



KDE Comprehensive Improvement Plan for Districts

Russell County

404 South Main St
Jamestown, KY 42629

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Introduction

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

Executive Summary

Introduction

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

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

Description of the School System

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

Russell County Schools proudly promotes learning for ALL. We are steadfast in the belief that providing positive learning and working environments for our students and staff; building sound educational foundations; promoting service learning; and instilling civic responsibility, our students will succeed in life and be productive members of society.

Strong community and family support along with highly qualified, caring, motivated educators are the key contributors to unlocking college and career opportunities for Russell County students. The partnership of local family, community, business, and industry support of our school system is not only building and supporting the future of our local community and economy but has offered many of our students a chance to break the poverty cycle.

Russell County Schools consists of one high school, which has 826 students enrolled, one middle school which consists of grades 6-8 and has the enrollment of 649. We currently have three elementary schools our largest being Russell Springs Elementary with 689 students enrolled, Jamestown Elementary with the enrollment of 491 and Salem Elementary which houses 369 students. Our high school has a close partnership with the Lake Cumberland Area Technology Center that serves our high school students. We are proud of our Auditorium/Natatorium complex that houses our 6th graders and affords our students and community the opportunity to swim, attend community events, and trainings. Our school system has 3,024 preschool-12th grade students enrolled in which 71.9% qualify for free and reduced lunch. There are 1451 male and 1753 female students.

The Russell County School District is located in Russell County, Kentucky which is in the south central part of the state. The county rests along the beautiful Lake Cumberland and is considered a major tourist attraction for many across the nation which results in our county profiting from tourist. Russell County has a population of approximately 17,774 and is made up of predominantly white race/ethnic background. While our Hispanic population is currently 6.2% it seems to constantly rise as it has in the past few years as does our English Language learners in the schools. Families of 2.22% speak another language other than English in the home. Our special education population consists of 10.8% of our students and is strongly supported through our schools. With the implementation of Response to Intervention (RTI) we target and assist students early on which can eliminate or reduce special education referrals. The Russell County School District is employed with staff that truly cares and supports our students and families. We have 188 certified staff that consists of 22.3% male and 77.7% female. Our classified staff includes 233 people. Forty-one percent of certified staff has a master's degree with 45.8% having a Rank I which is above the state average of 25.4%. Our certified teachers have an average of 14 years' experience. According to the most recent Local Educator Assignment Data Report (LEAD) 100% of our classes are taught by a Highly Qualified teacher. Russell County's unemployment rate of 8.3% is one of the highest in the state with only 10 counties ranking higher than Russell County.

Russell County School continues to be a partner with the Russell County Industrial Development Authority working towards the attainment of a Work Ready Community. Since 2012, Russell County has been designated a Work Ready Community In-Progress. Becoming a Work Ready Community is a high priority of our elected officials, economic development, business, education and community leaders who have pledged to work toward the certification.

Springs Elementary School preschool classes were moved to Salem Elementary School. Several teacher classrooms were shifted to provide an area for all preschools to be centrally located. Additionally, a courtyard area at Salem Elementary School was enclosed to provide a secure playground area.

System's Purpose

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

The purpose of Russell County Schools is to provide a high quality education for ALL students to be productive, contributing members of society and have a quality life after public education. We also firmly believe in providing a safe learning environment to build and foster relationships as well as develop mutual respect among our school stakeholders. We hold high expectations for our students, teachers, and staff. We offer quality educational services to meet the diverse needs of our students. Career Readiness opportunities. Our EL, Migrant, and FRYSC Programs are proactive and hands-on with families and students offering support services to reduce barriers and afford academic learning success. Our Gifted Talented Education (GTE) is meeting the needs of accelerated learners in an impressive manner utilizing and partnering with regional, state and post-secondary sources. We offer special education and related services to meet the varied and specific needs of our disabled learners. Russell County Schools strives to meet the needs of all our students.

It is the mission of the Russell County School District to increase each student's academic and social achievements to a proficient or higher level while providing a safe and effective learning environment.

The vision of the Russell County School District is a commitment to a culture that honors knowledge, respects individuals, demands excellence, fosters life-long learning, and supports relationships that strengthen individuals, families and community.

Russell County School District's Beliefs about...

Individuals

- We believe that all children are naturally inclined to learn.
- We believe every person is unique and brings individual talents, experiences, abilities, interests, and learning styles to the District.
- We believe every person deserves to be respected.

Learning Process

- We believe the learning process is enhanced by caring relationships built on mutual respect, self-discipline, initiative, and persistence.
- We believe a commitment to continuous improvement and personal and organizational accountability are essential to the educational process.
- We believe a culture for learning is nurtured and sustained by cooperation among students, parents, staff, faculty, taxpayers, and other stakeholders.
- We believe knowledge enhances our lives because it gives us greater understanding of ourselves and the world around us.
- We believe a sense of perspective and humor is important to the learning process.

Learning Environment

- We believe schools must establish supportive and engaging learning environments that nurture every child's natural inclination to learn.
- We believe a healthy, safe, and secure school environment provides the best opportunity for learning.
- We believe collaboration between family, school, and community is necessary to sustain a successful learning environment.
- We believe successful learning experiences require positive relationships based on trust, collegiality, and open and honest communication throughout the community.

-We believe setting high expectations, modeling principled behavior, accepting personal responsibility, and displaying professional and

personal integrity are essential to establishing a successful learning environment.

We understand that the more clearly you can align people around a common goal, a common set of beliefs and priorities, and a shared vision of what is to be achieved, the more successful you will become. Our Administrative staff along with community stakeholders collaborated and laid out the foundation of the vision for the school district. They also collected results from the TELL Survey, Student Voice, Val-Ed Survey, Title I Survey, Advanced Ed, and other resources. This data was collected and then utilized that input to design the district's mission, vision and belief statements. Collaborating with stakeholders to make this happen for our district was a valuable experience for our school district.

Our mission, vision and beliefs continuously drive what we do in our schools. With the collaboration efforts of the school district's administrators and stakeholders vision and beliefs were strongly stressed on everyone's part. Each individual whether they had children in the schools or not was passionate about our school system and wanting it to be successful in providing the best education possible for each student. There is strong support for our schools to enhance educational programs that could better prepare our students for College or a Career, which will result in a positive contribution to our community. With this support and strong encouragement the administrators were even more inspired to continue our efforts in making the Russell County School District even better.

Notable Achievements and Areas of Improvement

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

Based upon 2014-15 test results, Russell County was recognized as a proficient school district scoring in the top 12th percentile of Kentucky School Districts. Russell County School District has improved from a "Needs Improvement" school district with four "focus" areas to a Proficient School District (just a percentile point away from a distinguished school district status) and has eliminated three "Focus Gap Areas." Russell County Schools strives to achieve a distinguished school district rating and only needs a 1.2 gain to achieve this. Our over-all score of 69.3 ranks in the 89 percentile of schools in Kentucky.

Russell County High School moved from the 68 percentile to the 85 percentile in just one year and is only 1.4 points away from a distinguished rating with no focus areas. At the end of the 2014-2015 school year, we have 109 graduates achieving college ready status and 144 achieving career ready status with 75% achieving both college and career readiness (exceeding the state average of 67%). The high school met the 5 year cohort graduation but fell short by only 1.4 points for the 4 year cohort graduation rate.

Russell County Middle School achieved "proficient progressing status" for the first time ever for the 2014-2015 school year. Two areas of focus - math and language arts - were eliminated with reading being the only area of focus remaining. In addition, delivery targets in Social Studies were met.

Russell Springs Elementary School also achieved "proficient progressing status" for the 2014-2015 school year. Student performance in primary went up considerably based upon the Stanford 10. Student achievement in 3rd through 5th grade math also increased significantly to meet the state delivery targets in math.

Jamestown Elementary School maintained the school's proficient rating. Jamestown Elementary School's students exceeded the over-all state delivery target in math which was an instructional priority for the school.

Salem Elementary School was pleased with the school's status change from last year's needs improvement to progressing for the 2014-2015 school year. Salem Elementary School had less than 17.5% of students scoring novice in any content area.

Additionally, all of Russell County Schools are scoring above the state averages and all are scoring above the 50th percentile. There are less than 10 points difference between overall raw scores of all the schools contributing to the overall district scores of 69.3: RCHS 74.0, RCMS 66.5, RSES 68.4, JES 67.7, and SES 64.2.

Russell County School District is proud of the many accomplishments of their schools, faculty, students, and student organizations. All of our schools are actively involved with student led opportunities and clubs.

- The Russell County Mighty Laker High School Band was the Class AAA state marching band champions for the 2014-15 school year as well as winning many other competitions. They continuously amaze us with their performances and dedication and are a true testament that hard work does pay off.

