

Understanding Continuous Improvement: Goals, Objectives, Strategies and Activities

Rationale: The development of goals and objectives to be obtained through strategies and activities is an essential component of executing a continuous improvement plan. In short, the Needs Assessment completed during Phase II expresses the school or district's CURRENT STATE, while goals, objectives, strategies and activities should succinctly plot the school or district's course to their DESIRED STATE. Here are the operational definitions of each:

Goal: Long-term target based on Kentucky Board of Education Goals. Schools may supplement with individual or district goals.

Objective: Short-term target to be attained by the end of the current school year.

Strategy: Research-based approach based on the 6 Key Core Work Processes designed to systematically address the process, practice or condition that the school/district will focus its efforts upon in order to reach its goals/objectives.

Activity: The actionable steps used to deploy the chosen strategy.

Key Core Work Processes: A series of processes that involve the majority of an organization's workforce and relate to its core competencies. These are the factors that determine an organization's success and help it prioritize areas for growth.

Guidelines for Building an Improvement Plan

- There are 5 required District Goals: Proficiency, Gap, Graduation rate, Growth, and Transition readiness.
- There are 4 required school-level goals:
For elementary/middle school: Proficiency, Gap, Growth, and Transition readiness.
For high school: Proficiency, Gap, Graduation rate, and Transition readiness.
- There can be multiple objectives for each goal.
- There can be multiple strategies for each objective.
- There can be multiple activities for each strategy.

1: Proficiency

State your **Proficiency** Goal

<p>Goal 1: Russell County Schools will meet the following long term goals for reading and math. Students scoring proficient/distinguished at elementary will reach 65% in reading and 62.5% in math, middle school will be 63.5% in reading and 52.8% in math, and the high school will reach 62% in reading and 44.8% in math as measured by the state assessment by May 2020.</p>					
<p>Which Strategy will the school/district use to address this goal? <i>(The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)</i></p> <ul style="list-style-type: none"> • KCWP 1: Design and Deploy Standards • KCWP 2: Design and Deliver Instruction • KCWP 3: Design and Deliver Assessment Literacy • KCWP 4: Review, Analyze and Apply Data • KCWP 5: Design, Align and Deliver Support • KCWP 6: Establishing Learning Culture and Environment 		<p>Which Activities will the school/district deploy based on the strategy or strategies chosen? <i>(The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.)</i></p> <ul style="list-style-type: none"> • KCWP1: Design and Deploy Standards - Continuous Improvement Activities • KCWP2: Design and Deliver Instruction - Continuous Improvement Activities • KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities • KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities • KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities • KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities 		<p>Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.</p>	
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
<p><u>Objective 1:</u> Increase the Combined Reading and Math Proficiency in grades 3-11 by 5% as evidenced by May 2018 state assessment.</p>	<p>Intentional planning and focus on ELA and Math Curriculum & Instruction, and Balanced Assessments (ELA, Math, and other content areas)& Professional Learning</p> <p>KCWP 1: Design and Deploy Standards KCWP 2: Design and Deliver Instruction KCWP 3: Design and Deliver Assessment Literacy</p>	<p>Classroom Reduction *Federal funds provide students with smaller class sizes which provides more opportunities for interventions and smaller student-to-teacher ratios</p>	<p>Increase in Proficiency as KPREP, Universal Screeners, Formative and Summative Assessments</p>	<p>July 1, 2017-June 30, 2018</p> <p>Director of Federal Programs, Instructional Coaches</p>	<p>Title I (16 teachers) \$856,883</p> <p>Title II (1 teacher) \$45,000</p>

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		<p>PLCs *Grade level/content area days throughout the year for teacher development and refinement of Math and ELA Standards, Instructional Planning, etc...</p>	<p>Sign-Ins, Agendas, and Lesson Plans</p>	<p>July 1, 2017-June 30, 2018 Director of Federal Programs and PD Instructional Coaches</p>	<p>State Flex \$10,000 Title I \$10,000</p>
		<p>Offer/Provide Professional Learning (not limited to...) * Curriculum/Strategies * Standards Based Curriculum Alignment and Pacing * EL Summit/Special Ed Conference (Lesson Development Regular, Special Education, RTI, EL, Migrant, GTE Teachers), * Math Cognitive Engagement, * MAP Assessment * Novice Reduction Workshop, * Equitable Access Meeting *Special Education Conference *Various Content Area Conferences/PDs *AP & CP College Board training</p>	<p>Sign-Ins, Agendas, and Certificates of Completion</p>	<p>July 1, 2017-June 30, 2018 Director of Federal Programs and PD DOSE</p>	<p>State Flex \$10,000 Title I \$20,000 IDEA B \$10,000</p>
		<p>Conceptual Math Planning *Teachers will continue to develop Conceptual Building Block resources (addition/subtraction, multiplication/division, fractions) to refine strategies that will help students develop a deep understanding of mathematical concepts in numbers and fractions. Teachers will be given opportunities to develop concrete teaching strategies and receive help planning, coaching, and co-teaching lessons that incorporate Conceptual Building Blocks</p>	<p>Sign-Ins, Agendas, Lesson Plans, and improvement of student progress in math based on a balance of assessments</p>	<p>July 1, 2017-June 30, 2018 Instructional Coaches</p>	<p>State Flex \$2,500 Title I \$2,500</p>
		<p>Collaboration *Regular Education and Special Education Teachers will collaborate on a regular basis to adjust instructional student needs</p>	<p>Sign-Ins and Agendas</p>	<p>July 1, 2017-June 30, 2018 DOSE Instructional Coaches School Administration</p>	<p>No funding for common planning State Flex \$2,000 Title I \$2,000 IDEA B \$2,000</p>

