

Comprehensive District Improvement Plan

2019-2020



GRANT
COUNTY SCHOOLS

Grant County Schools

Action Plan

This action plan serves as an annual planning tool designed to move the organization toward achievement of our long-term goals.

	2023 ACTION PLANNING BIG IDEAS
<i>BIG IDEA #1</i>	Meet the learning needs of students
<i>BIG IDEA #2</i>	Provide a safe and healthy culture
<i>BIG IDEA #3</i>	Provide a high-quality staff

Green	Yellow	Red	Strikethrough
COMPLETED	IN PROGRESS	HAD TO BE MOVED OR HAVE NOT DONE IT YET	ABANDONED

State-Required Accountability Targets

The Kentucky Department of Education requires schools and districts to set long-term and annual targets around the state assessment and accountability system areas.

STATE ACCOUNTABILITY AREA	2023 STATE GOALS	2019-2020 ANNUAL STATE OBJECTIVES
<p><i>PROFICIENCY (reading, math)</i></p> <p>2018-2019 Reading E - 60.5, M - 73.0, H - 50.2</p> <p>2018-2019 Mathematics E - 63.1, M - 60.6, H - 50.0</p>	<ul style="list-style-type: none"> By the end of the 22-23 school year, elementary reading proficiency will increase to 80. By the end of the 22-23 school year, middle school reading proficiency will increase to 80. By the end of the 22-23 school year, high school reading proficiency will increase to 70. By the end of the 22-23 school year, elementary math proficiency will increase to 80. By the end of the 22-23 school year, middle school math proficiency will increase to 75. By the end of the 22-23 school year, high school math proficiency will increase to 65. 	<ul style="list-style-type: none"> By the end of the 19-20 school year, elementary reading proficiency will increase to 70. By the end of the 19-20 school year, middle school reading proficiency will increase to 78. By the end of the 19-20 school year, high school reading proficiency will increase to 55. By the end of the 19-20 school year, elementary math proficiency will increase to 70. By the end of the 19-20 school year, middle school math proficiency will increase to 65. By the end of the 19-20 school year, high school math proficiency will increase to 55.
<p><i>SEPARATE ACADEMIC INDICATOR (science, social studies, writing)</i></p> <p>E - 58.6, M - 60.9, H - 58.4</p>	<ul style="list-style-type: none"> By the end of the 22-23 school year, elementary SAI will increase to 75. By the end of the 22-23 school year, middle school SAI will increase to 75. By the end of the 22-23 school year, high school SAI will increase to 70. 	<ul style="list-style-type: none"> By the end of the 19-20 school year, elementary SAI will increase to 65. By the end of the 19-20 school year, middle school SAI will increase to 67. By the end of the 19-20 school year, high school SAI will increase to 65.
<p><i>GAP - Students with Disability Reading P and D /Math P and D</i></p> <p>Elementary - 20.1/17.2 Middle - 23.2/12.5 High - 5.3/10.5</p>	<ul style="list-style-type: none"> By the end of the 22-23 school year, students with a disability in reading will increase P/D to 40.1 By the end of the 19-20 school year, students in elementary with a disability in math will increase P/D to 37.2 By the end of the 19-20 school year, students in middle with a disability in reading will increase P/D to 40. By the end of the 19-20 school year, students in middle with a disability in reading will increase P/D to 30 By the end of the 19-20 school year, students in high with a disability in reading will increase P/D to 25 By the end of the 19-20 school year, students in high with a disability in math will increase P/D to 25 	<ul style="list-style-type: none"> By the end of the 19-20 school year, students in elementary with a disability in reading will increase P/D to 30.1 By the end of the 19-20 school year, students in elementary with a disability in math will increase P/D to 27.2 By the end of the 19-20 school year, students in middle with a disability in reading will increase P/D to 30. By the end of the 19-20 school year, students in middle with a disability in math will increase P/D to 20. By the end of the 19-20 school year, students in high with a disability in reading will increase P/D to 15 By the end of the 19-20 school year, students in high with a disability in math will increase P/D to 15
<p><i>TRANSITION READINESS</i></p> <p>H - 71.3</p>	<ul style="list-style-type: none"> By the end of the 22-23 school year, transition readiness will increase to 90. 	<ul style="list-style-type: none"> By the end of the 19-20 school year, transition readiness will increase to 75.
<p><i>Graduation Rate</i></p> <p>H - 91.8</p>	<ul style="list-style-type: none"> By the end of the 22-23 school year, graduation rate will increase to 97. 	<ul style="list-style-type: none"> By the end of the 19-20 school year, graduation rate will increase to 94.
<p><i>GROWTH (ES/MS only)</i></p> <p>E - 53.4 M - 55.5</p>	<ul style="list-style-type: none"> By the end of the 22-23 school year, elementary growth will increase to 75. By the end of the 22-23 school year, middle school growth will increase to 70. 	<ul style="list-style-type: none"> By the end of the 19-20 school year, elementary growth will increase to 62.5. By the end of the 19-20 school year, middle school growth will increase to 62.

Big Idea #1 Action Plan:

#1 Meet the learning needs of students

Annual Goal(s):

- By the end of the 2019-2020 school year, 50% or more of all students in grades K-8 will perform at or above the 60th percentile in reading as measured by MAP.
- By the end of the 2019-2020 school year, 55% or more of all students in grades K-8 will perform at or above the 60th percentile in mathematics as measured by MAP.
- By the end of the 2019-2020 school year, 75% of all students in grades K-8 will meet or exceed their annual growth targets in reading and math as measured by spring-spring MAP Growth Summary.
- By the end of the 2019-2020 school year, the percent of students graduating will increase to 92% as measured by the 4-year cohort graduation rate.