-Our Y-Clubs are student led and attend the Kentucky Youth Assembly (KYA) and Kentucky United Nations Assembly (KUNA). These clubs were both delegations of excellence. Several students in KYA held leadership positions at the state conference such as Premiere President of the Senate, Outstanding Parliamentarian, Outstanding Delegate, Media Editor and a Justice for the Judicial Program. Within the KUNA the media award, runner-up for "best native attire" and outstanding delegate were achieved.

-Russell County High School's FFA club has nearly 100 members and was rated as a GOLD chapter in 2013-14 and continues to compete well at the regional and state level winning many awards. In addition, one of our agriculture teachers, Mrs. Bethany Garmon, was named as the Kentucky Ag Teacher of the Year.

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- Russell County High School's NJROTC unit has also experienced success. For the 2014-2015 school year, they received an overall unit grade of above average per the NJROTC Inspection Report with specific subcategories ranking as follows: school system program support-outstanding, administration of the program-outstanding, academic program-average, reports and records-outstanding, cadet performance-above average, and student mentoring-outstanding.
- A notable achievement for Russell County High School is the continued successful implementation of the Tech Ready Apprentices for Careers in Kentucky (TRACK) pre-apprenticeship program with Dr. Schneider Automotive.
- The Skills USA Club attends the Leadership and Skills conference in Louisville, KY each year and competes very well. This year was no different and many students received state and national honors in the following competitions Auto Service Technology, Mobile Robotics, Wood Sculpture and Mobile Robotics.
- Our Health Occupations Students of America (HOSA) also competed at the HOSA State Conference and placed in the top five in five different competitions.
- Our school district has been fortunate in that we have had many students receive the recognition of a Governor's Scholar within the past 3 years. These students attend a college for 5 weeks during the summer to enhance their interest in a particular field of their choice.
- Our 21st Century After-School Program provides many opportunities for students. After school programs are implemented at the schools such as cooking classes, cross country, dance and soccer. This grant funds many additional opportunities for our students including play productions at the Auditorium/Natatorium Complex.
- Project Lead" has been implemented into the middle and high school culture in order to sustain the initiative that began at the elementary level called "Leader in Me" to build character education in conjunction with the Seven Habits. This initiative allows students to take on leadership roles within the school to help develop student leaders, etc.
- Jamestown Elementary School's academic team won 1st place at 2015 Governor's Cup Competition. Additionally, Russell County High School and Russell County Middle School finished 2nd place in both of their district competitions. Each school's Academic Teams compete well in all events. They work hard and have a tremendous parent support group.
- A student at our high school, Kanna Smith, won the "I Can" award at the 2014-15 Council for Exceptional Children conference. This award was presented to her due to her being academically successful even though she has to overcome limitations.
- Our partnership with the County Extension Office affords our students and families many opportunities through the community educational services and by promoting 4-H within our schools. Our students compete at the local, regional and state level in speeches, demonstrations, poetry writing contests and talent competitions. Additionally, Russell County 4th grade students participate in "Farm Safety Day" with the County Extension Office and many other partners.
- The National Honor Society at our high school currently consists of 34 juniors and 26 seniors. We are extremely proud of these students and what they do for our high school. The National Honor Society participates in civic functions such as fundraising for a local food pantry.
- DECA participated in Operation Christmas Child where students created gift boxes for children in Russell County. They also had 14 students place in the top at the DECA Region 2 competition at WKUE and then advanced to state competition. Students completed both marketing exams as well as team decision making competitions events.
- In Russell County High School's Culinary Arts Program, 40 of 41 students received an industry certification-ServSafe Supervisor and all seniors within the program were classified as career ready.
- Russell County Schools have hired an additional instruction for the district's gifted/talented program beginning with the 2015-2016 school year. There were 6 students that participated in the regional history bee with 4 students advancing to the National History Bee competition where they competed with students from across the United States and other countries. Two students in the gifted/talented program have pursued early graduation and one student is currently enrolled in the Gatton Academy at Western Kentucky University. Several students, each year participate in the Duke University Talent Search and many gifted/talented students are taking advantage of the vast acceleration options available to them, including but not limited to grade/subject advancement.
- Russell County School District is extremely proud of its athletic programs we have that Mighty Laker Spirit that runs through our whole district. A strong youth program fuels the spirit at a young age and keeps the motivation going from early on. The community is very supportive of all our athletic programs and athletes. We feel we are strong competitors at every level in which we compete. We are proud of

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the new Lady Laker Softball Complex that is almost complete and affords our softball team the opportunity to be on the campus of our high-school. Additionally, two new sports have been initiated for the 2015-2016 school year, bass fishing and bowling.

-Our Lady Laker Golf Team has won the Region for the past 5 years and placed 4th in the 2014-15 state competition and 5th in the 2013-14 State Golf competition. With these wins we always have girls to score in the top 5 of the state.

-Our girls' volleyball teams have been District Champs for four consecutive years and were regional semi-finalist this past year. Individual players have been named to the All-District and All-Regional teams.

-The Lady Lakers have also been very competitive in basketball as they have brought home the district championship for five of the past six years.

-Laker Baseball was 2015 district champs and regional semifinalist with a record of 27-8 for the 2015 season. One student was all-district, all-state, east/west all-star and received a college scholarship to play baseball. Another student was all district and he too received a college scholarship to play baseball. Longtime Laker Baseball Coach David Rexroat was inducted into the Kentucky High School Baseball Hall of Fame. The Laker baseball program completed 60 years of baseball with 59 winning seasons making the program the most consistent program in Kentucky High School Athletic Association history.

-Our Laker Basketball has accomplishments that we are also proud of.

-The Russell County swim team competes at the regional and state level. Each year their hard work pays off by students placing in each competition. The 2014-2015 Russell County High School Swim Team had an undefeated season. Throughout the season, there were many individual records broken and many students qualified for regional competition while three students advanced to the state dive championship.

-Our cheer leading squad competes at every level including national competitions and win. They have been the regional winners for the past two years and always place at the state level.

-In addition to many numerous medals and awards won at various track meets throughout the season, three students qualified for state competition-one in 100m hurdles, and two in shot put.

-Softball, Football, and Cross Country, are other sports we provide for our students.

-Our staff has also reaped its rewards of recognition. As mentioned previously, Bethany Garmon was chosen as the 2014-15 Ag Teacher of the Year. Another high school math teacher Pam Wilson, won the Ashland Teacher Achievement Award.

-Three of our teachers were also recognized as the 2014 recipient of the Campbellsville University Excellence in Teaching Award. Dena Flatt was the winner at the elementary level from Russell Springs Elementary, Vickie Cain at the middle school and Chris Godby from the high school. All three teachers very deserving in that they are very dedicated in helping their students reach their highest potential.

-The Math Intervention Award was given to Teresa Meyer, a math teacher at Salem Elementary. This award was given from the Math Achievement Grant through the state.

Russell County will continue to strive for excellence in all areas. We will always be working to improve and grow no matter our achievement accolades. The following is the areas for growth that our district has prioritized:

Improvement Priority 1) The priority gap area in which the district is intentionally focused is for students with disabilities in reading and math. We feel improving literacy will impact improvement in all the content areas as using literacy strategies in content area reading is an effective schools research based intervention and will improve learning with all students. Through use of a combination of district and grant funding sources, we have allocated a considerable amount of funding to purchase research/evidence based reading supplemental programs and provide high quality professional development in literacy such as early literacy strategies for primary in phonemic awareness, language, vocabulary, comprehension as well as many other professional learning opportunities for all grades in interpreting text, differentiating and personalizing reading instruction/intervention and more. GRREC RTT has provided numerous Literacy workshops for a variety of topics and grade levels at no cost to our district for registration. GRREC RTT funding allows for \$7.50 per child to be spent each year in reading and math intervention software. This is an additional support that can be found in the individual school improvement plans.

Improvement Priority 2) The district's priority academic focus to improve teaching and learning for ALL STUDENTS is in reading and math.

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Math is in the area in most need of improvement. We have allocated a considerable amount of district and grant resources for meaningful professional development in CRA sequencing and conceptual learning. We have partnered with GRREC in building human capacity and strengthening the core in math to include conceptual learning with instructional strategies to personalize learning. We plan to purchase the necessary supplemental research/evidenced based supplemental resources needed as well as provide intentional professional development to strengthen our core teaching. Our district is a participant in GRREC Math Consultants on ensuring conceptual learning in math is taking place across the district. GRREC RTT funding allows for \$7.50 per child to be spent each year in reading and math intervention software. This is an additional support that can be found in the individual school improvement plans.