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<p>Objective 2:</p> <p>Increase the Combined Reading and Math Proficient/Distinguished at the Elementary Level from 54.2% to 57.3%; more specifically, improve reading from 60.9% to 62.5% and math from 47.4% to 52.4% as measured by May 2018 state assessment.</p>		<p>Balanced Assessments (ELA, Math, and other content areas)</p> <p>Formative Assessment *Teachers will develop and implement multiple formative assessments to guide instruction for mastery of state standards</p>	<p>Observations Final products Increased assessment data</p>	<p>July 1, 2017-June 30, 2018</p> <p>School Administration</p>	<p>State Flex \$2,000 Title I \$2,000</p>	
		<p>Summative Assessment *Teachers will develop and conduct summative assessments throughout the year to assess mastery of state standards</p>	<p>School Assessment Data/Infinite Campus</p>	<p>July 1, 2017-June 30, 2018</p> <p>School Administration</p>	<p>State Flex \$2,000 Title I \$2,000</p>	
		<p>Benchmarking *Students will take a benchmark test fall, winter, and spring to assess mastery of state standards *Student Goal Setting</p>	<p>MAP, STAR, easyCBM Data, and Mastery Prep</p>	<p>July 1, 2017-June 30, 2018</p> <p>School Administration</p>	<p>General Funds: MAP \$13,203 STAR Reading and Math \$1814 easyCBM \$6,240</p> <p>Title V: Mastery Prep \$11,500</p>	
		<p>Data Analysis</p> <p>KCWP 4: Review, Analyze and Apply Data</p>	<p>Technology Research - Based ELA and Math Program Formative Data *Teachers will analyze data from students' use in technology research-based programs such as myLexia, Symphony Math, Math Whiz, Xtra Math, Galaxy Education, etc...for individualized learning and achievement growth in reading and math</p>	<p>Student Data Reports</p>	<p>July 1, 2017-June 30, 2018</p> <p>School Administration Instructional Coaches DOSE</p>	<p>State Flex \$2,000 Title I \$2,000</p>
			<p>Benchmarking Data Analysis – MAP, STAR Reading, STAR Math, easyCBM</p> <p>*teachers analyze benchmark data/reports from fall, winter, and spring to assess mastery of state standards and drive instruction</p>	<p>Student Data Results</p>	<p>July 1, 2017-June 30, 2018</p> <p>School Administration Instructional Coaches</p>	<p>State Flex \$2,000 Title I \$2,000</p>
		<p>Design, Align and Deliver Support</p>	<p>Response to Intervention *Students falling below 20th percentile will receive Tier II interventions in reading and/or math in RTI. Tier I students at risk of not meeting standards will receive Interventions from regular classroom teachers.</p>	<p>RTI Dara, Benchmark Data, Classroom Formative and Summative Data, Infinite Campus Intervention Tab</p>	<p>July 1, 2017-June 30, 2018</p> <p>Director of Instruction School Administration</p>	<p>ESS Daytime Waiver \$38,000 Title I \$7,500</p>

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		<p>Extended School Learning Opportunities</p> <p>Provide tutoring, small group learning, study skills, homework assistance, summer camps, before/after school services and enrichment opportunities to build confidence and self-worth; motivate learning, and improve academic performance</p>	<p>Infinite Campus Intervention Tab, After School Attendance Records, Lesson Journals</p>	<p>July 1, 2017-June 30, 2018</p> <p>Director of Instruction School Administration 21st Century Coordinator</p>	<p>ESS \$12,000 21st Century \$30,000</p>
		<p>Supportive Services for Students</p> <p>*FRC, EL, and Migrant Staff will collaborate with the school, families, and outside agencies to provide basic needs such as but not limited to school supplies, nutrition, health services, counseling services, translation services, and other academic support services to reduce barriers to learning. Collaborate with local and community agencies to provide holiday helpline, back to school bash, and dental/health services, and the back pack program.</p>	<p>Parent Surveys, Communication Logs</p>	<p>July 1, 2017-June 30, 2018</p> <p>FRYSC, EL & Migrant District Contact</p>	<p>FRYSC \$2,000 Title III \$1,000</p>
		<p>Parent/Stakeholder Involvement</p> <p>* Communicate with and provide parents opportunities to be informed and involved in school improvement planning, academic planning, event planning, student progress and academic planning. Parents will receive monthly newsletters concerning upcoming events as well as notifications of events and activities via School Messenger, radio, and local newspapers.</p> <p>* The Migrant Education PAC council meets 3 times a year to aid in decision making of district program activities. One parent representative attends two regional PAC meetings per year. This is to guide regional programming.</p> <p>*Title I, II, and V Public Meeting</p> <p>*Parent and Family Engagement Activities occur at all schools such as: Family Literacy and Math Nights, Student Showcases, Parent/Teacher Conferences, Open Houses, Jump Start Transitioning (5th to 6th Grade), FAFSA Night, College Admissions Night, Career Fair, and Pre-College Prep Class Night.</p>	<p>Parent Communication Logs, Sign-ins, Agendas, Surveys, Evaluations</p>	<p>July 1, 2107 – June 30, 2108</p> <p>Superintendent Director of Federal Programs Migrant & EL Coordinator</p>	<p>Title I Part C \$1,000 Title I \$11,173</p>
	<p>Establish Learning Culture and Environment</p>	<p>Policies, Procedures, and Programs</p>	<p>Policy Completion, Communication Logs</p>	<p>July 1, 2107 – June 30, 2108</p>	<p>No Funding</p>