APPROACH

Literacy: Every Class, Every Day

CORRESPONDING STATE GOAL AREA
Proficiency, Growth, Other Academic Indicator, Gap

Key Core Work Process Strategies REFERENCE
KCWP # 1 KCWP # 2 KCWP # 3 KCWP # 4 KCWP # 5

Measures of Success:
MAP Reading data, CERT Reading and English data, KPREP Reading data, KPREP Writing data, Common Assessment data, Analysis of effective feedback (Instructional Protocol), Curriculum Specialist Agendas with Meeting Notes

Funding:
MAP- \$30000 (Local)
Professional Learning/Trade Books- \$5000 (Local, KAS Mini Grant)
Read 180/System 44- \$40000 (Federal)
All other activities/components- \$0

DEPLOYMENT ACTIVITIES

30 Day Activities
(8/14/19 - 9/25/19)

Progress Notes

60 Day Activities
(9/26/19 - 11/11/19)

Progress Notes

90 Day Activities
(11/12/19 - 1/09/20)

Progress Notes

<p>OTL will develop and launch a system for implementation and monitoring of the instructional protocol</p>	<p>District Retreat: launch the system with district administrative team Instructional protocol walkthrough tool developed</p>	<p>Analyze instructional visit data with role groups- APN, CS, and Principals Analyze each component of Instructional Protocol to ensure there is a clear understanding among the team. September- Learning Target October- Activating Schema and Mini Lesson Update: Analyze with principals on November 1st meeting.</p>	<p>Reviewed learning target data with curriculum specialists at September 12th meeting and APs at September 4th meeting. Principals will review data on October 4th. CSs will work with teachers in September and early October to reinforce the three-part learning target. Elem. CSs analyzed data from all IVs so far, looking for trends and identifying inconsistencies in scoring. Secondary APs and CS looked at data on first three- LT, Schema, Mini Lesson</p>	<p>Analyze instructional visit data with role groups- APN, CS, and Principals Analyze each component of Instructional Protocol to ensure there is a clear understanding among the team. November- Work Time (Guided and Independent Practice) December- Reflection Provide information on revised Instructional Protocol tool with administrators during the December LCM meeting. This tool will now include "plus/delta" and a check box for "needs a PBIS walkthrough."</p>	<p>Role Group Meetings- APN and CSs completed Work Time training Draft form of IP will be shared with Principals on Friday, Dec. 6th</p>
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<p>OTL will meet with elementary administrative team and district Read 180 teacher to develop a plan for intervention instruction and monitoring of student progress</p>	<p>Hired a READ 180 intervention teacher. READ 180 teacher trained on the program. READ 180 intervention teacher has schedules at each building and class lists established. Additional slots have been purchased by both MCE and CMZ in order to assist a larger population of struggling readers.</p>	<p>Director of Elementary will meet weekly with the READ 180 teacher to analyze progress of students with computer time.</p>	<p>Met with Read 180 elementary teacher on October 18th to review progress of students at four elementary schools. Identified where a more structured time needs to be provided to allow for computer time for students in order to get their weekly goal time in.</p>	<p>Director of Elementary will meet weekly with the READ 180 teacher to analyze progress of students with computer time; meet with CSs at December CS meeting to discuss "+" and "-" of program year to date.</p> <p>Meet with GCHS curriculum specialist to determine needs for next year. (Read 180 sunsets at GCHS at the end of the 19-20)</p> <p>Mid-Year meeting with GCMS admin team to review Read 180 and System 44 data</p>	<p>Scheduled meeting with GCHS CS to discuss Read 180 on December 9th.</p> <p>GCMS meeting tentatively scheduled for December 17th if SPI/SRIs are complete.</p> <p>Discussed Read180/System44 at December 5th CS meeting and identified areas of concern currently as: students not getting enough time on computers to meet minutes; more celebrations needed to motivate students; CS needs to meet with Miss Austin monthly to review data and discuss any concerns at building. Becky will be sending an Email to Miss Austin and elementary admin. team members to inform all of current status of program going into the new year.</p>
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<p>OTL will review the SBDM writing policies for all buildings and provide feedback.</p>	<p>Email sent to have all policies submitted to us by August 9th. All policies saved.</p>	<p>Review policies and provide feedback.</p> <p>Use <i>Focus</i> with curriculum specialists to evaluate the existing writing programs at each school. (Where are students getting instruction on writing?)</p> <p>Curriculum specialists will review the three types of writing- writing to learn, writing to demonstrate learning and writing to reflect.</p> <p>On-demand assessments for all students in the elementary grades have been scheduled for each grading period.</p> <p>1st 9^{wks.}: week of October 7th, 2019 2nd 9^{wks.}: week of December 9th, 2019 3rd 9^{wks.}: week of March 2nd, 2020 4th 9^{wks.}: week of April 27th, 2020</p>	<p>Elementary CSs have pulled preliminary samples of writing and sorted them into the three types of writing, identifying the weakest area as “writing to learn.” These samples will be reviewed by OTL. Documents to assist with the training of teachers district-wide are in development by elementary CSs.</p> <p>Elementary students in grades 1-5 completed the first on-demand writing prompt in October and these were scored by teachers. The results were disappointing, but very much what was anticipated.</p> <p>Secondary curriculum specialists shared writing to learn strategies at October 31st meeting.</p>	<p>Conduct a walkthrough to look for three types of writing in classrooms across the district on November 20th.</p>	<p>Writing policies were submitted to KDE by December 1st.</p> <p>ODW assessments for elementary take place again the week of December 9th. These will be scored at the building level and analyzed at the district level during a January 2020 CS meeting.</p>
<p>OTL will facilitate Read 180 training.</p>	<p>Training is scheduled for August 6th at GCMS.</p>				