Improvement strategies for 1 and 2 listed above will also improve the lowest areas of feedback on the TELL, Advanced Education Stakeholder Survey and the Student Voice Survey as the strategies would parallel the areas of growth identified on these three surveys: Improving teaching and learning presentations and professional learning for adults to a deeper knowledge; providing intentional content area and needs based professional learning; improving teaching and learning for students to a deeper knowledge by providing more student engagement and real world/real life opportunities for learning and engaging students.

Improvement strategy 3) Improve student learning by providing a comfortable learning and working environment with mutual respect and behavior. Through GRREC RTT, the Russell County School District is implementing "Leader in Me", "Seven Habits" or what the middle school has named "Project Lead", and "Seven Habits of Highly Effective Teens". Tremendous amounts of professional learning have been provided in addition to frequent and intentional coaching and PLCs to follow-up and continue to grow in the development of highly effective learners and leaders. Russell County Middle School, Russell Springs Elementary, and Jamestown Elementary are implementing "PBIS", a Positive Behavior Intervention System, to provide teachers and students training and support in achieving a positive and respectful learning environment that encourages camaraderie with student to student relationships and student to staff relationships. Russell County High School is in the orientation process and plans to implement in the 2016-2017 school year. It is the goal of the district to have PBIS in place for P-12 by 2017- 2018 school year. The PASS program will be initiated and orientation provided for a "possible" pilot school for 2016- 2017. PASS is a "Positive Approach to Student Success program for students that are in need of behavior intervention to be able to succeed in the regular classroom. All three programs can be integrated and will build a strong foundation for character development, respectful behavior, and developing highly successful students.

Improvement strategies will be reviewed and monitored a minimum of quarterly to spot check and make necessary revisions to our plan. Stakeholders (students, staff, parents, community) will have the opportunity to participate and provide feedback representing the various perspectives. New data (multiple sources) will be reviewed and analyzed to ensure continual improvement can be achieved.

Additional Information

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

During the 2014-2015 school year, Russell County Schools and Cumberland Family Medical Center, Inc. announced a partnership that will result in the improved well-being and academic achievement of Russell County students. School-based health centers were implemented into each of Russell County's five schools. Through this partnership with Cumberland Family Medical Center, Inc. a "Healthy Kids Clinic" is housed in each school. In addition to regular school nurses, a pediatrician and a pediatric nurse practitioner are available either on-site or through tele-health capabilities to provide medical services to students.

In the past when a student complained of being sick at school, the only option was for the parent to come pick up the child resulting in missed work time for the parent and additional time out of class for the students. Now, parents have the option of either picking up their child as usual or having them seen at the school's "Healthy Kids Clinic" by one of the Cumberland Family Medical Center's licensed medical providers. If a parent chooses to have their child seen at school, a prescription can be waiting at the pharmacy and a school excuse written by the time the parent gets to school.

During the second half of the year, Cumberland Family Medical extended its services to include mental health and behavioral services. Cumberland Family Medical will employ a licensed clinical social worker and other mental health professionals to help support student and families' with mental health and behavioral issues.

Stakeholder involvement in Russell County Schools is pivotal to its continued success and opportunities for increased engagement are continually sought. There are meetings throughout the year that afford numerous stakeholders the opportunity to attend and contribute to assist us in continual improvement. The stakeholder groups are diverse consisting of business/industry, mental/behavioral health organizations, private citizens, first responders, parents, students, fellow educators, school board members and others. Additionally, representatives from Russell County Schools attend local meetings/events such as Chamber of Commerce, Lake Cumberland Area Development District, Adanta, Partners in Prevention, Lake Cumberland Early Childhood Coalition, Community Work Ready, Adult Education, and others.

In an effort to relieve some of the financial burden that is on our working families, Russell County School District has participated in the Community Eligibility Provision for the past three years allowing ALL Russell County students to eat a free breakfast and a free lunch. This year, our program has expanded to offer a "3rd Meal" after school. Currently, around 500 students are being served this additional meal after school each day.

The Russell County School District is continually adding to and updating technology. Currently, a project has begun to replace our entire Wi-Fi infrastructure. The new access points being added will allow for more devices to be in use at a given time. At the end of this project, every single classroom will have its own access point so that Wi-Fi will be readily available when needed for instruction, projects, presentations, research, etc.

2015-2016 Russell County Schools Comprehensive School Improvement Plan

Overview

Plan Name

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Plan Description

2015-2016 Russell County Schools Comprehensive School Improvement Plan

Goals Summary

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

#	Goal Name	Goal Details	Goal Type	Total Funding
1	Increase the percentage of students who are College and/or Career Ready from 75.1 to 78.1 by 2016	Objectives: 3 Strategies: 11 Activities: 35	Organizational	\$228100
2	Increase the averaged combined reading and math K-PREP scores for Russell County Schools from 49% to 72% by 2017	Objectives: 3 Strategies: 12 Activities: 40	Organizational	\$230550
3	Russell County Schools will increase the average freshman graduation rate from 76% to 91.9% by 2016	Objectives: 1 Strategies: 5 Activities: 23	Organizational	\$77950
4	Increase the average combined reading and math proficiency ratings for all students in Russell County Schools non-duplicated gap groups from 33% to 66.5% by 2017	Objectives: 4 Strategies: 12 Activities: 67	Organizational	\$547935
5	Russell County School District will improve the working and learning environment as measured by the TELL Survey 78.1% to 85% by 2015.	Objectives: 4 Strategies: 4 Activities: 12	Organizational	\$141200
6	Russell County Schools will reduce the overall combined Reading and Math Novice 10% by May 2016.	Objectives: 6 Strategies: 6 Activities: 60	Organizational	\$182849

Goal 1: Increase the percentage of students who are College and/or Career Ready from 75.1 to 78.1 by 2016

Measurable Objective 1:

collaborate to increase the College and/or Career ready percentage for Russell County Schools from 75.1% to 78.1% by 05/31/2016 as measured by the Unbridled Learning CCR formula..

Strategy 1:

Career and College Readiness Counselor - CCR Counselor will provide one on one college and career counseling to Russell County High School seniors and small group counseling with students in grades 9-11 from Russell County High/Middle Schools. Migrant/EL Special Ed Staff, FRYSC Staff, will work individually with middle/high school Migrant/EL students to complete a CCR checklist and ILPs. Various CCR activities will be provided for students in grades 6 -12. A partnership with LCADD will allow for more career counseling for students.

Category: Career Readiness Pathways

Activity - College and Career Readiness Counselor	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Provide one on one/small group career counseling to Russell County High School students and small/group college and career readiness activities/counseling to Russell County Middle School students. Migrant/EL, Special Ed, FRYSC Staff will work in small groups/individually with middle and high school students to complete a CCR checklist (Migrant/EL) and ILP's.</p> <p>Schools: Russell County High School, Russell County Middle School</p>	<p>Career Preparation/O rientation</p>	<p>07/01/2015</p>	<p>06/30/2017</p>	<p>\$50000</p>	<p>Other</p>	<p>College and Career Readiness Counselor RCHS Principals RCHS Counselor RCMS Principal RCMS Counselor Russell County Migrant/EL Staff Special Ed Staff FRYSC Staff High School Staff</p>

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Activity - Plan and Implement Operation Preparation College and Career Readiness Activities	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Provide College and Career Readiness activities for all Russell County Middle & High School students (including all subgroups) to include but not limited to business, industry, CTE classrooms, ATC classrooms, and higher education campus tours; speakers from student leadership representing CTE and ATC careers (HOSA, FFA, DECA, Skills USA, etc.), business, industry, KDE; and higher education facilities including CTE; one on one and small group advising from local community, business, industry, higher education, and other educational leaders. College campus tours for Migrant/EL students raise awareness of post-secondary opportunities. High School students will be provided additional activities such as Career Fair, Parent FAFSA night, Open House Orientation, assist families in understanding the value of CCR, Work Keys testing, Career Mini One-Stop, FOCUS Careers, Work Ethics Seal Program, Guest speakers from various colleges, industries, and the Military will be invited to speak to students, College Admission Nights, etc. At the Middle School, parents are invited to a College and Career Readiness night.</p> <p>Schools: Russell County High School, Russell County Middle School</p>	Career Preparation/Orientation	07/01/2015	06/30/2017	\$6800	Title III, General Fund, Title I Part C, GRECC Race to the Top	CCR Counselor, Russell County High School and Middle School Counselors; Family Resource and Youth Services Center, Migrant/EL Staff, Club Advisors, LCADD

Activity - ILP Planning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>All students grades 6-12 will have individual/ small group counseling from school personnel to meet grade level ILP requirements and improve CCR alignment of student aspirations to career and academic planning (accommodations for students with disabilities- IEPs, Gifted & Talented-Gifted Service Plans & EL learners PSPs will be implemented). ILP planning is used for Special Education transitions.</p> <p>Schools: All Schools</p>	Career Preparation/Orientation	07/01/2015	06/30/2017	\$0	No Funding Required	RCMS Principals, RCHS Principals, Counselors, Teachers, DOSE, District Gifted/Talented Admin. Migrant & EL District Contact EL Personnel

Strategy 2:

Coordinate College and Career Readiness activities P-12 - Coordinate district wide college and career readiness activities for all schools and students P-12.