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	KCWP 6	*Ensure policies, programs and procedures are in place for students to have a culturally responsive, barrier-free, safe place to learn. *Parent Communication		Superintendent DPP	
Objective 3: RCMS students will demonstrate a proficiency of 59% in reading as measured by KPREP for 2018.	Instruction: Students are provided instructional courses to meet the rigorous demands of common core standards. KCWP2	The master schedule reflects that students at RCMS who have an English Language Arts Class also have an English Language Arts lab class daily with focused learning targets and high-yield instructional strategies.	Master Schedule Lesson Plans Walkthroughs PDSA in PLCs	July 1, 2017- June 30, 2018 School Administration Instructional Coach	No Funding
		Pre-College prep English classes are offered to students at the middle school level to offer more personalized learning opportunities to prepare them for College and Career Readiness.	Student Scores IC MAP Data	July 1, 2017- June 30, 2018 School Administration Instructional Coach	No Funding
	Support: Purposeful Tier II interventions are provided in addition to the core. KCWP5	Reading Plus/My Lexia is offered to all students to build reading comprehension capacity and vocabulary to develop reading stamina and incite the motivation to read outside the program.	Reading Plus/My Lexia Reports	July 1, 2017- June 30, 2018 School Administration Instructional Coach	Flex Textbook \$38,870
		Measures of Academic Progress (MAP) benchmarking is utilized to measure student progress and growth. Essential information is available to provide either enrichment or intervention.	MAP Data Data Wall	July 1, 2017- June 30, 2018 School Administration Instructional Coach	MAP General Fund \$8,816
		The Accelerated Reader program will be a research-based means offered through the Library Media Center to assist students in setting and meeting their personal goals and increasing proficiency.	Accelerated Reader Reports	July 1, 2017- June 30, 2018 School Administration Instructional Coach	School-based Funds \$3,370
	Professional Learning: Teachers meet in PLCs using the Plan, Do, Study, Act	Professional Learning Communities will occur weekly using the PDSA protocol to continuously monitor student data and	PLC Sign-ins & Agendas Presentation Order	July 1, 2017- June 30, 2018	No Funding

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	protocol to share analysis of standards taught and student mastery shown on assessments through item analysis and receive differentiated professional learning to meet individual needs. KCWP4 &5	adjust instruction/strategies to best meet the needs of all students at their individual level of learning. RCMS faculty will engage in a book study on “Seven Strategies of Assessment for Learning” to empower their educational decision making with research-based classroom assessment practices. Teachers attended a rigorous four-day <i>Laying the Foundation</i> training to prepare Pre-CP students with a curriculum to support classroom efforts towards college readiness.		School Administration Instructional Coach	
		A teacher-leadership team visited North Laurel Middle School, a consistently high-performing school, to add best practices to their repertoire.	Sign-ins Presentation Agenda	July 1, 2017- June 30, 2018 School Administration Instructional Coach	No Funding
			Purchase Orders Certificates of Completion Travel Vouchers	July 1, 2017- June 30, 2018 School Administration Instructional Coach	Title I \$3,000 Title II \$500 General Fund \$4354
			Sub Cards Travel Vouchers	July 1, 2017- June 30, 2018 School Administration Instructional Coach	Title I \$500
Objective 4: RCMS students will demonstrate a proficiency of 48% in math as measured by KPREP by 2018.	Instruction: Students are provided instructional courses to meet the rigorous demands of common core standards. KCWP2	The master schedule will reflect that students at RCMS who have a math class also have a math lab class daily with focused learning targets and high-yield instructional strategies.	Master Schedule Lesson Plans Walkthroughs PDSA in PLCs	July 1, 2017- June 30, 2018 School Administration Instructional Coach	No Funding
		Pre-College prep math classes are offered to students at the middle school level to offer more personalized learning opportunities to prepare them for College and Career Readiness.	Student Scores IC Map Data	July 1, 2017- June 30, 2018 School Administration Instructional Coach	No Funding
	Support: Purposeful Tier II interventions are provided in addition to the core. KCWP5	IXL/MAP to KAHN is utilized as an intervention tool to build individualized skills to work towards concept mastery and/or accelerate learning.	IXL Progress Monitoring Data	July 1, 2017- June 30, 2018 School Administration Instructional Coach	School-based Funds \$1895