<p>OTL will facilitate District Literacy Committee meetings</p>	<p>First meeting scheduled September 17th</p>	<p>Elementary CSs have identified the need for DLC members to study literacy deeper through a book study and have selected <i>Focus</i>. <i>Focus</i> books will be ordered and when books arrive, they will be delivered to DLC members so the first chapter can be read by the October 15th meeting. At the next meeting, DLC members will determine the pacing of the book study for future meetings.</p> <p>DLC will create mission statement for the committee's work.</p>	<p><i>Focus</i> books ordered by Velma.</p> <p>October-Chapter 1 read and discussed</p> <p>Plans for future reading assignments: November: Chapter 2 January: Chapter 3 February: Chapter 4 March: Jigsaw Chapters 5-7 April: Conclusion</p> <p>Mission statement and logo created and agreed upon for the work of the DLC for 19-20 school year. <i>The mission of Grant County District Literacy Committee is to foster a literacy rich environment for all students through:</i></p> <ul style="list-style-type: none"> • <i>collaboration with colleagues</i> • <i>evaluation of current practices</i> • <i>implementation of best practices</i> • <i>reflection on student learning</i> 		<p>District Literacy Committee meetings pick up again on January 21st, 2020.</p>
		<p>LCM teams will determine ELA "Look Fors" using the FOCUS book. Teams</p>	<p>Follow up from ELA "Look Fors" scheduled during the LCM on November</p>	<p>Follow up - FOCUS teams will review ELA "Look Fors" and information from the</p>	

		will visit assigned schools and conduct ELA classroom visits using "Look Fors".	14; on the agenda for LCM meeting.	FOCUS ELA chapter to determine greatest ELA needs and next steps for high quality ELA instruction.	
		Apply for KDE Mini Grant focusing on Literacy PD	Application complete on October 28th. Announcement will be December 1st.	Identify a team of teachers to be a part of the first literacy teacher-leader cadre. Teachers will apply for the position.	KDE Mini Grant awarded; Teacher Leader Cadre applications went out December 5th and 6th and the deadline for submission is December 18th. Notification of selected applicants will be completed by December 20th and the <i>Focus</i> book given to TLC members prior to leaving for Christmas Break.
Meet with all PK staff to review PK standards, Danielson Framework, & Progression document to Kindergarten	Meeting was held on Sept. 6th. All staff reviewed documents and created best practices checklist for domain for 2 & 3.				
120 Day Activities (1/10/20 - 2/24/20)	Progress Notes	150 Day Activities (2/25/20 - 4/13/20)	Progress Notes	180 Day Activities (4/14/20 - 5/26/20)	Progress Notes
Form a cadre of teacher leaders to work with new Reading and Writing standards.	Meeting with teacher leader cadre to begin literacy look fors in February (date TBD)	Teacher leader cadre will meet to conduct classroom observations	Observations will take place in March (date TBD)	Meet with a selected group of teachers representing all schools (8 elementary teachers, 2 intermediate and 2	Review of Instructional Protocol will take place in May (date TBD)

Meet with teacher leaders to develop literacy “look fors” in ELA classrooms				primary from each building, 4 from middle and 4 from high school) to study Instructional Protocol system.	
Reframe Instructional Protocol from a literacy lens - Learning targets, schema, mini lesson		Reframe Instructional Protocol from a literacy lens - Guided and independent practice		Reframe Instructional Protocol from a literacy lens - reflection	
				Analyze Read 180/System 44 data for students' yearly progress	
Facilitate CS meetings focused on writing to demonstrate learning		Minnesota Slice on student writing with curriculum specialists			
District Literacy Committee meeting scheduled for January 21st					
Begin work on district level literacy system					
Graduation Requirements meeting will continue throughout the spring semester	Next meeting scheduled for February 6th				

APPROACH

Math

CORRESPONDING STATE GOAL AREA Proficiency, Growth, Gap		Key Core Work Process Strategies REFERENCE KCWP # 1 KCWP # 2 KCWP # 3 KCWP #4 KCWP #5			
Measures of Success: MAP Math data, CERT Math data, Common Assessment data, Analysis of effective feedback (Instructional Protocol), KPREP Math data, Curriculum Specialist Agendas with Meeting Notes					
Funding: MAP- \$30000 (Local) Edgenuity "My Path"-\$15000 (Local site license) All other activities/components- \$0					
DEPLOYMENT ACTIVITIES					
30 Day Activities (8/14/19 - 9/25/19)	<i>Progress Notes</i>	60 Day Activities (9/26/19 - 11/11/19)	<i>Progress Notes</i>	90 Day Activities (11/12/19 - 1/09/20)	<i>Progress Notes</i>
OTL will monitor the quality of math instruction/program implementation and provide feedback biweekly via curriculum specialist meetings	Curriculum specialist meetings have been scheduled for the year.	OTL will conduct "Minnesota Slice" of math instruction across buildings on October 3rd. Review at October 7th OTL meeting. Share findings with curriculum specialists on October 17th.	The "Minnesota Slice" has been rescheduled. CSs will be asked at the October 17th meeting to collect materials used in all math classrooms on October 30th. The materials collected from math classrooms on the 30th will be brought to the October 31st CS meeting and reviewed and analyzed as a district curriculum group.	January 3rd PD day will include a building-level Minnesota Slice using the same process that was used at CS meeting. Heather Clay will meet with CSs to discuss the findings from the Minnesota Slice in regards to special education and next steps.	Peggy is making copies of all math instructional materials from Minnesota Slice for each school. Heather met with curriculum specialists on November 14th. Follow up meeting will be in December.

OTL and Heather Clay will facilitate OVEC training on co-teaching and math practices	Scheduled for August 7th (Elementary AM, Secondary PM). Completed on August 7th.	OTL will facilitate PD for GCHS with Cricket McClure from OVEC.	Kricket (OVEC) scheduled on November 5th at 12:30.	OTL will facilitate PD for GCHS with Cricket McClure from OVEC.	Kricket (OVEC) is scheduled to work with GCHS on January 3rd. Kricket will be working with MCE on January 3rd during the AM.
OTL will facilitate OVEC training for administrative team on math "look fors"	Kricket McClure facilitated September 12th LCM training.	LCM teams will determine math "Look Fors" using the FOCUS book. Teams will visit assigned schools and conduct math classroom visits using "Look Fors".		Follow up - FOCUS teams will review math "Look Fors" and information from the FOCUS math chapter to determine greatest math needs and next steps for high quality math instruction.	Teams scheduled to do walkthroughs in late November/ early December. Will share out at December 12th LCM.
<i>120 Day Activities (1/10/20 - 2/24/20)</i>	<i>Progress Notes</i>	<i>150 Day Activities (2/25/20 - 4/13/20)</i>	<i>Progress Notes</i>	<i>180 Day Activities (4/14/20 - 5/26/20)</i>	<i>Progress Notes</i>
Implement and co-facilitate Edgenuity My Path at Grant County Middle School					
District level learning check #1 scored and analyzed	Analyze data from math learning checks during the CS meeting to look for trends	District level learning check #2 administered, scored, and analyzed			
Writing to learn and writing to demonstrate learning in math in CS					

meetings					
				Selection of teacher leaders for 2020-2021 teacher leader cadre in math (applications to be sent out in early May)	

APPROACH

Rtl At Work

**CORRESPONDING STATE GOAL AREA:
Proficiency, Growth, Gap**

**Key Core Work Process Strategies REFERENCE
KCWP # 1 KCWP # 2 KCWP # 3 KCWP #4 KCWP #5**

Measures of Success: MAP Reading and Math data, CERT Reading and Map data, KPREP Reading and Math data

Funding: MAP- Local funds

DEPLOYMENT ACTIVITIES

<i>30 Day Activities (8/14/19 - 9/25/19)</i>	<i>Progress Notes</i>	<i>60 Day Activities (9/26/19 - 11/11/19)</i>	<i>Progress Notes</i>	<i>90 Day Activities (11/12/19 - 1/09/20)</i>	<i>Progress Notes</i>
OTL will request academic Rtl plans be submitted by 9/23/19 to the District Administrative Team folder (Academic Rtl).	Principals were advised to submit plans to DAT folder by September 23rd.	OTL and OSIS will meet to discuss district Rtl system on October 14th.	Meeting scheduled for October 23rd from 1-2 to discuss MTSS. Continued Review on October 23rd to create a MTSS district system.	Review of Rtl pyramid with curriculum specialists	Completed in November 14th meeting
Director of Secondary will co-facilitate building level Rtl meetings with Behavior specialist at GCHS and GCMS	Meetings have been scheduled for 3rd Thursday (GCMS) and 4th Thursday (GCHS)	October meeting scheduled for October 17th and October 24th.	Meetings were held on October 24th at both GCMS and GCHS	November meetings scheduled for November 21st and November 25th December meetings GCMS- scheduled for	GCMS meeting held on November 21st and GCHS meeting held on November 25th. GCHS spreadsheet redesigned/streamlined

				December 19th; GCHS will meet individually with Behavior Specialist and Director of Secondary	for efficiency
Request behavior Rtl plans be submitted by 9/23/19 to the District Administrative Team folder (Behavior Rtl)	Plans were given to each liaison.	Councils & selected special ed. Teachers will attend a 2 day FBA training on 11/4 & 11/5.	The training was presented. Counselors now will lead a modified FBA to any student moving to tier 3.		
OTL members and Heather Clay will attend ABRI/MTSS training in Lexington on September 5th.	The meeting was attended. A meeting with the district ABRI team will meet.	Counselors will administer the SRSS to identify at-risk students.	Counselors administered the SRSS to all teachers.	Counselors will tier out RTI behavior students by November 20th.	Counselors listed all students identified in the SRSS. Now, a SDQ will given to teachers on students identified as high risk. Once the list is finalized, a behavior tier plan will be created for each student.
OTL will facilitate training for READ180 Intervention Program at the elementary and middle school.	Scheduled for August 6th				
<i>120 Day Activities (1/10/20 - 2/24/20)</i>	<i>Progress Notes</i>	<i>150 Day Activities (2/25/20 - 4/13/20)</i>	<i>Progress Notes</i>	<i>180 Day Activities (4/14/20 - 5/26/20)</i>	<i>Progress Notes</i>
Director of Secondary will co-facilitate building level Rtl meetings with Behavior specialist at GCHS and GCMS	January meetings- January 16th (GCMS) and January 23rd (GCHS)	Director of Secondary will co-facilitate building level Rtl meetings with Behavior specialist at GCHS and GCMS		Director of Secondary will co-facilitate building level Rtl meetings with Behavior specialist at GCHS and GCMS	
APPROACH					

Graduation Support

CORRESPONDING STATE GOAL AREA
Graduation

Key Core Work Process Strategies REFERENCE
KCWP # 4 KCWP #5 KCWP # 6

Measures of Success: Increased Graduation Rate, Scholarship data, Graduation Requirements Meeting Agendas with Meeting Notes

Funding: None needed

DEPLOYMENT ACTIVITIES

<i>30 Day Activities</i> (8/14/19 - 9/25/19)	<i>Progress Notes</i>	<i>60 Day Activities</i> (9/26/19 - 11/11/19)	<i>Progress Notes</i>	<i>90 Day Activities</i> (11/12/19 - 1/09/20)	<i>Progress Notes</i>
OTL will facilitate meetings with GCHS to plan for new graduation requirements.	Meeting completed on August 19th. Nicole and Tonya will meet on September 3th to create a tab in IC for Graduation Requirements.	November 8th meeting scheduled to follow up on action items. Heather Clay will meet with Sonia Guffey to start to develop a plan for students with disabilities.	Meeting was scheduled for November 15th. We did not get to focus on special education as much as we would like. We will need another meeting for just special ed.	HS will train special ed teachers on plan for meeting new graduation requirements. A meeting will be scheduled with Sonia to focus on high school sp ed. Next meeting Dec. 13 to focus on Workplace Ethics	Workplace ethics certificate has been designed and will be submitted to WIB in January
Heather, Job Coach, & MSD teachers will meet to start a list of CBI options for students with disabilities.	Meeting was completed on Aug. 9th. A list is being created. The next meeting will occur in September.	OSIS, Job Coach, & MSD will meet to determine eligible students and potential CBI activities.	Meeting occurred on Sept. 12th. Teachers presented possible CBI activities with MSD students. Job Coach is working on list of other sp. Ed students who would be eligible for OVR.	Review CBI activities to ensure all student interests are targeted and specific plan is developed. A meeting is scheduled for Dec. 18th at 1pm.	