Category: Career Readiness Pathways

Activity - Career Pathway Orientation and Awareness	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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<p>Provide overview and support materials and resources to counselors, teachers, parents, and students. Spanish language materials distributed to high school Migrant and EL parents.</p> <p>Schools: Russell County High School, Russell County Middle School</p>	<p>Career Preparation/Orientation</p>	<p>07/01/2015</p>	<p>06/30/2017</p>	<p>\$1100</p>	<p>Other, Title III</p>	<p>College and Career Readiness Counselor FRYSC Migrant/EL Staff RCMS/RCHS Counselors Agriculture Department Head NJROTC Department Vocational School Staff Middle School CCR Representative</p>
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Activity - Coordinate WIN Learning Program	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Collaborate with school level coordinators to ensure fidelity of implementation of WIN Learning Program: job related soft skills; WIN Learning work keys academic readiness; strategic compass career inventory</p> <p>Schools: Russell County High School, Russell County Middle School</p>	<p>Career Preparation/Orientation</p>	<p>07/01/2015</p>	<p>06/30/2017</p>	<p>\$0</p>	<p>No Funding Required</p>	<p>CCR Counselor School Level Coordinators School Principals CIO LCATC Staff Teachers</p>

Activity - Promote and Extend Operation Preparation Activities for grades P-12	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Increase College and Career Readiness opportunities for all students grades P-12 through extended Operation Preparation activities in March; Will include updating ILPs and Transitional Planning, as well as College and Career informational slide shows, videos, and activities for all grade levels district wide.</p> <p>Schools: All Schools</p>	<p>Career Preparation/Orientation</p>	<p>07/01/2015</p>	<p>06/30/2017</p>	<p>\$1000</p>	<p>GRECC Race to the Top</p>	<p>Career and College Counselor DOSE/Gifted and Talented Migrant & EL District Contact FRYSC School Principals School Counselors KHEAA</p>

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Activity - Coordinate Course and Assessment Alignment 6-12	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
CTE Coordinator collaborates with school counselors, middle and high school principals and ATC principal Schools: All Schools	Career Preparation/Orientation	07/01/2015	06/30/2017	\$0	No Funding Required	District CTE Coordinator School Principals School Counselors
Activity - Career Awareness Activities	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will be exposed to a Career Fair and guest speakers representing varied occupations. Opportunities for questions and advising for students will be provided. Students in gifted/talented will be provided career mentors. Schools: All Schools	Career Preparation/Orientation	07/01/2015	06/30/2017	\$500	GRECC Race to the Top	College and Career Counselor Principals, Counselors, & Teachers FRYSC Gifted & Talented
Activity - Motivating Career Aspirations through 21st CCLC	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will have the opportunity to participate in career related and/or leadership development and/or service learning/civic duty related clubs and activities through 21st Century Community Learning Centers Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School, Russell County Middle School	Career Preparation/Orientation	07/01/2015	06/30/2017	\$15000	Grant Funds	District 21st Learning Center Coordinator 21st Century School Coordinators 21st Century Extended School Teachers and Staff
Activity - Persistence to Graduation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Russell County School District Drop-Out Prevention Committee will meet to target students at risk of dropping out. Personalized learning opportunities will be made available in the form of virtual learning. Performance based and work-based learning opportunities will also be utilized to accommodate individual student needs. Schools: Russell County High School	Career Preparation/Orientation	07/01/2015	06/30/2017	\$19000	Title VI, Title II Part A, State Funds	Drop-Out Prevention Committee

Strategy 3:

Career Counseling - In partnership with LCADD, seniors will receive purposeful career counseling and have opportunity to gain meaningful information locally and

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regionally about current and future career openings.

Category: Career Readiness Pathways

Activity - Career Guidance	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
In partnership with LCADD, seniors were given a career interest survey to determine future career plans. Seniors were then narrowed down based on their future plans. Those individuals will receive individual career counseling to gather more information about financial assistance, education/training plans, and future career opportunities both locally and regionally. Schools: Russell County High School	Career Preparation/Orientation	07/01/2015	06/30/2017	\$0	No Funding Required	CCR Counselor LCADD Staff

Activity - FOCUS Careers	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
In partnership with LCADD, all seniors will create a profile in FOCUS Careers, which will allow them to find career opportunities, build a resume, and be linked to future employers. Schools: Russell County High School	Career Preparation/Orientation	07/01/2015	06/30/2017	\$0	No Funding Required	CCR Counselor LCADD Staff

Strategy 4:

Increase CCR attainment with students of subpopulations - Migrant Advocate, EL teacher, Special Education teachers, teachers, counselors, and principals will coordinate with FRYSC School Directors, CCR Counselor to reduce barriers and provide targeted interventions to improve CCR readiness with students of subpopulations.

Category: Career Readiness Pathways

Activity - CCR Networking	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
A communication network will be enhanced for school personnel to seek assistance from FRYSC, RTI Coordinator and CCR district and school coordinators to assist in providing resources and targeted interventions to meet specific needs of students in subpopulations to improve CCR attainment Schools: All Schools	Career Preparation/Orientation	07/01/2015	06/30/2017	\$0	No Funding Required	RCHS CCR Counselor Migrant and EL District Contact FRYSC School Directors and Staff DOSE RTI/KSI Federal Programs

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Activity - Career Support with Subpopulations	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Students from various sub-groups and students that are at-risk have been offered career information from former RCHS students through assemblies and field trips to local and regional businesses and industries. This opportunity will help students gain information about potential employment following high school. Provide support and intervention services to GT students by offering distance learning classes and Odyssey Ware Virtual Platform, before, during and/or after the school day. Provide professional development for teachers of GT students to improve services, provide resources and increase awareness of specific needs of gifted and talented students.</p> <p>Schools: Russell County High School</p>	Career Preparation/Orientation	07/01/2015	06/30/2017	\$3500	IDEA, Title II Part A	DoSE CCR Counselor ECE Teachers Principals GT Staff Highly Effective Teachers ESS
Activity - CCR Attainment for All	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Provide various opportunities to assist students and teachers to increase College and Career Readiness. Examples are Breakfast Club ACT Reading Practice, KOSSA Breakfast Club, Cambridge Practice ACT, ACT Test Prep Sessions, ACT Teacher Department Consultations, Gifted & Talented ACT Prep for Middle School and High School Students. Specifically, middle schools that are going to take the ACT as part of the DUKE University Talent Search</p> <p>Schools: Russell County High School</p>	Academic Support Program	08/11/2014	06/30/2017	\$15000	GRECC Race to the Top, State Funds, Title VI	Director of Curriculum and Instruction RCHS Principals and Teachers RCMS Administration Instructional Coach Youth Service Center Director Gifted & Talented Staff
Activity - Special Education	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>ECE teachers have students on their caseload to offer consultation and remediation on their instructional level. This period serves as an intervention class for these students to help them move towards college and career readiness.</p> <p>Schools: Russell County High School</p>	Academic Support Program	07/01/2015	06/30/2017	\$0	No Funding Required	Principals DoSE Teachers

Strategy 5:

CCR Alignment of Transitional and off Testing Grades and CCR Targeted Intervention Strategies - Provide CCR resources, materials for teachers. Provide and ensure implementation of diagnostic assessments for all students and intervention services for students falling below benchmark or scoring above benchmark.

Category: Career Readiness Pathways

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Activity - College and Career Diagnostic Assessment	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Provide off grade practice Explore Testing to 6th, 7th, and 8th grade students in the winter/spring. School personnel will analyze test data to guide curriculum and instructional planning including intervention for students scoring below and above benchmark for personalized learning. State Administrative Code for Testing with Inclusion of Special Populations is followed on all off grades testing.</p> <p>Schools: Russell County Middle School</p>	Academic Support Program	07/01/2015	06/30/2017	\$8000	Title I Part A	RCMS Staff including Gifted/Talented, Special Education, Migrant/EL
Activity - Career and College Readiness Preparation for High School to Include Transitional Grade 9	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>PLAN assessment will be given in the to 9th grade students. ACT will be given to the 10th grade in the spring. School personnel will analyze test data to guide curriculum and instructional planning including intervention for students scoring below and above benchmark. State Administrative Code for Testing with Inclusion of Special Populations is followed on all off grades testing.</p> <p>Schools: Russell County High School</p>	Academic Support Program	07/01/2015	06/30/2017	\$7000	Title VI	Director of Federal Programs RCHS Administration and Staff
Activity - Career Readiness Intervention Planning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>To improve skill deficits for all students and sub-populations, provide WIN Learning Career planning and intervention computer-based learning, as well as extended school test prep in the following areas: KOSSA, Work Keys and ASVAB.</p> <p>Schools: Russell County High School</p>	Academic Support Program	07/01/2015	06/30/2017	\$2500	State Funds	District CTE Coordinator ESS Director Migrant & EL District Contact DOSE High School Principals, Counselors, Teachers College and Career Counselor
Activity - CCR Intervention Planning (ACT)	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>COMPASS test prep and utilize ASVAB Test Prep for all high school students with an emphasis on 12th grade.</p> <p>Schools: Russell County High School</p>	Academic Support Program	07/01/2015	06/30/2017	\$0	No Funding Required	School Principal Teachers ESS Director
Activity - Promoting Foundational CCR in Primary Grades	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Purchase and Implement CCR like NRT diagnostic assessment for grade K, 1, 2 (off grade testing). State Administrative Code for Testing with Inclusion of Special Populations is followed on all off grades testing. School personnel will analyze student data to guide curriculum and instructional planning and intervention services. Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School	Academic Support Program	07/01/2015	06/30/2017	\$18000	Title I Part A	Director of Federal Programs DAC Elementary School Principals, Counselors, and Teachers
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Activity - CCR Intervention Planning for RCMS	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide remediation in reading and math for students falling below benchmark using research based materials such as IXL, Moby Max, and ALEKS. Schools: Russell County Middle School	Academic Support Program	07/01/2015	06/30/2017	\$4500	State Funds, GRECC Race to the Top	Middle School Principals, Counselors, and Teachers Federal Programs District Gifted/Talented Administration

Activity - CCR Intervention Planning (RTI)	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
School personnel will analyze state assessment for ALL students and develop and implement an intervention plan of action for any student falling below state benchmark to include but not limited to extended school services; migrant or EL services; intervention courses or services (middle & high); RTI services (elementary); RTI services for students with disabilities for learning deficits not included in their IEP's; homeless resources; FRYSC services to reduce barriers that could be impacting learning. Schools: All Schools	Academic Support Program	07/01/2015	06/30/2017	\$5000	State Funds	School Principals, Counselors, Teachers DAC Federal Programs, ESS & RTI Migrant, EL, Homeless Liaison & FRYSC District Contact

Strategy 6:
Promoting CCR with CTE - CTE programs will promote career readiness through meaningful professional development; collaboration with other content area and CTE programs; one on one/small group career counseling; CTE clubs and competitions; advanced equipment and sustainable resources.

Category: Professional Learning & Support

Activity - Professional Development for CTE	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Provide CTE teachers with meaningful professional development through conferences and update trainings. Schools: Russell County High School	Professional Learning	07/01/2015	06/30/2017	\$5000	Perkins, Title II Part A	CTE Coordinator Title II Coordinator
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Activity - Cross Curricular Planning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
CTE teachers will collaborate and coordinate with other content area and CTE program teachers to support student learning. Program Review work will be a collaborative effort between CTE teachers and other content areas teachers as well as administration. Schools: Russell County High School	Academic Support Program	07/01/2015	06/30/2017	\$0	No Funding Required	District CTE Coordinator High School Principals & Teachers

Activity - Inspiring Career Pathways	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide students opportunities to participate in CTE related clubs, competitions, trips, and leadership positions. Schools: Russell County High School, Russell County Middle School	Career Preparation/Orientation	07/01/2015	06/30/2017	\$6000	Title I Part A, Title I Part C, Booster Fund	District CTE Coordinator High School Principals and Teachers Homeless Liaison RCMS Teachers and Principals

Activity - Career Preparation through CTE	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide CTE classrooms, teachers, and students with the advanced equipment and sustainable resources available to be prepared to compete for career opportunities post secondary. Schools: Russell County High School	Career Preparation/Orientation	07/01/2015	06/30/2017	\$10000	Perkins	District CTE Coordinator

Strategy 7:

Highly Qualified Teachers PGES - Provide students with teachers who are highly qualified by implementing proven researched based effective strategies to increase percentage of students who are college and career ready.

Category: Teacher PGES

Activity - Professional Growth and Effectiveness System	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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PGES professional learning will occur throughout the year to ensure that teachers are trained and support is offered to learn about strategies that will increase students attainment of being college and career ready. Schools: All Schools	Professional Learning, Career Preparation/Orientation, Direct Instruction	06/01/2015	07/31/2016	\$0	No Funding Required	District PGES POC District Effectiveness Coach Teachers Principals
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Strategy 8:

PPGES-Highly Qualified Leaders - Provide students with leaders who are highly qualified by ensuring that all students are being taught by highly effective teachers that use proven researched based effective strategies to increase percentage of students who are college and career ready.

Category: Principal PGES

Activity - PPGES-Highly Qualified Leaders	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Russell County School District will provide leaders with professional learning opportunities that will help them ensure that all students are being taught by highly effective teachers so that they will be college and career ready. Principals will use the knowledge gained through the professional learning to conduct walk-through observations, mini, and full observations. They will provide feedback to teachers through the post conference offering suggestions to improve any areas of concern. Schools: All Schools	Professional Learning, Career Preparation/Orientation, Direct Instruction	07/01/2015	06/30/2016	\$0	No Funding Required	District PGES POC District Effectiveness Coach Principals

Measurable Objective 2:

collaborate to increase the transition rate for students with disabilities by 15% by 06/30/2017 as measured by the Kentucky Post School Outcomes data..

Strategy 1:

Promote Awareness of Employment Opportunities in Community - The school district will strive to build relationships with local employers and students with disabilities whom could be potential employees. The effort will be designed to meet the specific needs of the employer and also the strengths, interest, and needs of students with disabilities.

Category: Career Readiness Pathways

Activity - Promotion of Parent and Student Information Regarding Career Planning and Opportunities	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Raise awareness with students and parents of post-school opportunities for employment and education through transition meetings, district and school web pages, local media, district and school newsletters/flyers; encourage participation of parents and students in transitional planning meetings; utilize real world/real life guidance through WIN Learning. Schools: All Schools	Career Preparation/Orientation	07/01/2015	06/30/2017	\$0	No Funding Required	DOSE School Principals School Counselors RCHS CCRC Teachers

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Strategy 2:

District Facilitation of Individual Students with Disabilities Transitional and Career Planning - Support educational leadership, parents, and students in transitional planning and implementation; afford students with disabilities opportunities to reach their fullest educational and career potential.

Category: Career Readiness Pathways

Activity - Provide Awareness and Training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Provide specialized training and support to school personnel and parents in transitional planning and utilizing ILPs to its fullest extent for students with disabilities; teach students about transitional planning and encourage to participate; teach and encourage students how to utilize their ILPs and how to set goals, plan, and monitor their own progress; provide self advocacy training to students</p> <p>Schools: All Schools</p>	Career Preparation/Orientation	07/01/2015	06/30/2017	\$0	No Funding Required	DOSE School Principals School Counselors Special Education and Classroom Teachers
Activity - Promote Awareness and Utilize Government and Public Service Agencies in Transition and Career Planning for Students with Disabilities	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Inform parents of available valuable community resources to afford successful transitional and career planning for their disabled students; invite and involve potential government and public service agencies in transition and career planning with students with disabilities; Involve parents in decisions regarding which agencies to involve in transitional planning for their disabled student.</p> <p>Schools: All Schools</p>	Career Preparation/Orientation	07/01/2015	06/30/2017	\$0	No Funding Required	DOSE School Principals School Counselors Special Education and Classroom Teachers
Activity - CCR Transition Information	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>The CCR counselor will attend transition meetings for 12th grade ECE students to review career planning and provide information and resources on successful transition to post-secondary life.</p> <p>Schools: Russell County High School</p>	Career Preparation/Orientation	07/01/2015	06/30/2017	\$0	No Funding Required	RCHS College Career Counselor Principals ECE Teachers DoSE
Activity - Alternate Learning Routes	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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The addition of an extra ECE staff member will provide the opportunity for students to access alternate education opportunities such as virtual learning, work-based and performance based experience credits. This personalized learning opportunity will serve as a means to help prevent student drop-outs and to increase our graduation rate and CCR in our ECE population. Schools: Russell County High School	Academic Support Program	11/16/2015	06/30/2017	\$50000	IDEA	DoSE Principal ECE Teacher
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Measurable Objective 3:

collaborate to increase awareness between parents, teachers and students for opportunities for G/T students by 06/30/2017 as measured by increase of 5% the number of students applying to programs for high-ability students.

Strategy 1:

Raise awareness of available opportunities - The district will host informational sessions for parents, teachers and students regarding various opportunities available to high-achieving students.