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		Measures of Academic Progress (MAP) benchmarking is utilized to measure student progress and growth. Essential information is available to provide either enrichment or intervention.	MAP Data Data Wall	July 1, 2017- June 30, 2018 School Administration Instructional Coach	No Funding
<p>Professional Learning: Teachers meet in PLCs using the Plan, Do, Study, Act protocol to share analysis of standards taught and student mastery shown on assessments through item analysis and receive differentiated professional learning to meet individual needs.</p> <p>KCWP4 &5</p>		Professional Learning Communities will occur weekly using the PDSA protocol to continuously monitor student data and adjust instruction/strategies to best meet the needs of all students at their individual level of learning.	Sign-ins & Agendas Presentation Order	July 1, 2017- June 30, 2018 School Administration Instructional Coach	No Funding
		RCMS faculty will engage in a book study on “Seven Strategies of Assessment for Learning” to empower their educational decision making with research-based classroom assessment practices.	Sign-ins Presentation Agenda	July 1, 2017- June 30, 2018 School Administration Instructional Coach	No Funding
		Teachers attended a rigorous four-day <i>Laying the Foundation</i> training to prepare Pre-CP students with a curriculum to support classroom efforts towards college readiness.	Purchase Orders Certificates of Completion Travel Vouchers	July 1, 2017- June 30, 2018 School Administration Instructional Coach	Title I - \$1,000 General Fund - \$2176.96
		A teacher-leadership team visited North Laurel Middle School, a consistently high-performing school, to add best practices to their repertoire.	Sub Cards Travel Vouchers	July 1, 2017- June 30, 2018 School Administration Instructional Coach	Title I -\$500
<p>Objective 5: Russell County High School students will improve on the reading portion of the ACT by the following: 9th Grade will improve Reading scores from 17.2 to 18.2, 10th Grade</p>	Instructional	Off-Grade practice ACT assessment. (Mastery Prep-twice per year)	Student Data Reports	School Administration	Title V \$11,500
	Instructional	Mastery Prep Bellringers implemented in content classes to increase student achievement towards meeting ACT benchmarks.	Lesson Plans, Walk-Throughs	School Administration	Title V \$2,000
	Professional Learning	Professional Learning webinars to implement Mastery Prep Bellringers was presented to teachers to help them utilize the program in the classroom.	Sign-Ins Agendas	School Administration	Title V \$500

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<p>will improve Reading scores from 17.2 to 18.6, 11th Grade will improve Reading scores from 19.0 to 20.4 on Mastery Prep Assessments.</p>		<p>PLCs are used to work on clear learning objectives and implementing a formative assessment system to track and monitor student classroom academic performance.</p>	<p>PLC Sign-Ins Agendas</p>	<p>School Administration Instructional Coach</p>	<p>No Funding</p>
	<p>Professional Learning</p>	<p>Common Planning Time is used to collaboratively plan lessons and common assessments to implement to monitor student achievement.</p>	<p>Lesson Plans, Curriculum Maps, Assessments</p>	<p>School Administration Instructional Coach</p>	<p>No Funding</p>
<p><u>Objective 6:</u> Russell County High School students will improve on the math portion of the practice ACT by the following: 9th Grade will improve Math scores from 16.4 to 17.4, 10th Grade will improve Math scores from 16.9 to 18.0, 11th Grade will improve Math scores from 18.2 to 19.6.</p>	<p>Instructional</p>	<p>Off-Grade practice ACT assessment. (Mastery Prep-twice per year)</p>	<p>Student Data Reports</p>	<p>July 1, 2017- June 30, 2018 School Administration Instructional Coach</p>	<p>Funding already listed</p>
		<p>Mastery Prep Bellringers implemented in content classes to increase student achievement towards meeting ACT benchmarks.</p>	<p>Lesson Plans, Walk-Throughs</p>	<p>July 1, 2017- June 30, 2018 School Administration Instructional Coach</p>	<p>Funding already listed</p>
	<p>Professional Learning</p>	<p>Professional Learning webinars to implement Mastery Prep Bellringers was presented to teachers to help them utilize the program in the classroom.</p>	<p>Sign-Ins</p>	<p>July 1, 2017- June 30, 2018 School Administration Instructional Coach</p>	<p>Funding already listed</p>
		<p>PLCs are used to work on clear learning objectives and implementing a formative assessment system to track and monitor student classroom academic performance.</p>	<p>PLC Sign-Ins</p>	<p>July 1, 2017- June 30, 2018 School Administration Instructional Coach</p>	<p>No Funding</p>

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	Professional Learning	Common Planning Time is used to collaboratively plan lessons and common assessments to implement and monitor student achievement.	Lesson Plans, Curriculum Maps, Assessments	July 1, 2017- June 30, 2018 School Administration Instructional Coach	No Funding
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2: Gap

State your **Gap** Goal

Goal 2:
Russell County Schools will increase proficiency in combined reading and math by 10% for students identified in gap groups as measured by the state assessment in May 2020.

<p>Which Strategy will the school/district use to address this goal? <i>(The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)</i></p> <ul style="list-style-type: none"> • KCWP 1: Design and Deploy Standards • KCWP 2: Design and Deliver Instruction • KCWP 3: Design and Deliver Assessment Literacy • KCWP 4: Review, Analyze and Apply Data • KCWP 5: Design, Align and Deliver Support • KCWP 6: Establishing Learning Culture and Environment 	<p>Which Activities will the school/district deploy based on the strategy or strategies chosen? <i>(The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.)</i></p> <ul style="list-style-type: none"> • KCWP1: Design and Deploy Standards - Continuous Improvement Activities • KCWP2: Design and Deliver Instruction - Continuous Improvement Activities • KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities • KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities • KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities • KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities 	<p>Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.</p>
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Goal 2:
Russell County Schools will increase proficiency in combined reading and math by 10% for students identified in gap groups as measured by the state assessment in May 2020.

Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
<p><u>Objective 1:</u> Increase the percentage of students scoring proficient/distinguished in reading by 3.3% and in math by 3.3% as measured by the state assessment in May 2018.</p>	<p>Support: The district -wide gap initiative will address any academic or non-academic factors that impact student achievement, such as social, emotional and health needs, as well as school safety and discipline strategies.</p>	<p>Supportive Services for At Risk Students in Reading</p> <p>*FRC, EL, and Migrant Staff will collaborate with the school, families, and outside agencies to provide basic needs such as but not limited to school supplies, nutrition, health services, counseling services, translation services, and other academic support services to reduce barriers to learning. Collaborate with local and community agencies to provide holiday helpline, back to school bash, and dental/health services, and the back pack program</p>	<p>Parent Surveys Communication Logs</p>	<p>July 1, 2017-June 30, 2018</p> <p>FRYSC, EL & Migrant Coordinator</p>	<p>Funding previously listed</p>
		<p>Response to Intervention</p> <p>*Students falling below 20th percentile will receive Tier II interventions in reading and/or math in RTI. Tier I students at risk of not meeting standards will receive Interventions from regular classroom teachers.</p> <p>Targeted students in GAP groups receive specially designed reading and math instruction, in addition to the core, funded through Title I Interventions are scheduled with a certified teacher and include Lexia Core 5, easyCBM, Reading Plus, Galaxy Education, Map Skills and Teacher Tool Box.</p>	<p>RTI Dara Benchmark Data Classroom Formative and Summative Data</p>	<p>July 1, 2017-June 30, 2018</p> <p>Director of Federal Programs School Administration RTI Coodinators</p>	<p>Title I \$7,500</p>
		<p>Collaboration/Co-Teaching in Reading/ELA and Math</p> <p>Regular Education, Special Education Teachers, etc...collaborate to ensure students with disabilities are receiving individualized instruction based on student need</p>	<p>Planning Day Signs-Ins Agendas Common Planning Time</p>	<p>July 1, 2017-June 30, 2018</p> <p>DoSE School Administration Instructional Coaches Migrant EL Coordinator Director of Federal Programs</p>	<p>Funding previously listed</p>
		<p>Equitable Access to Effective Educators</p> <p>*Ensure that all students regardless of sub group, have equitable access to effective educators.</p>	<p>SBDM Equitable Access Diagnostic Approval District Equitable Access Diagnostic</p>	<p>July 1, 2017-June 30, 2018</p> <p>DOSE</p>	<p>IDEA \$60,000</p>

Goal 2:

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		<p>*The district will provide mentoring/consultation/modeling/monitoring/training for teachers who have obtained degrees via the Alternate Certification route by hiring a skilled, highly-recommended Special Education Consultant to assume these duties.</p> <p>*Will provide mentoring professional learning professional resources, support new teaching, developing teachers, changing assignments, to build teacher effectiveness and confidence.</p> <p>*Provide stipends for mentors, mentorees, and other content teachers to improve teaching</p> <p>*Professional Learning to improve teaching</p>	<p>Sign-Ins Policies Mentoring Logs</p>	<p>Director of Federal Programs School Administration Instructional Supervisor EL/Migrant Coordinator Instructional Coaches</p>	<p>Title II \$62,692.40</p> <p>Title II \$7950</p>
		<p>Interventionists</p> <p>*Highly Qualified personnel work with students who are in danger of not meeting benchmarks, passing courses, credit recovery, etc. Students receive one-on-one and small group instruction to help them learn needed skills that build successfulness.</p>	<p>Academic Support Data Analysis</p>	<p>July 1, 2017- June 30, 2018</p> <p>Director of Federal Programs School Administration Instructional Coaches</p>	<p>ESS Waiver \$20,000 Title I \$10,000</p>
		<p>Communication and Parent Involvement</p> <p>*Communicate with parents and involve them in intervention planning. Explain assessment results and progress monitoring and frequently update status of student progress toward learning goals.</p>	<p>Communication Logs</p>	<p>July 1, 2017- June 30, 2018</p> <p>School Administration RTI Coordinators</p>	<p>No Funding</p>
		<p>Laker Success Academy (High School)</p> <p>*Students in the Laker Success Academy will meet with a committee that sets a personalized schedule of learning based on each individual's needs. Schedules will vary from students being in class all day to students who are in unique situations and may not have as much actual class time at school. Each schedule is personalized and is based on a per person situation.</p>	<p>Graduation Rate Meeting Notes Student Report Cards Benchmark/ACT Data</p>	<p>July 1, 2017-June 30, 2018</p> <p>High School Administration Counselor Director of Federal Programs</p>	<p>Title V \$2,500</p>

**Goal 2:
Russell County Schools will increase proficiency in combined reading and math by 10% for students identified in gap groups as measured by the state assessment in May 2020.**

	Establish Learning Culture and Environment in Reading and Math Classrooms KCWP 6	Policies, Procedures, and Programs *Ensure policies, programs and procedures are in place for students to have a culturally responsive, barrier-free, safe place to learn skills/standards in reading/ELA and in math *Parent Communication	Policy Completion Communication Logs	July 1, 2017-June 30, 2018 Superintendent DPP School Administration	No Funding
	Professional Learning-Literacy	Provide/Offer Professional Learning to Increase Effectiveness of Strategies used with Students in Gap Groups in Reading and Math *Special Education Conference *Novice Reduction Workshop *Continuous Improvement Summit *Closing the Gap Academy *Developing High Challenge/High Support Lessons for English Learners	Sign-Ins Agendas Certificates	July 1, 2017-June 30, 2018 Director of Federal Programs Instructional Coaches EL & Migrant Coordinator	Title I \$3,000 Title II 3,000 State Flex \$1,000 IDEA B – Previously listed
	Design and Deliver Reading/ELA and Math Instruction with Balanced Assessment KCWP 1, 2, 3	Promoting Learning with Students in Gap Groups through Research-based Curriculum and Instruction in Reading/ELA and Math *Aligned and Rigorous Curriculum *myLexia *Reading Plus *Symphony Math *IXL Math *Reading A-Z *Visualizing and Verbalizing	Benchmark Data	July 1, 2017- June 30, 2018 School Administration DOSE Instructional Coach	No Funding
		Individual Student Goal Setting in Reading/ELA and Math *Teachers will meet with students on their rosters/caseloads to review assessment scores and set individual goals for state assessments.	Benchmark Data Assessment Data Goal Setting Charts	July 1, 2017-June 30, 2018 School Administration Instructional Coaches	No Funding
		Research-based Strategies and Materials	Assessment Data	July 1, 2017- June 30, 2018	No Funding

Goal 2:

Russell County Schools will increase proficiency in combined reading and math by 10% for students identified in gap groups as measured by the state assessment in May 2020.

		*Teachers will utilize materials and resources for implementing Linda Mood Bell strategies to improve academic achievement of students with disabilities in reading and math.		School Administration DOSE Instructional Coach	
		<p>Technology Programs that Target Students with Disabilities and Other Gap Groups</p> <p>*Lexia is utilized at the elementary and middle school levels to provide individualized Reading instruction.</p> <p>*Reading Plus is utilized at the elementary, middle, and high school levels to provide differentiated instruction to students in gap groups and who fall below benchmark.</p> <p>*Smart Screener Interactive Learning is used across all levels with 7 touch screen panels utilized for student engagement and 5 touch screen panels for preschool to help promote kindergarten readiness.</p> <p>*Reading and Math Lab Computers were created with 40 laptop computers for targeting students in gap groups.</p> <p>*Teach Town (FMD) is used in grades K-8 to target low incidence students.</p> <p>*IXL Math is utilized to target students who fall below benchmark.</p> <p>*Reading A-Z is used to build skills with students with disabilities and those in other gap groups.</p>	Progress Monitoring Data	July 1, 2017-June 30, 2018 DOSE School Administration Instructional Coaches	IDEA B \$73,288 State Flex Textbook \$43,545
		<p>Instructional Coaches</p> <p>*Instructional Coaches will work with students with disabilities and other gap groups to close the achievement gap.</p> <p>*Instructional Coaches will attend Gap Closure PD to build resource bank of strategies to share with teachers for providing feedback and effective questioning.</p>		July 1, 2017-June 30, 2018 DOSE Director of Federal Programs Instructional Coaches	IDEA B \$154,356 Title V \$31,344 Title I \$66,617 \$4,000 Title I
	Data Analysis	<p>Research-based ELA Programs Formative Data</p> <p>*Teachers will analyze data from students use in technology research-based programs such as myLexia,, Galaxy Education, STAR Reading,</p>	Student Data Reports	July 1, 2017- June 30, 2018	No Funding

Goal 2:
Russell County Schools will increase proficiency in combined reading and math by 10% for students identified in gap groups as measured by the state assessment in May 2020.

	KCWP 4: Review, Analyze and Apply Data	STAR Early Literacy, ie...for individualized learning plans, progress monitoring, and instruction in reading.		School Administration	
		Benchmarking Data Analysis – MAP, STAR Reading, easyCBM, STAR Math *Regular and Special Education teachers analyze benchmark data/reports from fall, winter, and spring to assess mastery of state standards and adjust instruction. *Progress Monitoring – RTI Teacher and Regular Ed Teachers will provide necessary progress monitoring with students who fall below benchmark.	Student Data Results	July 1, 2017-June 30, 2018 School Administration Instructional Coaches	Funding previously listed
		District KPREP Data Analysis * Administrators and Staff will analyze benchmark data and strategically plan for intervention specifically targeting skill deficits and prerequisite skills that have impeded learning. Staff will use research and evidence-based curriculum and instructional support to improve learning with students falling below benchmark.	Sign-Ins Agendas Data Walls	July 1, 2017- June 30, 2018 School Administration Instructional Coaches	No Funding
		Novice Reduction in Reading and Math *Principals and teachers will attend Novice Reduction training provided by KDE with specific emphasis on novice reduction strategies for use with subgroups such as males, SWD, to close achievement gaps in reading and math.	Sign-Ins Agendas	July 1, 2017- June 30, 2018 School Administration Instructional Coach	Title I \$1,000 Title II \$750 State Flex \$500

3: Graduation rate

State your **Graduation rate** Goal

Goal 3:
Russell County School District will meet or exceed the state long term goal for graduation rate of 90.4% by May 2020.

<p>Which Strategy will the school/district use to address this goal? (<i>The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.</i>)</p> <ul style="list-style-type: none"> • KCWP 1: Design and Deploy Standards • KCWP 2: Design and Deliver Instruction • KCWP 3: Design and Deliver Assessment Literacy • KCWP 4: Review, Analyze and Apply Data • KCWP 5: Design, Align and Deliver Support • KCWP 6: Establishing Learning Culture and Environment 	<p>Which Activities will the school/district deploy based on the strategy or strategies chosen? (<i>The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.</i>)</p> <ul style="list-style-type: none"> • KCWP1: Design and Deploy Standards - Continuous Improvement Activities • KCWP2: Design and Deliver Instruction - Continuous Improvement Activities • KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities • KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities • KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities • KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities 	<p>Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.</p>
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Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
<p><u>Objective 1:</u> Russell County High School will employ strategies that lead to a high school diploma and lower the risk of dropping out for students.</p>	<p>Instructional/Professional Learning/Support</p>	<p>Provide release time for Drop Out Prevention Meetings that are routinely held to identify students at-risk for dropping out of high school and to target and plan for their success.</p>	<p>Increased Graduation Rate/Lower Drop-Out Rate</p>	<p>Principal, Counselor July 1, 2017-June 30, 2018</p>	<p>\$1,500 Title I</p>
		<p>Credit Recovery is used to help students that have fallen behind track on graduation requirements to “catch up” to similar age peers. Odysseyware is the digital curriculum used,</p>	<p>Increased Graduation Rate</p>	<p>Principal, Counselor July 1, 2017-June 30, 2018</p>	<p>\$12,000 ESS</p>
		<p>Conferencing – Students that are identified as “at-risk” meet at various times throughout the year for conferencing to discuss academic progress, behavior, and attendance.</p>	<p>Increased Graduation Rate</p>	<p>Principals, Counselors July 1, 2017-June 30, 2018</p>	<p>No Funding</p>
<p><u>Objective 2:</u></p>	<p>Instructional</p>	<p>Laker Success Academy is used to offer creative and alternate schedules for students with specific barriers. Students are able to utilize digital curriculum (Odysseyware) and participate in self-paced learning.</p>	<p>Increased Graduation Rate</p>	<p>Principal, DPP, Counselor</p>	<p>\$5,000 Title V</p>

Goal 3: Russell County School District will meet or exceed the state long term goal for graduation rate of 90.4% by May 2020.					
Russell County High School will employ personalized learning strategies to meet the needs of each student.				July 1, 2017-June 30, 2018	
		Virtual coursework (Odysseyware) is available for students that have life situations that prevent them from being in regular attendance at school.	Increased Graduation Rate	Principal, DPP, Counselor July 1, 2017-June 30, 2018	\$5,000 Title V
		Summer school opportunities are provided for students to help those that have fallen behind on credits to help them get back on track to graduate on time.	Increased Graduation Rate	Principal, District and School ESS Coordinator July 1, 2017-June 30, 2018	\$5,000 ESS
	Support	Additional desktops and laptops were purchased for the Laker Success Academy to meet the increased need of the students serviced through this program.	Increased Graduation Rate	Director of Federal Programs July 1, 2017-June 30, 2018	\$1880 Title 1

4: Growth

State your **Growth Goal**

Goal 4: Russell County Schools will show a 5% increase in the percentage of students showing growth as measured by universal screeners.		
<p>Which Strategy will the school/district use to address this goal? <i>(The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)</i></p> <ul style="list-style-type: none"> • KCWP 1: Design and Deploy Standards • KCWP 2: Design and Deliver Instruction • KCWP 3: Design and Deliver Assessment Literacy • KCWP 4: Review, Analyze and Apply Data • KCWP 5: Design, Align and Deliver Support • KCWP 6: Establishing Learning Culture and Environment 	<p>Which Activities will the school/district deploy based on the strategy or strategies chosen? <i>(The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.)</i></p> <ul style="list-style-type: none"> • KCWP1: Design and Deploy Standards - Continuous Improvement Activities • KCWP2: Design and Deliver Instruction - Continuous Improvement Activities • KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities • KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities 	<p>Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.</p>

Goal 4:
Russell County Schools will show a 5% increase in the percentage of students showing growth as measured by universal screeners.

- [KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities](#)
- [KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities](#)

Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Russell County Schools will collaborate to increase growth by 5% as measured by universal screeners from fall to spring during the 2017-2018 school year.	KCWP 2: Design and Deliver Instruction	Ensure congruency is present between standards, learning targets, and assessment measures	Curriculum Maps Pacing Guides Formative and Summative Assessments	Director of Curriculum and Instruction School Administration Instructional Coaches Teachers July 1, 2017-June 30, 2018	No Funding
		Develop and implement a timeline to meet to more clearly define RtI district - wide process with applicable checklist(s) and documentation tools, including such information as service frequency, intervention programs/strategies, SMART goal measurement, and progress monitoring checks. Include follow-up to ensure implementation and evaluate effectiveness	Universal Screener Data Progress Monitoring Data Goal Sheets/Data Boards Agendas Sign-Ins	Director of Instruction School Administration School and District RTI Coordinators July 1, 2017-June 30, 2018	Title I \$2500
		Ensure that vertical curriculum mapping is occurring to identify instructional gaps, including planning for the introduction of the standard, development and gradual release phases, and arrival at standards mastery.	PLC Sign Ins and Agendas	July 1, 2017-June 30, 2018 Director of Instruction Instructional Coaches	No Funding
		Ensure ongoing professional development in the area of best practice/high yield instructional strategies is provided and implemented to aid in curricular adjustments when students fail to meet mastery.	Walkthroughs/ Observations Student progress data PO's Travel Vouchers	July 1, 2017-June 30, 2018 Director of Federal Programs School Administration Instructional Coaches	\$3000 Title II \$3000 Title I
	•KCWP 4: Review, Analyze and Apply Data KCWP 6: Establishing Learning Culture and Environment	Ensure that formative, interim, summative assessment results, as well as universal screener data, are used appropriately to determine tiered intervention needs	MAP, STAR, easyCBM, Mastery Prep Data	July 1, 2017-June 30, 2018 Instructional Coaches School Administration	No Funding

Goal 4: Russell County Schools will show a 5% increase in the percentage of students showing growth as measured by universal screeners.					
		Assess with formative and summative assessments aligned with standards and learning targets	Formative and Summative Assessment Data Student Grades	July 1, 2017-June 30, 2018 Administration Instructional Coaches	No Funding
		Data Collection, SWOT, Goal Setting, Data Boards, etc...	Data Walls Reports	July 1, 2017-June 30, 2018 Administration Instructional Coaches	No Funding
		Utilize the Persistence to Graduation Tool/Early Warning Tool to assist in identifying students at risk for remediation, failure, and/or untimely graduation.	Graduation Rate IC Ad Hoc Reports	July 1, 2017-June 30, 2018 DPP School Administration Counselor	No Funding
		Ensure that classrooms plan for and incorporate culturally responsive practices, embedding such practices in lesson plans, activities, assessments, and within classroom daily operations.	Lesson Plans	July 1, 2017-June 30, 2018 School Administration SBDM	No Funding
		Implement a culture of learning *No tolerance policy *High expectations *Encourage student leadership, self-monitoring, and goal setting	Policies IC AD Hoc Reports	July 1, 2017-June 30, 2018 School Administration	No Funding
		Available Supports Available *FRYSC *DPP *Cabinet for Family and Children *Mental Health *OT/PT *Gifted and Talented	Home Visits Logs Emails Sign Ins Agendas	Directors and Staff of FRYSC, DPP, OT,PT, Gifted and Talented Director of Federal Programs July 1, 2017-June 30, 2018	Title I \$7000 TBD By need IDEA FRYSC

5: Transition readiness

State your **Transition readiness** Goal

Goal 5:
Russell County Schools will increase transition readiness to 78% of all seniors being academic and/or career ready by 2020.

<p>Which Strategy will the school/district use to address this goal? (<i>The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.</i>)</p> <ul style="list-style-type: none"> • KCWP 1: Design and Deploy Standards • KCWP 2: Design and Deliver Instruction • KCWP 3: Design and Deliver Assessment Literacy • KCWP 4: Review, Analyze and Apply Data • KCWP 5: Design, Align and Deliver Support • KCWP 6: Establishing Learning Culture and Environment 	<p>Which Activities will the school/district deploy based on the strategy or strategies chosen? (<i>The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.</i>)</p> <ul style="list-style-type: none"> • KCWP1: Design and Deploy Standards - Continuous Improvement Activities • KCWP2: Design and Deliver Instruction - Continuous Improvement Activities • KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities • KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities • KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities • KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities 	<p>Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.</p>
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Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
<p>Objective 1: Russell County High School will increase the percentage of students that are academic ready.</p>	Instructional	Mastery Prep ACT Boot Camp is held to help increase the number of students reaching ACT benchmark scores.	Increased number of students achieving Academic Ready status by ACT scores	Principal, ESS District and School Coordinator	\$7,100 ESS
		Multiple Dual Credit Offerings both in-person and online available for students from six different institutions. Students taking two or more and making a B or better in both can earn Academic Ready status.	Student Transcripts	Principal SBDM Counselor	No Funding
		Multiple AP offerings are available for students to take assessments for college credit. Students scoring a “3” or higher	Student Transcripts	Principal SBDM Counselor	No Funding
	Instructional	Industry certificate opportunities are available for students in seven different program areas to earn career ready status.	Academic and Career Ready Chart Industry Certificates earned	RCHS/LCATC Administrator District CTE Coordinator CCR Counselor Career Counselor	TBD
<p>Objective 2: Russell County High School will increase the percentage</p>		KOSSA prep reviews, Work Ethics Seal Program, and Career Prep Thursdays are all activities that help to increase students reaching career readiness status.	Sign-Ins	RCHS/LCATC School Administration CCR Counselor	No Funding

Goal 5: Russell County Schools will increase transition readiness to 78% of all seniors being academic and/or career ready by 2020.					
of students that are career ready.		*Dual Credit Opportunities available for students in specific courses at the area technology center with KCTCS Adjunct professors *Murray State with Agribusiness	Transcripts	Career Counselor	
				RCHS/LCATC School Administration Counselors	No Funding

6: Other (optional)

State your **Other Goal** (optional)

Goal 6:					
Which Strategy will the school/district use to address this goal? <i>(The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)</i> <ul style="list-style-type: none"> KCWP 1: Design and Deploy Standards KCWP 2: Design and Deliver Instruction KCWP 3: Design and Deliver Assessment Literacy KCWP 4: Review, Analyze and Apply Data KCWP 5: Design, Align and Deliver Support KCWP 6: Establishing Learning Culture and Environment 		Which Activities will the school/district deploy based on the strategy or strategies chosen? <i>(The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.)</i> <ul style="list-style-type: none"> KCWP1: Design and Deploy Standards - Continuous Improvement Activities KCWP2: Design and Deliver Instruction - Continuous Improvement Activities KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities 		Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.	
Objective	Strategy	Activities to deploy strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1:					

Goal 6:

Objective 2:					