OSIS, Job Coach, and MSD Teachers will meet with OVEC Pre-ETS to determine services for sp. Ed students.	The meeting occurred on Aug. 9th. A schedule was established for OVEC to provide Pre-Ets services to MSD students.	First round of OVEC Pre-Ets will occur on October 25th.	First round occurred. A few kinks were worked out with grouping of students.	Monthly workshops will continue with OVEC for pre-ets. A field trip will be scheduled with OVEC for pre-ets students.	Field trip scheduled for March 13th.
Job coach will receive training from OVR on Aug. 26th & 27th.	Training occurred. Job Coach is setting up schedule and reviewing paperwork.	Job Coach is meeting with OVR regional representative. This meeting will occur in September.	Job Coach met with regional OVR coach and reviewed current paperwork. Job Coach is requesting additional training by another job coach to ensure understanding.	Head OVR teacher will reach out to surrounding districts Job Coach for job shadowing. We are struggling to find someone to shadow. In the meantime, OVR is providing coaching to our job coach.	Follow up from OVR has stated that our job coach is doing what he is supposed to do and meeting with him monthly.

<i>120 Day Activities (1/10/20 - 2/24/20)</i>	<i>Progress Notes</i>	<i>150 Day Activities (2/25/20 - 4/13/20)</i>	<i>Progress Notes</i>	<i>180 Day Activities (4/14/20 - 5/26/20)</i>	<i>Progress Notes</i>
Graduation requirements meetings will continue throughout second semester.	Next meeting scheduled for February 6th- review final draft of SUCCEED certificate criteria	SUCCEED criteria approved by the WIB at its March meeting.			
Portrait of a Graduate Work Begin development of indicators for Success		Portrait of a Graduate Work Work with each grade level to determine		Portrait of a Graduate Work Determine documentation of	

at each grade level. 1. Send surveys to all staff by grade level		success indicators using results from survey.		success indicators at each grade level. 1. Develop an elementary SUCCEED certificate 2. Develop a middle school SUCCEED certificate	
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Big Idea #2 Action Plan:

Provide a Safe and Healthy Culture

Annual Goal(s):

- By the end of the 2019-2020 school year, we will reduce the number of behavioral referrals by 10% as measured by discipline referrals.
- By the end of the 2019-2020 school year, Grant County Schools attendance will be at or above 95%.

APPROACH

Positive Behavioral Supports

CORRESPONDING STATE GOAL AREA

Key Core Work Process Strategies REFERENCE KCWP # 5

DEPLOYMENT ACTIVITIES

Measures of Success: PBIS district data

Funding: None Needed

30 Day Activities (8/14/19 - 9/25/19)	Progress Notes	60 Day Activities (9/26/19 - 11/11/19)	Progress Notes	90 Day Activities (11/12/19 - 1/09/20)	Progress Notes
OSIS & counselors create a PBIS system	Reviewed at District retreat	OSIS & counselors create a walkthrough	Basis of tool was created & tier 1	Google Doc will be created to house the	Data was shared and feedback calibrated.

		<p>tool to use to observe teachers. Counselors will observe at least 5 classrooms per week.</p>	<p>intervention checklist was created. Counselors are struggling with getting in to five classrooms.</p>	<p>walkthrough tool & first round of data will be shared at November counselor meeting.</p>	<p>Counselors were assigned to visit schools to calibrate as a team. A meeting with Heather Clay and Principal will be scheduled with schools struggling with getting into classrooms to develop a plan. A meeting was held with GCHS, DRE, & GCMS and a plan developed.</p>
<p>School PBIS team will be established and trained. The PBIS protocol will be reviewed.</p>	<p>Each school has a PBIS committee and has reviewed the PBIS protocol. .</p>	<p>Rewards & expectations were established by the team. The committee will review monthly data to identify areas of need and strengths.</p>	<p>Each school has established the school's expectations and reward system. IT has been identified that major and minor referrals need reviewed.</p>	<p>PBIS committee will review their major and minor referral guidelines. Counselors will review their overall data and bring it to the December meeting to share.</p>	
		<p>Counselors will work with teachers to complete a behavior survey on each child. The survey will be due on October 25th.</p>	<p>All teachers completed a survey on each child. Counselors are in the process of scoring and tiering the students.</p>	<p>Counselors will rate the students according to the survey and break them out into tiers depending on their overall score.</p>	
<p>120 Day Activities (1/10/20 - 2/24/20)</p>	<p>Progress Notes</p>	<p>150 Day Activities (2/25/20 - 4/13/20)</p>	<p>Progress Notes</p>	<p>180 Day Activities (4/14/20 - 5/26/20)</p>	<p>Progress Notes</p>

PBIS walkthroughs by counselors	Review data at monthly meeting	PBIS walkthroughs by counselors	Review data at monthly meeting	PBIS walkthroughs by counselors	Review data at monthly meeting
				Review of PBIS system and update for 2020-2021 school year	

APPROACH

District Attendance

CORRESPONDING STATE GOAL AREA
Proficiency, Separate Academic Indicator, Growth, Gap, Graduation Rate, Transition Readiness

Key Core Work Process Strategies REFERENCE
KCWP #5, KCWP #6

DEPLOYMENT ACTIVITIES

Measures of Success: Monthly attendance reports

Funding: None

<i>30 Day Activities (8/14/19 - 9/25/19)</i>	<i>Progress Notes</i>	<i>60 Day Activities (9/26/19 - 11/11/19)</i>	<i>Progress Notes</i>	<i>90 Day Activities (11/12/19 - 1/09/20)</i>	<i>Progress Notes</i>
Create Student Attendance Protocol System	Meet with individual stakeholder groups (teachers, attendance clerks, school nurses, FRYSCs, school counselors and principals) to discuss their role and receive feedback for the system.	<p>Review School agendas and minutes from bi-monthly meetings.</p> <p>Examine PLP data for students who have missed 6 or more days unexcused.</p> <p>Ask building principals to submit school level attendance interventions.</p>		Examine PLP data for students who have missed 6 or more days unexcused.	
Complete School Support Services "Road Show" at the beginning of the 2019-2020 school	<p>Set up dates with building principals for faculty meeting.</p> <p>Provide staff with</p>	Conduct "New Teacher Institute" meeting at GCHS in October.	Met with New Teachers on October 16th. Reviewed Code of Ethics and scenarios.	Meet with Executive Cabinet in January to determine needs for "beginning of	

year	information regarding SB1 and other topics associated with DPP - HH, school nurse, safety, etc.	Conduct PD for GCHS on November 5th for all teachers.	Meet with Heather Clay on October 30th to finalize training.	year” trainings for district staff.	
Attendance IC monthly meetings	Meet with Attendance and Enrollment clerks for beginning of year enrollment issues (and numbers).	Meet to discuss IC issues and ways to fix: household, guardian, membership, HH codes (and attendance groups) and entering data quickly and efficiently	Met with Attendance Clerks on October 23rd to discuss issues. Will finalize steps during November 13th meeting.	Meet with Attendance Clerks to discuss IC training needed for future sessions.	
Update and communicate building level and district attendance monthly	Generate report for Month 1 attendance per building and district. Report numbers to the board. Send email to staff monthly with attendance numbers per school and district.	Announce date of High Attendance Day for KY (Sept. 17) Pull report of High Attendance Day and announce winners by email to all GC Staff. Send monthly attendance report for schools and district to all GC Staff.	Sherman Elementary and Grant County Middle School were high attendance winners for September 17th. Emailed staff on October 10th. Will continue to do after each attendance month.	Emailed staff on November 15th results of Month 3 attendance.	
Verify two elementary schools will complete school safety audit with Kentucky Center for School Safety.	Crittenden Mount Zion and Dry Ridge Elementary will complete Safe Schools Audit prior to Christmas break.	Meet with Principals of CMZ and DRE to discuss concerns, questions in regards to upcoming audit.	Will need to set up a time to meet with principals.	Safe Schools Audit on December 13, CMZ and DRE	
Communicate School Safety changes to all	Hold “Road Show” meetings to discuss	Have Assistant Principals create a	Scheduled to complete at	Will meet with APs to complete	APs will conduct a safety walkthrough on January

GC Staff	classroom doors shut and locked, visitor check-in, staff badges, staff sign-in/out procedures, Meet with GCBOE at September worksession to provide an update on School Support Services.	walkthrough tool to use as a "safety walkthrough." Have Assistant Principals create a date for fall walkthrough	November 6th APN meeting.	walkthrough tool template prior to January. Will need to set up calendar event for a team walkthrough in each building.	8th.
Meet deadlines for School Safety dictated by Senate Bill I.				Building tool checklist and walkthrough completed.	
<i>120 Day Activities (1/10/20 - 2/24/20)</i>	<i>Progress Notes</i>	<i>150 Day Activities (2/25/20 - 4/13/20)</i>	<i>Progress Notes</i>	<i>180 Day Activities (4/14/20 - 5/26/20)</i>	<i>Progress Notes</i>
Examine 9 day letters for potential charges.	Utilize PLP data	Continue to monitor student attendance via building level attendance intervention teams.	Review minutes of building level meetings.	Examine 9 day letters for potential charges.	List will need to be students that will return to GC Schools for the 2020-2021 year for increased monitoring.
Conduct monthly attendance clerk meetings to include Infinite Campus training.	Send agendas and minutes from previous meetings and ask for specific IC training requests.	Include IC components to monthly meetings.	IC components will be based on current needs of buildings and district.	Continue to meet with attendance clerks monthly to discuss any building level concerns.	Will need to begin the process of creating "front office" protocol for buildings.
Infinite Campus training	Include attendance clerks, Administrative Assistant and counselors.	Will continue to work with stakeholders on current IC needs.	Will work to get "end of year documents" ready for review.	Examine all "end of year" reports and verify process of pulling reports.	Monitor reporting from building level attendance clerks.

Examine attendance budget for spring semester.	Check with each building attendance intervention team for possible rewards.	Provide schools with incentive money for attendance rewards.	Will need to determine how much money, impacted schools, etc.	Work with building level attendance teams to determine criteria for future rewards.	Have schools develop criteria for rewards, communication for attendance, etc.
Update and communicate building level and district attendance monthly.	Send email to GC staff. Include any current issues.	Update and communicate building level and district attendance monthly.	Send email to GC staff. Include any current issues.	Update and communicate building level and district attendance monthly.	Send email to GC staff. Include any current issues.
Examine Home Hospital procedures.	Meet with Leanne Adkins to determine "what's working and what's not working."	Create Home Hospital Protocol with Leanne Adkins.	Send Home Hospital Protocol to stakeholders for review.	Finalize Home Hospital Protocol.	Send Home Hospital protocol to various stakeholders for 2020-2021 school year.

Big Idea #3: Action Plan

Provide a High-Quality Staff

Annual Goal(s):

- By the end of the 2019-2020 school year, overall teacher retention will increase by 10%.
- By the end of the 2019-2020 school year, overall teacher quality will increase as evidenced by a 10% increase in accomplished ratings on GC Certified Evaluation.
- By the end of the 2019-2020 school year, all administrators will increase by one category or maintain an exemplary rating as evidenced by ratings on GC Certified Evaluation.

APPROACH

Teacher Excellence

CORRESPONDING STATE GOAL AREA
Proficiency, Growth, Gap, Separate Academic Indicator

Key Core Work Process Strategies REFERENCE
KCWP #2 KCWP #3 KCWP #4 KCWP#6

Measures of Success: MAP Reading and Math Data, New Teacher Surveys, Peer Learning Lab Participant Reflections, PD Day Agendas

Funding:
Peer Learning Labs- \$1800 (Local)
GCIP Resource Teacher Stipends- \$30,000 (Local)

DEPLOYMENT ACTIVITIES

<i>30 Day Activities (8/14/19 - 9/25/19)</i>	<i>Progress Notes</i>	<i>60 Day Activities (9/26/19 - 11/11/19)</i>	<i>Progress Notes</i>	<i>90 Day Activities (11/12/19 - 1/09/20)</i>	<i>Progress Notes</i>
OTL will facilitate New Teacher Institute for all new hires	Completed August 1st.	Attend and provide feedback on school level New Teacher meetings.		Attend and provide feedback on school level New Teacher meetings.	Attended GCMS new teacher meeting on December 3rd
		Facilitate a Peer Learning Lab at each grade band.	HS - October 24/Bohman MS - October 30 Camacho (Cancelled due to illness Elementary PLLs: Intermediate UOS: @ DRE with Elizabeth Crotty 9:15-12:15 November 12th	Facilitate a Peer Learning Lab at each grade band.	MS - November 19-Spegal- Classroom Culture/Thinking Strategies HS - November 21/Bohman- Instructional Protocol
OTL will facilitate GCIP meeting for resource teachers and administrators.	Completed August 21st.	Review Temperature Check data to determine specific intern needs.	Data from temperature checks completed so far has been reviewed and Emails highlighting the areas of concern or "next steps"	OTL will facilitate mid-year GCIP meeting with resource teachers and administrators	Meeting scheduled for December 4th; Meeting complete. Teachers requested a training on giving good feedback for the beginning of the 20-21 school year.

			requested by intern have been shared with each administrative team. Administrative teams have followed up with teachers.		
OTL will review PD and Contract Day agendas for all schools	Reviewed/Complete	Send an email to principals by October 18th to remind them to drop their agendas by October 25th. Review November 5th PD day agendas at October 28th OTL meeting.		OTL will review PD day agenda for January 3rd PD day	Deadline for saving PD day agenda in DAT folder is December 13th (communicated via communication slides on December 2nd)
OTL will conduct face-to-face check-ins with all new teachers in the district.	Completed on August 30th	Principals will conduct 30 day employment interviews with all new hires		Principals will conduct 90 day employment interviews with all new hires	
Schools will analyze KPREP data and provide a specific plan describing how student achievement and teacher instruction will improve.	Information will be given to Principals regarding the expected MAP analysis at the September 19th MAP meetings.	Curriculum Specialists and Principals will answer questions regarding the Fall MAP/CERT 2019 data at the October Board Meeting.	Complete on October 8th	Curriculum Specialists and Principals will answer questions regarding the Winter MAP/CERT 2020 data at the January Board Meeting.	
All GCIP interns will complete a "Temperature Check" survey weekly	Resource teachers have been trained on what to look for in the weekly survey.	Reminder shared about resource teachers and administrators	LCM agenda item with a reminder about reviewing temperature checks	Temperature Checks will be discussed at mid-year meeting	Mid-year GCIP meeting vc for December 4th.

identifying areas of support needed.		checking temperature checks weekly.	included on October 3rd agenda.		
		Edgenuity My Path training	Scheduled for October 25th Completed on October 25th	OTL will work with GCMS (Brown) to add students to MY Path for math	Problems with uploading students on My Path. Email sent on December 2nd to Mr. Brown to touch base with Edgenuity contact for troubleshooting.
				PLC Feedback tool to be developed to increase the quality of PLC process at the building level. Tool will be used by Elementary and Secondary Directors to increase existing capacity of curriculum specialists to improve teacher quality.	PLC Feedback tool draft has been completed and will be reviewed at the December 9th OTL meeting and vetted by CSs in December meeting. (Moved to January meeting)
120 Day Activities (1/10/20 - 2/24/20)	Progress Notes	150 Day Activities (2/25/20 - 4/13/20)	Progress Notes	180 Day Activities (4/14/20 - 5/26/20)	Progress Notes
OTL will complete a listening walk - talking with teachers at all buildings.	Scheduled for January 17th	OTL will complete a listening walk - talking with teachers at all buildings.	Scheduled for March 13		
Teacher Voice Dinner facilitated by Brad Hughes.	Dinner date set for January 21st				
				Principals will conduct 180 day employment	

				interviews with all new hires	
Facilitate a Peer Learning Lab at each school.	Tentative- GCMS (Camacho and Spegal) Tentative-CMZ (Rice)				
				Curriculum Specialists and Principals will answer questions regarding the Spring MAP/CERT 2020 data at the May Board Meeting.	

APPROACH

Administrator Excellence

CORRESPONDING STATE GOAL AREA Proficiency, Growth, Gap, Separate Academic Indicator, Graduation, Transition Readiness	Key Core Work Process Strategies REFERENCE KCWP #1 KCWP #4 KCWP #5 KCWP #6
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DEPLOYMENT ACTIVITIES

Measures of Success: LCM Meeting Agendas with Meeting Notes, Role Group Agendas with Meeting Notes, MAP Meeting Agendas with Meeting Notes, Winter Retreat Agenda with Meeting Notes

Funding:
 Professional reading/Trade books- \$3000 (Local, KAS Mini Grant)

<i>30 Day Activities</i> (8/14/19 - 9/25/19)	<i>Progress Notes</i>	<i>60 Day Activities</i> (9/26/19 - 11/11/19)	<i>Progress Notes</i>	<i>90 Day Activities</i> (11/12/19 - 1/09/20)	<i>Progress Notes</i>
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<p>District Office Administrative Team will conduct weekly instructional protocol visits on a rotating basis with each role group: Principals, Assistant Principals, & Curriculum Specialists to calibrate feedback.</p>	<p>Weekly walkthroughs completed to date with all schools.</p>	<p>Data and feedback from all instructional protocol visits will be reviewed at the November 1st Principals' Meeting.</p>	<p>Weekly walkthroughs completed to date with all schools.</p> <p>Instructional protocol visit data and feedback reviewed with all Principals, adjusting protocol guidelines to improve consistency of feedback for all observations (LT listed, no scripting, add plus/delta to second semester form, add PBIS checkbox for teachers needing additional support with classroom management).</p>	<p>Instructional Protocol visit tool revised with suggestions from PDSA session with Principals on November 1st.</p>	<p>Weekly walkthroughs completed to date with all schools.</p>
<p>OTL will facilitate monthly Leadership Collaborative Meetings (LCM).</p>	<p>Monthly meetings have been scheduled</p>	<p>October 3rd Meeting</p>	<p>Systems work on homeschool and discipline</p> <p>Focus book quote reflection complete</p>	<p>November 14th Meeting</p>	<p>Focus book- ELA share out; math look-fors</p> <p>Systems work- School choice of most critical system to work on- Choice sent to OTL by end of the day, Tuesday, November 12th (GCHS- Instructional Protocol, MCE- Math, GCMS-SBG, DRE- , SES-, CMZ-</p>

<p>District Administrative Team will facilitate role group meetings.</p>	<p>Principal, Assistant Principal, Curriculum Specialist, and Counselor meetings have been scheduled and shared</p>	<p>APN- October 2nd CS- October 3rd, 17th APN- November 6th</p>	<p>October APN focus areas- Active supervision, Tableau, ECAP, Instructional Protocol (activating schema and mini lesson) November APN focus areas- Instructional Leadership on PD days, Building Level Discipline Issues, Bus Discipline/PBIS, Instructional Protocol (work time) October CS meeting focus areas- vertical math alignment, three categories of writing, Instructional Protocol, new social studies standards</p>	<p>APN- December 4th CS- November 14th, December 5th (Elementary) & 12th (Secondary)</p>	<p>December APN focus area- Bus PBIS/Discipline and IP Reflection</p>
<p>OTL will facilitate 30-60-90 meetings with each school principal.</p>	<p>Completed August 27th and 28th</p>	<p>Review 30-60-90 with all principals to provide guidance and feedback</p>	<p>October principal meeting focused on 30-60-90 November principal meeting 30-60-90 activity (one positive, one challenge)</p>	<p>Review 30-60-90 with all principals to provide guidance and feedback</p>	<p>District Admin Team will sit in on school level admin team meetings as principals lead 30-60-90 building level work Scheduled: Monday, November 10th DRE Wednesday, November 13th GCMS Tuesday, November 19th GCHS Review at principal meeting on December 6th</p>

OTL will facilitate book study (<i>Focus</i>) with all district administrators.	All administrators received book on July 22nd. Last half of LCM monthly meeting will be used for schools to share.	The LCM will be utilized to provide information from the FOCUS book in relation to GC Schools.	The October LCM will be used to explain the activity for FOCUS book and content areas	November 14 Meeting: Focus on ELA, plan for math walkthroughs in December; Systems Work	
District Administrative Team will meet with all Principals to review MAP/CERT data and provide feedback on school level plan	Emails sent to invite principals to meetings scheduled for September 19th.	Meetings completed on September 19th with all building level principals.	Meetings complete. Board meeting complete.		
Director of Secondary will conduct weekly Curriculum, Instruction and Assessment meetings with building principal and curriculum specialist	Scheduled: GCHS- Mondays at 12:15, GCMS- Tuesdays at 7:15	Director of Secondary will conduct weekly Curriculum, Instruction and Assessment meetings with building principal and curriculum specialist	October meetings complete. Standing agenda items- struggling teachers, CERT, Blended Learning	Director of Secondary will conduct weekly Curriculum, Instruction and Assessment meetings with building principal and curriculum specialist	
<i>120 Day Activities (1/10/20 - 2/24/20)</i>	<i>Progress Notes</i>	<i>150 Day Activities (2/25/20 - 4/13/20)</i>	<i>Progress Notes</i>	<i>180 Day Activities (4/14/20 - 5/26/20)</i>	<i>Progress Notes</i>
LCM FOCUS book area will be Math on December 12		LCM FOCUS book content area will be Social Studies in February		LCM FOCUS book content area will be Science in April	
District administrative team will meet to review district MAP/CERT data and determine needs and					

next steps for buildings (Action plans will be created for buildings in crisis if necessary)					
MAP Data Meetings with District Administrative Team and Principals	Winter MAP meeting scheduled for January 10th with principals.				
OTL will facilitate Winter Retreat; Topics include: Instructional protocol, systems work, school-designated items, teacher evaluation, <i>Focus</i> book work	Winter Retreat dates set and shared with leadership team- January 19th and 20th				
District Administrative Team will begin <i>Clarity for Learning</i> book study to launch at District Administrative Retreat in July.		District Administrative Team will complete book study on <i>Clarity for Learning</i>		District Administrative Team will develop a plan for summer District Administrative Retreat launch of book study.	
Role groups will be trained on the Instructional Protocol-literacy in learning targets (January) and schema and mini lesson (February)		Role groups will be trained on the Instructional Protocol in the implementation of literacy work time (March)		Role groups will be trained on the Instructional Protocol in the implementation of literacy in reflection (April)	
APN- No January Meeting, February 5th		APN-March 4th, April 1st		CS- April 16th, April 30th	

<p>CS- January 9th, January 23rd, February 13th</p>		<p>CS- February 27th, March 12th, March 26th,</p>			
<p>Data and feedback from first semester instructional protocol visits will be reviewed at the Winter Retreat with all stakeholders (Principals, Assistant Principals, Curriculum Specialists). Additional calibration of feedback will occur with all stakeholders viewing a videoed lesson, completing the IP visit tool, and discussing the ratings and feedback provided.</p>				<p>During the final Principals' Meeting of the school year, administrators will "PDSA" Instructional Protocol System for the 2020-2021 school year.</p>	