Category: Career Readiness Pathways

Activity - Provide a panel to host a question/answer session of the opportunities available for high-ability students.	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Involve parents, teachers and students in a panel discussion involving opportunities for high-ability students. Provide students the opportunity to visit the Gatton and/or Craft Academies. Schools: All Schools	Professional Learning, Academic Support Program, Community Engagement, Parent Involvement, Career Preparation/Orientation	01/04/2016	06/30/2017	\$200	Race to the Top	G/T staff

Goal 2: Increase the averaged combined reading and math K-PREP scores for Russell County Schools from 49% to 72% by 2017

Measurable Objective 1:

collaborate to increase the over-all reading and math proficiency for ALL Russell County Elementary 3-5 students from 52.5% to 57.8% by 05/31/2016 as measured by K-PREP.

Strategy 1:

ELA and Math Curriculum Alignment of District Elementary Schools - Implement District Grade Level PLC for Teachers in K-5. Provide release time, after school and embedded PD time for curriculum planning, district lesson planning, pacing, unit and common assessment building and intervention planning. Provide meaningful PD to

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build capacity and content expertise.

Category: Continuous Improvement

Activity - Elementary: Primary K-2 Math and ELA Standards Mapping and Common Assessment Development and Lesson Planning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Provide release time a minimum of once each quarter, utilize PD/Planning dates in school calendar; and implement quarterly after school PLC time for all district K-2 teachers, primary special education teachers, EL, Migrant, & GTE staff to map standards; plan units and common assessments to complexity of the standards.</p> <p>Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School</p>	Professional Learning	07/01/2015	06/30/2016	\$6500	State Funds, Title I Part A	Director of Curriculum, PD, Federal Programs, Instructional Coach, Instructional Supervisor, DOSE & G&T Coordinator EL & Migrant Coordinator GRREC &/or KDE Literacy &/or Special Education Consultants Elem Principals & Teachers

Activity - Elementary: Grades 3-5 Math & ELA Curriculum Planning and Alignment, Standards Mapping, Instructional Strategic Planning, Common Assessment Development and Lesson Planning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Implement Grades 3-5 and Content Level PLCs during afterschool time, quarterly and during PD/Planning time for the purpose of curriculum planning, lesson planning, & alignment, standards mapping, instructional strategic planning, and common assessment development.</p> <p>Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School</p>	Professional Learning	07/01/2015	06/30/2016	\$7000	State Funds, Title I Part A	Director of Curriculum, PD, Federal Programs, Instructional Coaches, Instructional Supervisor, DOSE & G&T Coordinator EL & Migrant Coordinator GRREC &/or KDE Literacy &/or Special Education Consultants Elem Principals & Teachers

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Activity - Elementary: Grade 3-5 ELA Professional Development in Developing Standards Based Unit, Common Assessments & Lesson Planning with Rigor and Congruent to the Complexity of the Standards	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Provide Grade 3-5 ELA teachers, special education teachers, EL, Migrant & GTE staff professional development on building rigorous standards based units and assessments congruent to the complexity of the standards. Continue work in afternoon PLC time.</p> <p>Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School</p>	Professional Learning	07/01/2015	06/30/2016	\$4000	Title I Part A, State Funds	Director of Curriculum, PD, Federal Programs Instructional Supervisor DOSE EL & Migrant GRREC & KDE Literacy Consultants Elem Principals & Teachers

Activity - Elementary: Grades 3-5 KCAS Math Standards Mapping and Strategic Instructional Planning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Provide release time; after school PLC time, and PD time for Grades 3-5 math classrooms, special education, RTI, EL, Migrant, and GTE teachers to work with the Elementary Instructional Coach in Standards Based Mapping and Curriculum Planning.</p> <p>Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School</p>	Professional Learning	07/01/2015	06/30/2016	\$5000	State Funds, Title I Part A	Director of Curriculum, PD, Federal Programs Elementary Instructional Coach Elem Principals & Teachers DOSE & G&T EL & Migrant Coordinator Instructional Supervisor

Activity - Elementary: K-2 Math & ELA Standards Based Planning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Provide release time, afternoon PLC time, and PD/ Planning time for K-2 classroom, SE, RTI, EL, Migrant, GTE teachers to pace Math & ELA standards to develop and implement standards based units, common assessments, and quarterly planning to communicate to parents & students</p> <p>Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School</p>	Academic Support Program	07/01/2015	06/30/2016	\$6000	State Funds, Title I Part A	Director of Curriculum, PD, Federal Programs Elementary Instructional Coach Elementary Principals & Teachers

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Activity - Elementary: Grades 3-5 Math & ELA Standards Based Planning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Provide release time, afternoon PLC time, and PD/Planning time for grades 3-5 classroom, SE, RTI, EL, Migrant, and GTE teachers to pace Math & ELA standards to develop and implement standards based units, common assessments, and quarterly standards to communicate with parent & student</p> <p>Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School</p>	Academic Support Program	07/01/2015	06/30/2016	\$6000	State Funds, Title I Part A	Director of Curriculum, PD, Federal Programs Instructional Supervisor Elementary Instructional Coach Elem Principals and Teachers
Activity - Elementary: Extended School Learning Opportunities in Elementary Schools	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<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>Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School</p>	Academic Support Program	07/01/2014	06/30/2017	\$50000	Other	District Curriculum, RTI, ESS District 21st Century School ESS Coordinators School 21st Century Coordinators Extended School Staff FRC 21st Century Staff Migrant G/T Staff
Activity - TPGES/PPGES	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>TPGES/PPGES Russell County Schools vision for the Professional Growth and Effectiveness System (PGES) is to have every student taught by an effective teacher and every school led by an effective principal. The goal is to create a fair and equitable system to measure teacher and leader effectiveness and act as a catalyst for professional growth. This will be accomplished through professional learning opportunities and PLC meetings with the district educator effectiveness coach.</p> <p>Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School</p>	Professional Learning	07/01/2015	06/02/2016	\$0	No Funding Required	Teachers Administration District Effectiveness Coach

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Strategy 2:

Data Driven Professional Development & PLCs Elementary Grades - Provide professional development & planning time to review data from multiple sources including KY Unbridled Spirit: College and Career Readiness for All State Accountability Data; Discovery Education; Program Reviews; TELL; and other Needs Assessment data; Utilize the expertise from teachers and staff of ALL students representing ALL subgroups, prioritize learning gaps and strategize how to improve learning of ALL students. Develop a plan of action and implementation to include timelines and progress monitoring. Follow-up with frequent meetings & reviews.

Category: Professional Learning & Support

Activity - Elementary: Professional Learning Plan	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Provide professional development and planning days for ALL staff representing all students and subpopulations to analyze data and plan for school, classroom, gap, and individual student improvement--specifically plan how to meet the learning needs of the student population. Based on findings of needs assessment, schools can strategically allocate funding, plan for professional learning, guide curriculum and instructional planning and practices, and intentionally plan for interventions based on the individual learning needs of students.</p> <p>Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School</p>	Academic Support Program	07/01/2015	06/30/2016	\$7000	Title I Part A, Title VI, State Funds	Director of Curriculum, PD, Federal Programs Instructional Supervisor Instructional Coaches Principals & Teachers DOSE & G&T EL & Migrant Coordinator
Activity - Elementary: Data Teams/ Data Retreats	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>2014- 2015 District Elementary will participate in RTT (GRREC) data retreat to learn how to drill down multiple sources of data and narrow the focus to prioritize and guide improvement planning. The school teams will focus on building capacity to sustain the data analysis process in school level PLCs.</p> <p>Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School</p>	Professional Learning	09/29/2014	10/02/2014	\$8000	GRECC Race to the Top	RTT District Contact Instructional Supervisor DOSE FRC Directors Elementary Principals GRREC/RTT Consultants Instructional Coach
Activity - Elementary: Building Writers with Abell & Atherton	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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<p>Part I - Teachers will learn new strategies and ideas to empower students as writers and the tools they need to be successful in writing. Teachers will learn a step by step approach for teaching students to be more independent writers, will be given modeled lessons and strategies, and learn a process for building engaging and challenging prompts in all content areas and grade levels.</p> <p>Part II - Teachers will examine the new On-Demand Scoring Guide and released work samples that exemplifies the performance standards. They will be presented with best practices for helping build competent writers. Paragraph development strategies will be given and mini-lesson ideas.</p> <p>Primary Writing - In this workshop, teachers will learn what primary writing looks like and how it develops, what the writing process looks like and how it develops, how to use organizers and manipulatives to help young writers, and how pictures books and other resources can be used to spark writing ideas.</p> <p>All teachers attending will come back and share ideas with their schools in PLC's and will use the strategies learned to improve our writing program. For the 2015 - 2016 School Year, several teachers 3-12 attended workshops provided by Abell and Atherton Educational Consulting, "Building the Writer Within." Teachers learned strategies for implementation of On Demand Writing in the primary grades to ensure that the necessary skills are acquired before state assessment in 5th grade. Teachers received strategies, resources, and lessons for teaching writing to all students.</p> <p>Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School</p>	Professional Learning	02/10/2015	06/30/2016	\$2500	Title I Part A	Writing Teachers Principals PD Coordinator
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Activity - Elementary: Literacy PD through GRREC	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers will participate in several PD days offered by GRREC Literacy Consultant, Nancy Huston. The PD days will provide teachers with numerous opportunities to meet their individual needs for professional learning concerning classroom environment and centers K- 3, P-3 Foundation Skills and Phonemic Awareness.</p> <p>Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School</p>	Professional Learning	08/03/2015	06/01/2016	\$9500	GRECC Race to the Top, Title I Part A	ELA Teachers Principals PD Coordinator

Activity - Elementary: CCSS and CRA	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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teachers will attend three Conceptual Building Block modules(addition/subtraction, multiplication/division, fractions)Jennifer Clemmons, GRREC Math Consultant will meet with teachers to help them learn strategies that will help students develop a deep understanding of mathematical concepts in numbers and fractions. They will help them develop how to develop concrete teaching strategies. She will meet with teachers to help plan, coach, and co-teach lessons that incorporate Conceptual Building Blocks. Schools: Russell Springs Elementary School, Jamestown Elementary School	Professional Learning	07/01/2015	06/30/2016	\$3500	Title I Part A, State Funds	PD Coordinator Math Teachers GRREC
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Strategy 3:

Reduce Barriers to Learning for At Risk Students - Family Resource Center, EL, & Migrant Staff, Healthy Kids Clinic, Mental Health Service Expansion services will collaborate with families and outside agencies to provide basic needs for AT RISK students such as but not limited to mental and/or physical health needs and other academic support services to reduce barriers to learning

Category: Other - Reducing Barriers

Activity - Elementary: Supportive Services for At Risk Students	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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. Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School	Other	07/01/2015	06/30/2016	\$2500	Other	FRYSC, EL & Migrant District Contact FRYSC, EL & Migrant Personnel

Strategy 4:

Elementary Communication/ Parent Involvement - Communicate with parents and families to inform them of academic support services and academic events and opportunities. Provided parent nights to: showcase academics; build knowledge of curriculum and learning expectations; provide forum for parent participation, websites for parents, questioning, and input; provide opportunities for parents to review student progress; encourage parents to participate in academic planning (RTI, SE, EL, Migrant, Homeless, Homebound, GTE, FRC etc.); participate in school committees, school improvement planning, academic & event planning.

Category: Stakeholder Engagement

Activity - Elementary: Parent Involvement	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Communicate with and provide parents opportunities to be informed and involved in school improvement planning, academic planning, event planning, student progress and academic planning, build knowledge of curriculum and learning expectations, parent website - "Bluegrass Learning Services" Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School	Parent Involvement	07/01/2015	06/30/2016	\$4500	Title I Part A, Title I Part C, Other	Superintendent Director of Federal Programs DOSE Migrant & EL G&T School Principals & Teachers FRC
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Activity - Elementary: Parent Advisory Council -PAC	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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 meeting per year. This is to guide regional programming. Schools: Salem Elementary School, Russell Springs Elementary School, Russell County High School, Jamestown Elementary School, Russell County Middle School	Parent Involvement	07/01/2015	06/30/2016	\$500	Title I Part C	Migrant/EL Coordinator and Staff

Measurable Objective 2:

collaborate to increase the over-all reading and math proficiency for Russell County Middle Grades 6-8 students from 49.9% to 59.2% by 05/31/2016 as measured by KPREP.

Strategy 1:

Middle: ELA & Math Alignment of Middle Grades 6-8 - Implement District Grade and Content Level PLC for ELA & Math 6-8 Teachers. Provide release time, after school and embedded PD time for curriculum planning, pacing, unit and common assessment building and intervention planning. Provide meaningful PD to build capacity and content expertise.

Category: Professional Learning & Support

Activity - Middle: Grades 6-8 Math & ELA Curriculum Planning and Alignment, Standards Mapping, Instructional Strategic Planning, Common Assessment Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Implement Grades 6-8 Grade and Content Level PLCs during release time, afterschool PLC time, and school calendar embedded PD/Planning time for the purpose of curriculum planning & alignment, standards mapping, instructional strategic planning, common assessment development. Utilize district lesson plan/pacing guide templates to create products Schools: Russell County Middle School	Professional Learning	07/01/2015	06/30/2016	\$7500	Other, Title I Part A	Director of Curriculum, PD, Federal Programs Instructional Supervisor Middle School Instructional Coach Middle Principals & Teachers

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Activity - Middle: Research Based College & Career Ready Rigorous KCAS ELA Program	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Provide updated Springboard training for new update program built from the new, more rigorous, complex common core standards and developed to promote College and Career Readiness Success. The program includes rigorous instructional strategies and task congruent to the new ELA standards.</p> <p>Schools: Russell County Middle School</p>	Professional Learning	07/01/2015	06/30/2016	\$5250	Title I Part A	Director of Curriculum, PD, Federal Programs Instructional Supervisor Middle School Instructional Coach Middle ELA Teachers
Activity - Middle: Cambridge Educational Services Off Grade CCR Explore Off Grade Testing	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Implement Cambridge Explore Assessment and Purchase Scoring and Reporting for 6-8 Off Grade Testing. Analyze data for Curriculum, Instructional, and Intervention Planning. Utilize Data for Student Awareness and Individual Goal Setting.</p> <p>Schools: Russell County Middle School</p>	Academic Support Program	07/01/2015	06/30/2016	\$8000	Title I Part A	Director of Federal Programs 6-8 Principals, Counselors, and Teachers
Activity - Middle: Cambridge Educational Services CCR Intervention Program	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>6-8 grade students scoring below or above CCR Explore Benchmark in 6-8 assessment in reading and math will receive intervention services based on specific skill deficits. Interventions will be implemented by classroom teachers, special education teachers, EL, Migrant, GTE, CCR, RTI, ESS Waiver intervention staff.</p> <p>Schools: Russell County Middle School</p>	Academic Support Program	07/01/2015	06/30/2016	\$16000	State Funds, Title I Part A	Middle Principal & Teachers
Activity - Middle: Extended School Learning Opportunities in Middle School	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Provide tutoring, small group learning, study skills, homework assistance, and enrichment opportunities to build confidence and self worth; motivate learning; and improve academic performance in before school, after-school, Migrant, G/T and 21st CCLC summer camps Schools: Russell County Middle School	Academic Support Program	07/01/2015	06/30/2016	\$10000	Other	District Curriculum, RTI, ESS District 21st Century Coordinator School ESS Coordinator School 21st Century Coordinator Extended School Staff 21st Century Staff Migrant/EL G/T Staff
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Activity - TPGES/PPGES	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
TPGES/PPGES Russell County Schools vision for the Professional Growth and Effectiveness System (PGES) is to have every student taught by an effective teacher and every school led by an effective principal. The goal is to create a fair and equitable system to measure teacher and leader effectiveness and act as a catalyst for professional growth. This will be accomplished through professional learning opportunities and PLC meetings with the district educator effectiveness coach. Schools: Russell County Middle School	Professional Learning	07/01/2015	06/02/2016	\$0	No Funding Required	Teachers Administration District Educator Effectiveness Coach

Strategy 2:

Implementation of CCR Course and CCR Intervention - The middle school strategies for CCR preparation. In 6th and 7th grades, students will participate in ILP planning. The Cambridge Educational Program is available for Content Area CCR intervention for improving and accelerating CCR skills.

In 6th, 7th, and 8th grade, Students complete ILP's

Category: Career Readiness Pathways

Activity - Middle: Promoting Academic Opportunities to Achieve CCR (ILP Completion)	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide students opportunities with advisory staff to work on and complete ILP's. Schools: Russell County Middle School	Academic Support Program	08/11/2015	05/31/2016	\$0	No Funding Required	District Curriculum & RTI Middle School Principals, CCR & Intervention Specialists

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Strategy 3:

Data Driven Professional Development & PLCs Middle Grades - Provide professional development & planning time to review data from multiple sources including KY Unbridled Spirit: College and Career Readiness for All State Accountability Data; Discovery Education; Program Reviews; TELL; and other Needs Assessment data; Utilize the expertise from teachers and staff of ALL students representing ALL subgroups, prioritize learning gaps and strategize how to improve learning of ALL students. Develop a plan of action and implementation to include timelines and progress monitoring. Follow-up with frequent meetings & reviews.

Category: Continuous Improvement

Activity - Middle: Professional Learning Plan	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Allow professional development and planning days for ALL staff representing all students and subpopulations to analyse data and plan for school, classroom, gap, and individual student improvement- specifically plan how to meet the learning needs of the student population. Based on findings of needs assessment, schools can strategically allocate funding, plan for professional learning, guide curriculum and instructional planning and practices, and intentionally plan for interventions based on the individual learning needs of students.</p> <p>Schools: Russell County Middle School</p>	Academic Support Program	07/01/2015	06/30/2016	\$7000	State Funds, Title I Part A	Director of Curriculum, PD, Federal Programs Instructional Supervisor Instructional Coach Principals & Teachers DOSE & G&T EL & Migrant Coordinator
Activity - Middle: Data Retreat/Data Teams Middle	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>2014- 2015 Middle School will participate in RTT (GRREC) data retreat 9-29-14 thru 10-2-14 to learn how to drill down multiple sources of data and narrow the focus to prioritize and guide improvement planning. The school teams will use what they learned as an ongoing process continue to focus on building capacity to sustain the data analysis process in school level PLCs .</p> <p>Schools: Russell County Middle School</p>	Professional Learning	09/29/2014	05/31/2016	\$3000	Other	RTT Point of Contact Instructional Supervisor DOSE Instructional Coach GRREC/RTT Consultants Middle School Principals & Teachers
Activity - Middle: GRREC Focus Planning Meeting	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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<p>Middle and High School Principals, instructional Coaches, SE Department Heads, Focus Content Area Teacher Department Leads and Central Office Administrators will meet to develop a plan of action in place to utilize district and GRREC resources to improve teaching and learning to meet the needs of students with disabilities. This plan of action will be carried out and sequential meetings with identified staff above will meet when necessary.</p>	<p>Professional Learning</p>	<p>01/06/2015</p>	<p>06/30/2016</p>	<p>\$0</p>	<p>No Funding Required</p>	<p>Middle and High School Principals, instructional Coaches, SE Department Heads, Focus Content Area Teacher Department Leads and Central Office Administrators</p>
<p>Schools: Russell County Middle School</p>						

Activity - Middle: Building Writers with Abell & Atherton	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Part I - Teachers will learn new strategies and ideas to empower students as writers and the tools they need to be successful in writing. Teachers will learn a step by step approach for teaching students to be more independent writers, will be given modeled lessons and strategies, and learn a process for building engaging and challenging prompts in all content areas and grade levels. Part II - Teachers will examine the new On-Demand Scoring Guide and released work samples that exemplifies the performance standards. They will be presented with best practices for helping build competent writers. Paragraph development strategies will be given and mini-lesson ideas. Strategies and information learned by participants will then be brought back and shared with other school staff in PLC's. The strategies learned will be used in teaching to help strengthen our writing program.</p>	<p>Professional Learning</p>	<p>02/10/2015</p>	<p>06/30/2016</p>	<p>\$5000</p>	<p>Title I Part A</p>	<p>Writing Teachers Principals District PD Coordinator</p>
<p>Schools: Russell County Middle School</p>						

Strategy 4:

Middle School Parent Involvement - Communicate with parents and families to inform them of academic support services and academic events and opportunities. Provided parent nights to: showcase academics; build knowledge of curriculum and learning expectations; provide forum for parent participation, questioning, and input; provide opportunities for parents to review student progress; encourage parents to participate in academic planning (RTI, SE, EL, Migrant, Homeless, Homebound, GTE, FRC etc.); participate in school committees, school improvement planning, academic & event planning.

Category: Stakeholder Engagement

Activity - Middle: Parent Involvement	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Communicate with and provide parents opportunities to be informed and involved in school improvement planning, CCR planning, academic planning, event planning, student progress and academic planning, build knowledge of curriculum and learning expectations Schools: All Schools	Parent Involvement	07/01/2015	06/30/2016	\$4000	Other, Title I Part A	Director of Federal Programs School Principals & Teachers
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Activity - Middle: Parent Advisory Council -PAC	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Migrant Education Program (MEP) has a PAC council that meets 3 times a year to aid in decision making activities. One parent representative attends two regional PAC sessions a year. This aids in regional migrant programming activities. Schools: Russell County Middle School	Parent Involvement	08/11/2014	06/30/2016	\$300	Title I Part C	Migrant/EL coordinator and staff

Measurable Objective 3:

collaborate to increase the over-all reading and math proficiency for Russell County High School Students from 45.9% to 51.9% by 05/31/2016 as measured by KPREP End of Course Assessments..

Strategy 1:

High School ELA & Math Alignment - Implement Content Level PLCs for ELA & Math 9-12 Teachers. Provide release time, after school and embedded PD time for curriculum planning, pacing, unit and common assessment building and intervention planning.

Category:

Activity - High School Math & ELA Curriculum Planning and Alignment, Standards Mapping, Instructional Strategic Planning, Common Assessment Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide ELA & Math Content Level PLCs during release time, afterschool PLC time, and PD/Planning days for the purpose of curriculum planning & alignment, standards mapping, instructional strategic planning, common assessment development. Schools: Russell County High School	Professional Learning	07/01/2015	06/30/2017	\$6000	State Funds, Title II Part A	Director of Curriculum, PD, Federal Programs, Instructional Supervisor, Instructional Coach, High Principals & Teachers

Activity - Professional learning for successful implementation of high complex ELA/CCR program	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide updated professional learning to assist new teachers with the successful implementation of the Springboard curriculum. Schools: Russell County High School	Professional Learning	07/01/2015	06/30/2017	\$1500	State Funds, Title II Part A	High School Principals, Instructional Coach & ELA teachers

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Activity - CCR Assessment for Off Grades	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Implement off grade testing for juniors (ACT), sophomores (ACT) and freshmen (PLAN) through Cambridge Educational Services to track college readiness and determine intervention instructional needs.</p> <p>Schools: Russell County High School</p>	Academic Support Program	07/01/2015	06/30/2017	\$11000	Title VI	Director of Curriculum, PD, Federal Programs, Instructional Supervisor High School Principals Counselors, and Teachers, Instructional Coach

Activity - Extended School Learning Opportunities in High School School	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Provide tutoring, small group learning, study skills, homework assistance, and Career and College Readiness test prep to build confidence and self worth; motivate learning; improve academic performance and College and Career Readiness</p> <p>Schools: Russell County High School</p>	Other	07/01/2015	06/30/2017	\$15000	State Funds, Title VI	District Curriculum, RTI, ESS, Title VI School ESS Coordinator Extended School Staff NJROTC Program Instructors Instructional Coach Migrant Staff G/T Staff

Activity - CCR Intervention	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Provide intervention support for students falling below benchmark on state assessment through pulling students for one-on-one or small group assistance during non core instruction; through curriculum embedded and extended school CCR test prep to improve deficit skills (WIN Learning, Work Keys, ASVAB, etc.) Schools: Russell County High School	Academic Support Program	09/08/2014	05/20/2016	\$0	No Funding Required	High School Principals, Teachers, Extended School Staff District Curriculum, RTI, ESS District CTE Coordinator CCR Counselor (GRREC RTT) Instructional Coach YSC
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Activity - TPGES/PPGES	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
TPGES/PPGES Russell County Schools vision for the Professional Growth and Effectiveness System (PGES) is to have every student taught by an effective teacher and every school led by an effective principal. The goal is to create a fair and equitable system to measure teacher and leader effectiveness and act as a catalyst for professional growth. This will be accomplished through professional learning opportunities and PLC meetings with the district educator effectiveness coach. Schools: Russell County High School	Professional Learning	07/01/2015	06/30/2016	\$0	No Funding Required	Teachers Administration District Educator Effectiveness Coach

Strategy 2:

Data Driven Professional Development & PLCs in High School - Provide professional development & planning time to review data from multiple sources including KY Unbridled Spirit: College and Career Readiness for All State Accountability Data; Discovery Education; Program Reviews; TELL; and other Needs Assessment data; Utilize the expertise from teachers and staff of ALL students representing ALL subgroups, prioritize learning gaps and strategize how to improve learning of ALL students. Develop a plan of action and implementation to include timelines and progress monitoring. Follow-up with frequent meetings & reviews.
Category: Professional Learning & Support

Activity - Professional Learning Plan	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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<p>Allow professional development and planning days for ALL staff representing all students and subpopulations to analyse data and plan for school, classroom, gap, and individual student improvement- specifically plan how to meet the learning needs of the student population. Based on findings of needs assessment, schools can strategically allocate funding, plan for professional learning, guide curriculum and instructional planning and practices, and intentionally plan for interventions based on the individual learning needs of students.</p>	Professional Learning	07/01/2015	06/30/2017	\$3500	Title VI, State Funds	<p>Director of Curriculum, PD, