Based Grading - Grant County Middle School will continue to refine the process for standard based grading.

Category: Learning Systems

Research Cited:

Activity - Standard Based Assessment Reporting	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Grant County Middle School will continue to revise and refine the process of standard based grading.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Administration, Curriculum Specialist Director of Secondary Education

Activity - Standards Based Reporting	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Staff will develop a process to help with parent understanding of standards based grading.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Staff, Administration, Curriculum Specialist

## Strategy3:

Professional Learning Communities - Teachers and curriculum specialist meet weekly to analyze assessment data and plan instruction.

Category:

Research Cited: Professional Learning Communities have proven to increase student achievement. See research at

<http://www.allthingsplc.info/evidence/evidence.php>

Activity - School Administration	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Grant County Middle School administration will meet weekly and focus on improvement of PLC.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Grant County Middle School administration, curriculum specialist Director of Secondary Education

Activity - Weekly Grade Level Department Meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All math teachers meet weekly to analyze math learning checks and common assessments. During these meetings instructional strategies are developed and shared.	Professional Learning	01/04/2016	05/31/2017	\$0 - No Funding Required	Curriculum Specialist, math teachers, administration

## Measurable Objective 2:

50% of Sixth, Seventh and Eighth grade students will demonstrate a proficiency in reading in English Language Arts by 05/31/2017 as measured by scores on the reading portion of the KPREP assessment..



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## Strategy1:

Assessment Work - All teachers will give common assessments in content area.

Category: Learning Systems

Research Cited:

Activity - Assessment Work	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Formative and Summative Assessments.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Curriculum Specialist, Administration, Director of secondary Education.

Activity - Seven Strategies of Assessment	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Grant County Middle School will continue work in Seven Strategies of Assessment for Learning.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Curriculum Specialist, Administration, Director of Secondary Education.

## Strategy2:

Professional Learning - Teacher will be provided targeted professional development opportunities to increase student achievement.

Category: Learning Systems

Research Cited: Professional Learning Communities have proven to increase student achievement. See research at

<http://www.allthingsplc.info/evidence/evidence.php>

Activity - Weekly Grade Level Department Meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All English language arts teachers meet weekly to analyze reading learning checks and common assessments. During these meetings instructional strategies are developed and shared.	Professional Learning	01/04/2016	05/31/2017	\$0 - No Funding Required	Curriculum Specialist, ELA teachers, administration

Activity - Job-embedded Professional development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Grant County Middle School will continue to provide on-going, job embedded, research based professional learning in the following areas; Literacy Strategies, Thinking strategies, Math strategies, Science and Social studies, PGES and assessment Literacy and standards based grading.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Curriculum specialist and teachers and administration.

## Strategy3:

Unit Development - Administrative team and teacher will work to develop revise and refine common assessments pacing guides and standards base unit at every level.

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Category: Learning Systems

Research Cited:

Activity - Standards based units	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Grade level ELA teachers will work to review and revise units of study.	Academic Support Program	01/04/2016	05/31/2017	\$2500 - District Funding	All ELA teachers and curriculum specialist.

Activity - Pacing guides syllabi	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will prepare reading pacing guides and syllabi that are vertical aligned	Policy and Process Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	ELA Teachers, Curriculum Specialist.

**Goal 2:**

Grant Count Middle School will increase the average combined reading and math proficiency ratings for all students in the non-duplicated gap group from 33.1% to 55.0% in the 2016-2017 school year.

**Measurable Objective 1:**

50% of All Students will demonstrate a proficiency in mathematics in Mathematics by 05/31/2017 as measured by scores on the math portion of the KPREP assessment..

**Strategy1:**

Math Intervention - Response to Intervention model will be used to address students scoring below average on MAP math assessment. A tiered model will be implemented to serve those who are below grade level.

Category: Continuous Improvement

Research Cited: RTI Model

Activity - Compass Learning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All students have individualized math activities through Compass Learning, a software program. Students are regularly scheduled to work on Compass in intervention class based on math grade level.	Technology	01/04/2016	05/31/2017	\$5000 - District Funding	special education teachers, math teachers, curriculum specialist

**Strategy2:**

Mathematical Practice Professional Development - Math teachers will have specific professional development on the mathematical practices. GCMS math teachers will be trained in Trans Math. On-going professional development with Northern Kentucky University.

Category: Continuous Improvement

Research Cited:

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Activity - Professional Learning Communities	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Math teachers will meet weekly with the curriculum specialist and collaborative teachers to discuss plans of differentiation with economically disadvantaged and disabled students. Teachers will discuss groups, teaching strategies, co-teaching, and keeping all students accountable.	Professional Learning	01/04/2016	05/31/2017	\$0 - No Funding Required	curriculum specialist, math teachers, administrators

### Strategy3:

Monitoring and Sustaining PD - Grant County Middle School will develop a process for monitoring and sustaining professional development for all teachers.

Category: Professional Learning & Support

Research Cited:

Activity - Weekly Probes	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students who have IEPs will have progress monitored through weekly probes to determine gains or regressions. This will be implemented by special education teachers and other staff members working with the students.	Direct Instruction	01/04/2016	05/31/2017	\$0 - No Funding Required	special education teachers, curriculum specialist, intervention instructional assistants

### Measurable Objective 2:

65% of All Students will demonstrate a proficiency in reading in English Language Arts by 05/31/2017 as measured by scores on the reading portion of the KPREP assessment..

### Strategy1:

Monitoring and Sustaining PD - Grant County Middle School will develop a process for monitoring and sustaining professional development for all teachers.

Category: Professional Learning & Support

Research Cited:

Activity - Weekly Probes	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students who have IEPs will have progress monitored through weekly probes to determine gains or regressions. This will be implemented by special education teachers and other staff members working with the students.	Direct Instruction	01/04/2016	05/31/2017	\$0 - No Funding Required	special education teachers, curriculum specialist, intervention instructional assistants

### Strategy2:

Professional Learning for closing the Gap. - Grant County Middle School Counselors will meet monthly with the Director of Student Instructional Services to review common assessment data and RTI data, Counselors will make a plan of action for students identified as needing help.

Category: Professional Learning & Support

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Research Cited:

Activity - Special Education PLC	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
GCMS Special Education teachers will be trained specifically on research based literacy and math strategies.	Professional Learning	01/04/2016	05/31/2017	\$0 - No Funding Required	Special Education staff, Director of Student Instructional Services

Activity - Professional Learning Communities	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All content teachers will meet weekly to work on specific literacy instructional strategies including questioning, formative/summative assessment, writing to learn and writing to demonstrate learning activities as well as specific reading response strategies.	Professional Learning	01/04/2016	05/31/2017	\$0 - No Funding Required	curriculum specialist, administration, teacher leaders

### Strategy3:

Reading Intervention - Response to Intervention model will be used to address students scoring below average on MAP reading assessment. A tiered model will be implemented to serve those who are at least two levels below grade level.

Category: Learning Systems

Research Cited: RTI Model

Activity - Read 180/System 44	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will use the Read 180/System 44 Programs to develop reading skills. Read 180/System 44 combines computer time, independent reading and direct instruction in reading.	Academic Support Program	01/04/2016	05/31/2017	\$2500 - District Funding	special education teachers, classroom teachers, curriculum specialist

### Goal 3:

Grant County Middle School will increase College and Career Readiness rate to 75% by 2017

### Measurable Objective 1:

65% of All Students will demonstrate a proficiency in reading in English Language Arts by 05/31/2017 as measured by scores/benchmarks met on the Explore test..

### Strategy1:

Mentoring ILP - Students will be mentored by selected community and school leaders. Parents will be invited into a meeting to discuss the students ILP and plans for high school. This process will begin in the 6th grade.

Category: Career Readiness Pathways

Research Cited:

# KDE Comprehensive School Improvement Plan

Grant County Middle School

Activity - Operation Preparation	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Every 8th grade student will meet with an adult to discuss ILP and Explore scores in order to prepare for appropriate high school coursework.	Career Preparation/ Orientation	01/04/2016	05/31/2017	\$200 - District Funding	guidance counselors, administrators and parents.

## Strategy2:

Plan and Implement. - Grant County Middle School teachers will analyze, plan and implement instruction that is fully aligned to their respective grade level standards..

Category: Continuous Improvement

Research Cited:

Activity - grade level meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
During PLC's staff will align curriculum to standards for instruction in the classroom.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Teachers, Curriculum specialist, Administration.

## Strategy3:

Unit Planning - Teachers will continue to align instructional units with ACT College and Career Readiness standards.

Category: Professional Learning & Support

Research Cited:

Activity - Assessment Refinement	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will continue to refine assessments to include rigorous formative and summative assessment items on common assessments and learning checks.	Policy and Process	01/04/2016	05/31/2017	\$0 - No Funding Required	teachers, curriculum specialist, administration

## Measurable Objective 2:

55% of All Students will demonstrate a proficiency in mathematics in Mathematics by 05/31/2017 as measured by scores/benchmarks met on the math portion of the MAP.

## Strategy1:

Mentoring - Students will be mentored by selected community and school leaders. Parents will be invited into a meeting to discuss the students ILP and plans for high school.

Category: Career Readiness Pathways

Research Cited:

Activity - Operation Preparation	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Every 8th grade student will meet with an adult to discuss ILP and Explore scores in order to prepare for appropriate high school coursework.	Career Preparation/ Orientation	08/20/2014	12/30/2015	\$200 - District Funding	guidance counselors

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## Strategy2:

Plan and Implement. - Grant County Middle School teachers will analyze, plan and implement instruction that is fully aligned to their respective grade level standards..

Category: Continuous Improvement

Research Cited:

Activity - grade level meetings	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
During PLC's staff will align curriculum to standards for instruction in the classroom.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Teachers, Curriculum specialist, Administration.

## Strategy3:

Unit Planning - Teachers will continue to align instructional units with ACT College and Career Readiness standards.

Category: Career Readiness Pathways

Research Cited:

Activity - Assessment Refinement	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Teachers will continue to refine assessments to include rigorous K-PREP like test items on common assessments and learning checks.	Policy and Process	01/04/2016	05/31/2017	\$0 - No Funding Required	curriculum specialist, teachers, administration

## Goal 4:

Grant County Middle school will reduce the percent of novice students in reading and math from 22.1 % to 18.7% in the 2016-2017 school year.

## Measurable Objective 1:

demonstrate a proficiency 100% by 05/31/2017 as measured by 100% of sixth, seventh, and eighth grade students will demonstrate a proficiency as measured by a decrease in the number of student scoring novice as measured by KPREP scores..

## Strategy1:

Measures of Academic Progress - Grant county Middle School students in grades 6th- 8th will complete the MAP Assessment. Students will set goals for improvement.

Category: Continuous Improvement

Research Cited:

# KDE Comprehensive School Improvement Plan

Grant County Middle School

Activity - Measures of Academic Progress.	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Student at Grant County Middle School will have the opportunity to take the MAP assessment up to three times a year. GCMS students will set goals for each of the tests taken.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Grant County Administrative team.

## Strategy2:

Novice reduction plan - Grant County Middle School will plan , implement, and monitor for novice reduction plan.

Category: Other - Noivice reduction plan

Research Cited:

Activity - Novice Reduction Plan	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
GCMS will plan, implement, and monitor for novice reduction.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Teachers, Administration, Curriculum Specialist, Director of Secondary Education.

## Strategy3:

SBDM and BOE Meeting - In January all Site Based Decision Making Councils will meet with the Board of Education to discuss goals for closing the achievement gap and reducing novice.

Category: Stakeholder Engagement

Research Cited:

Activity - SBDM and BOE Meeting	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
In January all Site Based Decision Making Councils and the Board of Education will meet to review strategies in place for closing the achievement gap and novice reduction. Each board member will meet individually to address questions they may have in relation to closing the gap for the school.	Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Principals, SBDM members, Board of Education

## Strategy4:

Leadership Talks - District and Grant County Middle School Administrative team will meet three times a year to review data and plans for improvement.

Category: Professional Learning & Support

Research Cited:

Activity - Leadership Talks	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District Office Curriculum Staff will meet with the Grant County Middle School administrative team at least three times a year to review data in regards to novice reduction and to monitor the novice reduction plan at Grant County Middle School.	Academic Support Program Professional Learning	01/04/2016	05/31/2017	\$0 - No Funding Required	District Office Curriculum Staff, Grant County Middle School Administrative Team.

**KDE Comprehensive School Improvement Plan**

Grant County Middle School

**Goal 5:**

Grant County Middle School will help increase the College and Career ready rate from 72.5 to 87.1 by 2017

**Measurable Objective 1:**

achieve college and career readiness All Grant County Middle School students will achieve college and career readiness progress by 05/31/2017 as measured by the number of college and career ready students.

**Strategy1:**

Transitions - Grant County Middle School will incorporate transitioning activities for al sixth grade students.

Category: Career Readiness Pathways

Research Cited:

Activity - Snow Learning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Snow learning plan will focus on the students weaknesses, with emphases on getting student college and career ready.	Technology Academic Support Program Career Preparation/ Orientation	01/04/2016	05/31/2017	\$0 - No Funding Required	Curriculum specialist, administration, teachers

Activity - Alignment	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Grant County Middle School will ensure that standards are completely aligned from middle school to high school.	Academic Support Program Career Preparation/ Orientation	01/04/2016	05/31/2017	\$0 - No Funding Required	Director of Secondary Education, GCMS Administration, Curriculum Specialist, Teachers

Activity - Transitions	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All sixth grade students will attend school one day earlier than the rest of the middle school. This will allow them time to transition to the middle school with their peers before the seventh and eighth grade attend school.	Academic Support Program Behavioral Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	Principal, teachers

Activity - ILP	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The ILP will be utilized with all students at the beginning in the 6th grade. Grant County Middle School will develop and implement a plan for using this resource with students throughout their middle school career.	Career Preparation/ Orientation Technology Academic Support Program	01/04/2016	05/31/2017	\$0 - No Funding Required	guidance Counselors, Teachers, Administration





## **KDE Assurances - School**

## **Introduction**

KDE Assurances - School

**Assurances**

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
Comprehensive Needs Assessment	The school conducted a comprehensive needs assessment, which included a review of academic achievement data for all students and assessed the needs of the school relative to each of the schoolwide program components.	Yes		

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
Core Academic Programs	The school planned and developed Schoolwide researchbased instructional reform strategies to strengthen the core academic program, increase the amount and quality of learning time, and provide additional support to all students.	Yes		

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
Preschool Transition	The school planned preschool transition strategies and the implementation process.	N/A		

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
Research-based Strategies	The school planned and developed schoolwide researchbased instructional strategies that provide additional instruction for students experiencing the greatest degree of difficulty mastering the state's academic achievement standards.	Yes		

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
Highly Qualified Teachers	The school planned strategies to recruit and retain highly qualified teachers.	Yes		

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
Title I, Part A Schoolwide Funds	The school allocated and spent Title I, Part A Schoolwide funds only on allowable programs and activities and maintained appropriate financial records in this regard on its Title I, Part A programs and activities.	Yes		

# KDE Comprehensive School Improvement Plan

Grant County Middle School

Label	Assurance	Response	Comment	Attachment
Parental Involvement	The school planned or developed strategies to increase parental involvement in the design, implementation, evaluation and communication of assessment results of the Schoolwide activities, which included the development and implementation of a Parent Compact and a Parent Involvement Policy.	Yes		

Label	Assurance	Response	Comment	Attachment
Schoolwide Planning	The school incorporated the ten schoolwide planning criteria into the existing school improvement planning process.	Yes		

Label	Assurance	Response	Comment	Attachment
Professional Development	The school planned or provided appropriate professional development activities for staff members who will be serving students.	Yes		

Label	Assurance	Response	Comment	Attachment
Comprehensive Plan	The school an annual evaluation that addresses the implementation of the comprehensive plan and student achievement results that will inform changes when needed.	Yes		

Label	Assurance	Response	Comment	Attachment
Comprehensive Needs Assessment	The school conducted a comprehensive needs assessment, which included a review of academic achievement data, and established objective criteria for identifying eligible Title I students.	Yes		

Label	Assurance	Response	Comment	Attachment
Instructional Strategies	The school planned and developed research based instructional strategies to support and assist identified students.	Yes		

Label	Assurance	Response	Comment	Attachment
Targeted Assistance Activities	The school planned targeted assistance activities for identified students that coordinated and integrate with other federal, state, and local programs.	Yes		

Label	Assurance	Response	Comment	Attachment
Targeted Assistance Activities	The school planned targeted assistance activities for identified students that coordinate with and support the regular educational program so identified students have access to both.	Yes		

**KDE Comprehensive School Improvement Plan**

Grant County Middle School

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
Schoolwide Activities	The school planned activities to coordinate and integrate with other federal, state, and local programs.	Yes		

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
Targeted Assistance Activities	The school planned or developed strategies to monitor and evaluate the success of targeted assistance activities with the identified students and will use the results of the evaluation to inform and improve instructional strategies and professional development activities.	Yes		

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
Highly Qualified	The school assigned paraprofessionals who met the requirements of Highly Qualified under ESEA to work with targeted assistance programs and activities.	Yes		

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
Federal Program Funds	The school allocated and spent federal program funds only on programs and activities for identified eligible students. The school maintained appropriate financial records on its Title I, Part A programs and activities.	Yes		

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
Parental Involvement	The school planned or developed strategies to increase parental involvement in the design, implementation, and evaluation of the targeted assistance activities, which included the implementation of a Parent Compact and a Parent Involvement Policy.	Yes		

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
Targeted Assistance Planning	The school incorporated the eight Targeted Assistance Planning components into the existing school improvement planning process.	Yes		

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
Professional Development	The school planned or provided appropriate professional development activities for staff members who serve identified Title I students.	Yes		

**KDE Comprehensive School Improvement Plan**

Grant County Middle School

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
Comprehensive Improvement Plan	The school planned an annual evaluation that addressed the implementation of the comprehensive plan and student achievement results that informed changes when needed.	Yes		

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
Transparency	The current school year Comprehensive School Improvement Plan (CSIP) is available for stakeholders to examine on our school website (provide the website link below).	Yes		

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
Teacher Quality	The school notifies parents when their child(ren) are taught for four or more consecutive weeks by teachers who are not highly qualified.	Yes		

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
Professional Development	The school provides professional development for staff based on a comprehensive needs assessment, which included a review of academic achievement data and additional criteria, to ensure all students are college and career ready.	Yes		

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
Ranking Report	The school ensures that if the Title I Ranking Report lists counselors, nurses, media, specialists or "other" staff for the school, there is documentation indicating this need in order to improve student achievement.	Yes		

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
Para-educators	The school ensures that all para-educators with instructional duties are under the direct supervision of a highly qualified classroom teacher and providing instruction rather than clerical work.	Yes		

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
Para-educators	The school ensures that all para-educators with instructional duties that involve targeted students are under the direct supervision of a highly qualified classroom teacher and providing instruction rather than clerical work.	Yes		

**KDE Comprehensive School Improvement Plan**

Grant County Middle School

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
Para-educator Non-Instructional Duties	The school ensures that there is a schedule of non-instructional duties for para-educators demonstrating that the duties are on a limited basis only.	Yes		

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
Para-educator Non-Instructional Duties	The school scheduled non-instructional duties for para-educators working with targeted students demonstrating that the duties are on a limited basis only.	Yes		

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
Cap Size Requirements	The school met its cap size requirements without using Title I funds.	Yes		

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
Cap Size Requirements	The school met its cap size requirements without using Title II funds.	Yes		



# **The Missing Piece**

## **Introduction**

This report provides a comprehensive response to the six objectives of The Missing Piece set for the by the Commissioner's Parent Advisory Council (CPAC). This diagnostic uses performance measurement and progress, as well as relationship building, resources and support to build capacity within schools and districts measure parent involvement and the desired outcome being made. Use the links below to navigate the diagnostic content and respond to the questions.

## **Stakeholders**

**What stakeholders (name and title) did you engage for the purpose of completing the Missing Piece diagnostic?**

Parents from the SBDM committee Mrs. Cossette Hicks and Laura Isaacs. Letter were sent home to the parents to respond. The Family resource center was involved.

## Relationship Building

Overall Rating: 3.0

	Statement or Question	Response	Rating
2.1	Parents report that school staff understands and demonstrates how strong relationships with parents contribute to effective teaching and learning.	Parents report their relationship with school staff is about discussing student academic performance and/or behavior.	Apprentice

	Statement or Question	Response	Rating
2.2	School staff implements systematic steps to welcome the parents of new and English as-a-Second-Language (ESL) students (for example, using home visits, personal calls or letters, open houses and/or other methods).	Administrators and school staff welcome and actively seek parents of all new and ESL students to encourage early relationship building.	Distinguished

	Statement or Question	Response	Rating
2.3	Parents and other stakeholders report that they are actively welcomed when they visit the school.	Parents and other stakeholders report that they are actively welcomed when they visit the school.	Proficient

	Statement or Question	Response	Rating
2.4	School staff implements systematic steps to encourage parents to attend school activities and participate in decisions about their children's learning.	School staff implements systematic steps to encourage parents to attend school activities and participate in decisions about their children's learning.	Proficient

	Statement or Question	Response	Rating
2.5	School staff involves parents in personal communication about their students' progress at least once a month.	District and school staffs encourage continuous and meaningful communication with all parents about their student's academic goals and progress.	Distinguished

	Statement or Question	Response	Rating
2.6	School staff completes needs assessment with all parents to determine resources necessary for their child's academic success.	School staff completes needs assessment with all parents to determine resources necessary for their child's academic success.	Proficient

	Statement or Question	Response	Rating
2.7	All parents are asked for feedback on the school's efforts to welcome and engage parents and the feedback is used to improve the school's efforts.	Staff occasionally asks for feedback on school's efforts to welcome and engage parents, in an informal or casual way with no regular data collection.	Apprentice

## Communications

Overall Rating: 3.14

	Statement or Question	Response	Rating
3.1	School staff implements systematic efforts to inform parents about academic goals, class work, grades and homework for their children in their home language. (For example, classroom contracts, student assignment books, homework websites, and online grade books).	School staff implements systematic efforts to inform parents about academic goals, class work, grades and homework for their children in their home language. (For example, using classroom contracts, student assignment books, homework websites, and online grade books.)	Proficient

	Statement or Question	Response	Rating
3.2	School staff offers varied ways that parents can share information with teachers about their children's learning needs. (For example, phone and e-mail contacts, offering parent conferences, making home visits, or other methods).	School staff offers varied ways to that parent can see share information with teachers about their children's learning needs. (For example, phone and email contact, offering parent conferences, and making home visits).	Proficient

	Statement or Question	Response	Rating
3.3	School staff partners with community leaders and organizations to build parent understanding of academic expectations, school strategies, and student achievement results.	School staff partners with community leaders and organizations to build parent understanding of academic expectations, school strategies, and student achievement.	Proficient

	Statement or Question	Response	Rating
3.4	School staff offers parents opportunities to discuss school-wide achievement issues, including assessment data, at least once a semester.	School staff offers parents opportunities to discuss school-wide achievement issues, including assessment data, at least once a semester.	Proficient

	Statement or Question	Response	Rating
3.5	School staff implements systematic efforts to maximize parent-teacher conference participation. (For example, offering multiple locations, convenient times, follow-up with parents who do not reply to first notices, and opportunities for student-led conferences).	School staff implements systematic efforts to maximize parent-teacher conference participation. (For example, offering multiple locations, convenient times, follow-up with parents who do not reply to first notices, opportunities for student-led conferences).	Proficient

	Statement or Question	Response	Rating
3.6	At least 50 percent of parents respond to annual school and/or district stakeholder surveys.	At least 50% of parents respond to annual school and/or district stakeholder surveys.	Proficient

# KDE Comprehensive School Improvement Plan

Grant County Middle School

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	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
<b>3.7</b>	Stakeholder survey data is consistently used to plan school improvement efforts and to evaluate their effectiveness.	Stakeholders help plan district and school survey content regarding school performance as it relates to their child.	Distinguished

**Decision Making**

Overall Rating: 2.71

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
4.1	The school staff offers professional learning community opportunities, workshops, and easily accessible written information to equip parents for service on the SBDM council and committees.	Parents elected to serve on school council and some other parents who serve on SBDM committees are invited to attend training offered by school or district.	Apprentice

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
4.2	School council and committees facilitate broad parent participation by actively recruiting diverse membership, providing interpreters and translated materials when needed, setting convenient meeting times, and seeking wide parent input. At least 40 percent of parents vote in SBDM parent election.	School council and committees facilitate broad parent participation by actively recruiting diverse membership, providing interpreters and translated materials, setting convenient meeting times, seeking wide parent input. At least 40% of parents vote in SBDM parent election.	Proficient

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
4.3	Parents on the SBDM council and committees engage and mentor many other parents by reporting to multiple groups and seeking input through surveys, meetings, and varied other methods.	Parents on the SBDM council and committees engage and mentor many other parents by reporting to multiple groups and seeking input through surveys, meetings, and varied other methods.	Proficient

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
4.4	The school council adopts measurable objectives and plans coherent strategies to build authentic parent participation, and the school council monitors the implementation and impact of that work.	School council adopts measurable objectives and plans coherent strategies to build authentic parent participation, and the school council monitors the implementation and impact of that work.	Proficient

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
4.5	School council policies ensure active roles for parents on SBDM council and committees, and other groups making decisions about school improvement.	School council policies ensure active roles for parents on SBDM committees, in school improvement planning, and also in decisions about the education of their individual children.	Proficient

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
4.6	Parents report that they are treated as valued partners on school leadership teams, SBDM council and committees, the school council, and other groups making decisions about school improvement.	Parents report that they are treated as valued partners on school leadership teams, SBDM council and committees, and other groups making decisions about school improvement.	Proficient

# KDE Comprehensive School Improvement Plan

Grant County Middle School

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
4.7	School staff has a plan to identify new and experienced parent leaders who support and build capacity for parents to serve effectively on the school council and committee work.	School staff provides opportunities for outgoing parent council members to meet with new parent council members to share knowledge of serving on the council.	Apprentice



**Advocacy**

Overall Rating: 3.67

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
5.1	School staff ensures every student has a parent and/or another adult who knows how to advocate, or speak up for them, regarding the student's academic goals and individual needs.	District and school staff supports a community of trained parents and advocates who work together to ensure all students are meeting their academic goals and learning needs.	Distinguished

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
5.2	Most parents participate actively in student led conferences or other two-way communication about meeting their child's individual learning needs.	District and school staff partners with all parents and advocates to discuss, monitor and share successful strategies for meeting individual learning needs.	Distinguished

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
5.3	Parents report participating actively and effectively in required planning for individual learning, for example, Individual Education Plans, Individual Learning Plans, Gifted Student Plans, 504 Plans, and intervention strategies to ensure college readiness (Senate Bill 130).	Parents report participating actively and effectively in required planning for individual learning, for example, Individual Education Plans, Individual Learning Plans, Gifted Student Plans, 504 Plans, and intervention strategies to ensure college readiness (Senate Bill 130).	Proficient

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
5.4	School staff gives parents clear, complete information on the procedures for resolving concerns and filing complaints, and the council reviews summary data on those complaints to identify needed improvements.	School staff collaborates with stakeholders in developing policies and procedures to resolve issues and complaints and to identify needed improvements.	Distinguished

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
5.5	School staff ensures that parents and community members are well informed about how to become educational advocates, or how to access a trained educational advocate when needed.	School staff ensures that parents and community members are well informed about how to become an educational advocate or how to access an educational advocate when needed.	Proficient

	<b>Statement or Question</b>	<b>Response</b>	<b>Rating</b>
5.6	As students are identified by school staff as having disabilities or performing at the novice level, additional intentional steps are taken to ensure that parents have the option to use a trained advocate to assist them in speaking for their child's needs.	District and school staff partners with advocates of students with disabilities and/or novice level performance to improve the way school meets student learning needs.	Distinguished

## Learning Opportunities

Overall Rating: 3.67

	Statement or Question	Response	Rating
6.1	Parents have multiple opportunities to learn about and discuss the following: - Kentucky standards and expectations for all students - The school's curriculum, instructional methods, and student services - The school's decision-making process, including opportunities for parents to participate on SBDM councils and committees - Their children's learning and development, along with legal and practical options for helping their children succeed, such as the IEP and/or ILP process - Community resources to support learning - Opportunities to participate in state and district school improvement efforts, such as forums, committees, and surveys.	District and school leadership involve all stakeholders, use many community resources and opportunities to explain standards and rights as defined under Proficient, and expects that all parents will have adequate information and understanding of these practices. Parents with barriers to learning are individually assisted.	Distinguished

	Statement or Question	Response	Rating
6.2	School staff makes systematic use of written communications (for example, newsletters, websites, and bulletin boards) to help parents understand their own children's progress and the progress of the school.	All stakeholders are engaged in conversation and written communication about the academic progress of all students in school and district.	Distinguished

	Statement or Question	Response	Rating
6.3	School staff displays proficient student work with scoring guides to demonstrate academic expectations to parents and students, and updates the displays regularly.	School staff exhibits and rotates proficient and distinguished work and provides resources to achieve at higher levels.	Distinguished

	Statement or Question	Response	Rating
6.4	School staff offers parent workshops and meetings in convenient locations to help parents develop skills in supporting their children's learning and the school's improvement efforts.	School staff offers parent workshops or meetings in convenient locations to help parents develop skills in supporting their children's learning and school's improvement efforts.	Proficient

	Statement or Question	Response	Rating
6.5	School council has a classroom observation policy that welcomes families to visit all classrooms.	School council has a classroom observation policy that welcomes families to visit all classrooms.	Distinguished

	Statement or Question	Response	Rating
6.6	School staff develops parent leaders who contribute regularly to other parents' understanding and who help meet other parent learning needs.	School staff develops parent leaders who contribute regularly to other parents' understanding and who help meet other parent learning needs.	Proficient

## Community Partnerships

Overall Rating: 3.67

	Statement or Question	Response	Rating
7.1	School leadership regularly shares information on student achievement and involves business and community leaders in school improvement efforts.	School staff networks and partners with multiple businesses and organizations to support student achievement at a school council and a programmatic level.	Distinguished

	Statement or Question	Response	Rating
7.2	School leadership develops partnerships with several businesses, organizations, and agencies to support student learning and create mentors for students and parents.	School leadership develops partnerships with several businesses, organizations, and agencies to support student learning and create mentors for students and parents.	Proficient

	Statement or Question	Response	Rating
7.3	School leadership collaborates with employers to support parent and volunteer participation in students' education.	School leadership collaborates with employers to support parent and volunteer participation in students' education.	Proficient

	Statement or Question	Response	Rating
7.4	School staff collaborates with businesses, organizations, and agencies to address individual student needs and shares that information with parents.	District and school staffs collaborate with all willing organizations to support parents and advocates in addressing individual student needs.	Distinguished

	Statement or Question	Response	Rating
7.5	Parents make active use of the school's resources and community resources and report that they provide meaningful help to resolve family challenges that could interfere with student learning. (For example, FRYSC or Title I coordinators connect family with community resources and follow up).	School staff and parents have seamless integration of consistent and sustained family support services from school and the community to reduce student barriers to learning.	Distinguished

	Statement or Question	Response	Rating
7.6	School staff offers and publicizes community-based learning activities aligned with the curriculum, such as tutoring linked to the curriculum and internships, for all students and parents.	District staff and school leadership ensures all stakeholders are aware of community based learning opportunities that are linked to student-specific needs.	Distinguished

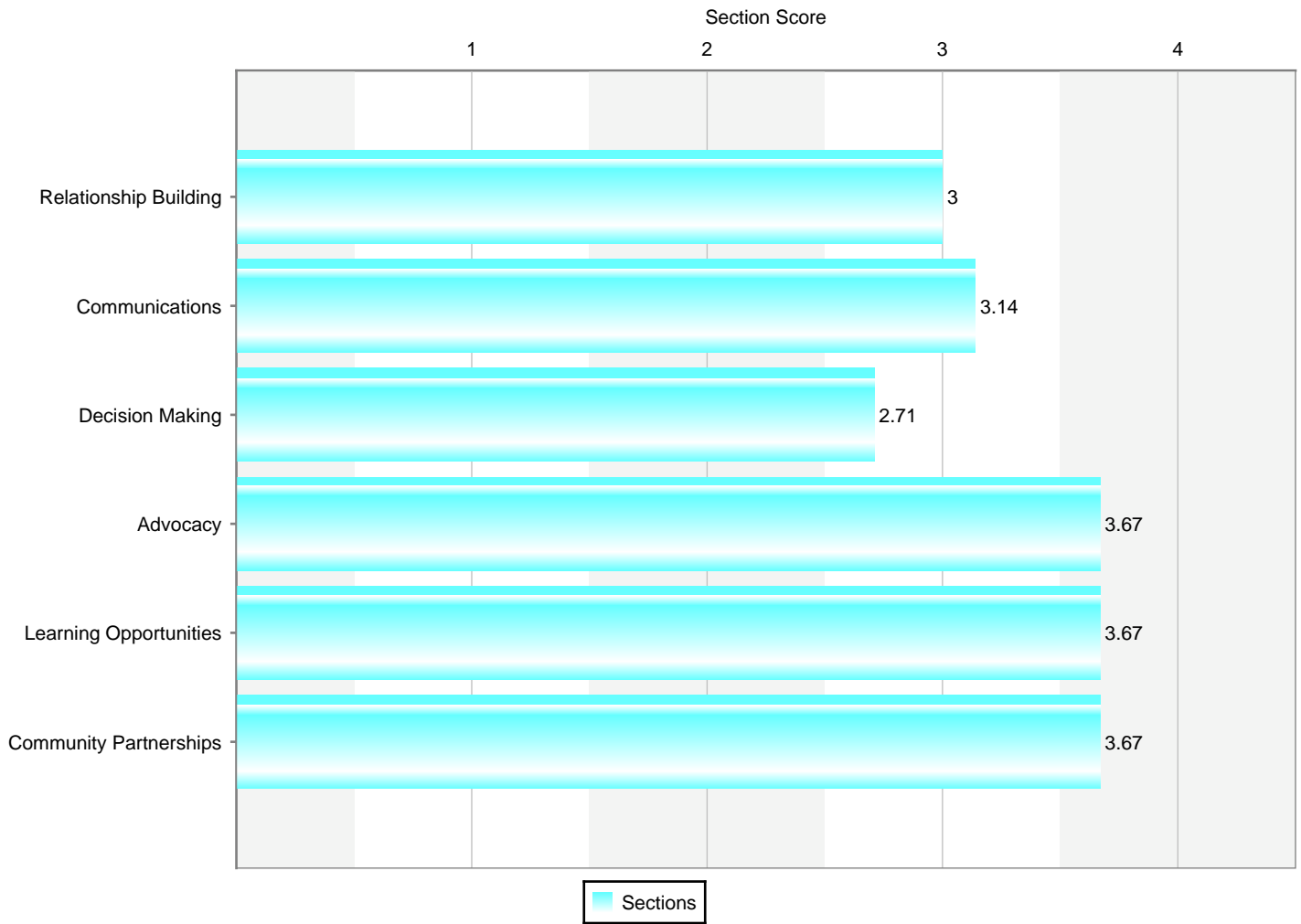
## **Reflection**

**Reflect upon your responses to each of the Missing Piece objectives.**

Strength is communication with the school community. Stakeholders are given an opportunity to give input in the schools decisions. One area that we as a school need to work on is providing getting more parent involvement in student led conferences. We have made great gains in communities with the ESL families.

## Report Summary

### Scores By Section



# **Improvement Plan Stakeholder Involvement**

## **Introduction**

The responses should be brief, descriptive, and appropriate for the specific section. It is recommended that the responses are written offline and then transferred into the sections below.

## **Improvement Planning Process**

### Improvement Planning Process

**Describe the process used to engage a variety of stakeholders in the development of the institution's improvement plan. Include information on how stakeholders were selected and informed of their roles, and how meetings were scheduled to accommodate them.**

Note sent home to the parents informing them of opportunities to be involved in their student's education by serving on a committee. This process was talked about at the SBDM meeting. Phone calls were made home to parents who responded. Meetings are held in the early evening to make sure that parents could work and then attend the meetings. During the initial meeting roles are established, by the committee. Meeting times and scheduled for follow-up meetings. Family Resource Center makes phone calls to parents to inform them of opportunities to help the middle school students.

**Describe the representations from stakeholder groups that participated in the development of the improvement plan and their responsibilities in this process.**

Parents on the SBDM team were the representation on the committee that worked on the school improvement plan. They were given a section to look over and make suggestions as to how the school should move forward. Parents had access to the whole report. They were then involved in the adopting of the plan. They along with the rest of the committee made the recommendation to accept the plan.

**Explain how the final improvement plan was communicated to all stakeholders, and the method and frequency in which stakeholders receive information on its progress.**

The final plan was talked about by the school administration with the staff. It was then relayed to the parents and stakeholders that the plan was adopted and they could review the plan as it is posted on line for review.



# **School Safety Report**

## **Introduction**

In response to recent tragic events in our nation's schools, during the 2013 legislative session the Kentucky General Assembly took action, through the passage of Senate Bill 8/House Bill 354, to assure that our schools are safer places for students and staff to work and learn. Among other things, SB8/HB354 required changes to emergency plan requirements, the development of school safety practices, and additional severe weather, lockdown and earthquake drills. The bill also required local school district superintendents to verify to the Kentucky Department of Education that all schools in the district are in compliance with these requirements. This diagnostic is the means by which this reporting is accomplished.

**School Safety Requirements**

Label	Assurance	Response	Comment	Attachment
1.	Does each school have a written Emergency Management Plan (EMP)?	Yes		

Label	Assurance	Response	Comment	Attachment
2.	Did the SBDM Council adopt a policy requiring the development and adoption of an EMP?	Yes	October 13, 2015	

Label	Assurance	Response	Comment	Attachment
3.	Did the SBDM Council adopt the EMP?	Yes	Yes the SBDM did adopt the EMP.	

Label	Assurance	Response	Comment	Attachment
4.	Has each school provided the local first responders with a copy of the school's EMP and a copy of the school's floor plan?	Yes		

Label	Assurance	Response	Comment	Attachment
5.	Has the EMP been reviewed and revised as needed by the SBDM council, principal, and first responders (annually)?	Yes	October 13, 2015	

Label	Assurance	Response	Comment	Attachment
6.	Was the EMP reviewed with the faculty and staff prior to the first instructional day of the school year?	Yes	August 6, 2015	

Label	Assurance	Response	Comment	Attachment
7.	Were local law enforcement and/or fire officials invited to review the EMP?	Yes		

Label	Assurance	Response	Comment	Attachment
8.	Are evacuation routes posted in each room at any doorway used for evacuation, with primary and secondary routes indicated?	Yes		

**KDE Comprehensive School Improvement Plan**

Grant County Middle School

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
9.	Has the local Fire Marshal reviewed the designated safe zones for severe weather and are they posted in each room?	Yes	October 13, 2015	

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
10.	Have practices been developed for students to follow during an earthquake?	Yes		

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
11.	Has each school developed and adhered to practices designed to ensure control of access to each school (i.e., controlling access to exterior doors, front entrance, classrooms, requiring visitor sign-in and display of identification badges)?	Yes		

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
12.	Has each school completed all four emergency response drills during the first 30 days of the school year? (Fire in compliance with <a href="http://www.lrc.ky.gov/kar/815/010/060.htm" target="_blank">http://www.lrc.ky.gov/kar/815/010/060.htm</a> Fire Safety regulations), Lockdown, Severe Weather and Earthquake)	Yes	September 11, 2015	

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
13.	Are processes in place to ensure all four emergency response drills (Fire in compliance with <a href="http://www.lrc.ky.gov/kar/815/010/060.htm" target="_blank">http://www.lrc.ky.gov/kar/815/010/060.htm</a> Fire Safety regulations), Lockdown, Severe Weather and Earthquake) will occur within the first thirty instructional days beginning January 1?	Yes		

# **Equitable Access Diagnostic**

## **Introduction**

As part of No Child Left Behind (NCLB) each state is required to develop strategies to ensure that poor and minority children are not taught at higher rates than other children by inexperienced, unqualified, or out-of-field teachers. The results of this effort became a national push to ensure all teachers were highly qualified (HQT); meaning each teacher holds the appropriate certification for the content and/or grade level for which they are assigned. National data show that poor and minority continue to be taught by inexperienced, unqualified, or out-of-field teachers. As a result, in 2014, the United States Department of Education (USDOE) required states to develop equity plans and use evidence based strategies to address this issue. The focus of the plan is to move away from the concept of “highly qualified” to “high effective”.

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## Needs Assessment

Label	Assurance	Response	Comment	Attachment
1.1	Has a review of the data has been conducted to determine barriers to achieve equitable access to effective educators within the school?	Yes	Yes, changes have been made to address the barriers in Grant County Middle School.	

### What are the barriers identified?

Schedule so that students who are in the Read 180/System 44 program have the full 90 minutes each day to ensure their success.

### What sources of data were used to determine the barriers?

Student's MAP scores and KPREP scores.

### What are the root causes of those identified barriers?

Schedule

### What does the Professional Growth and Effectiveness System data say about the effectiveness of teachers in the school?

That teachers are going, and there is a lot to be learned.

## **Equitable Access Strategies**

**Placement: Describe school policies or procedures that address the assignment of students to ensure low income and minority students are not assigned to inexperienced, ineffective or out-of-field teachers more often than their peers who are not identified as low income or minority students.**

At Grant County Middle School all of the teachers are highly qualified in their subject area. GCMS looks at student data from the KPREP and makes decisions as to which class an individual teacher would be assigned.

**Placement: How is data used to make student assignment decisions to ensure low income, minority, Limited English Proficient and Exceptional Children and Youth are not assigned to inexperienced, ineffective or out-of-field teachers more often than their peers?**

Student data and teacher data from previous years are looked at to ensure that teachers are assigned classes to be the most successful.

**Recruitment and Retention: How does the school analyze student level data to design targeted recruitment of effective and diverse teachers?**

Student data is analyzed to see if changes need to be made in teacher assignments. If a change needs to happen then SBDM is informed and decisions are made as to what will happen next.

**Recruitment and Retention: How does the school recruit teachers who are effective in implementing practices that are targeted to support the diverse learning needs of minority students, low income students, Limited English Proficient and Exceptional Children and Youth?**

Grant County Middle School has a hiring practice that ensures that all perspective employees are highly qualified in the area they teach. SBDM council interviews the applicant and debate who would be the best fit for the opening at GCMS.

**Recruitment and Retention: How does the school retain effective teachers? Identify any incentives.**

By providing a great place to work.

**Professional Learning: Identify supports, including mentoring and/or induction, provided to meet the needs of first year, inexperienced and out-of-field teachers.**

At Grant County Middle School we have bi-monthly new teacher meeting to give support for new teacher. Second year teachers have a monthly meeting to go over concerns they may have. During this time they are giving support and reinforcement in their particular subject  
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matter.

**Professional Learning: Utilizing PGES data, how are the professional learning needs of teachers with an effectiveness rating below accomplished addressed?**

During PLC's they are given strategies to help them improve their teaching. Also this is used to develop the PGP for the year.

**Working Conditions: How are TELL Kentucky results being addressed to increase recruitment, retention and professional learning needs of staff?**

The areas scores that are low are addressed with the staff to see what can be done to improve the conditions.

## Questions

**Identify all goals, objectives, strategies and activities created that support equitable access and the responses in this diagnostic.**

Schedule has been changed to help both the teacher and student. Bi-monthly meetings to address the needs of new teachers.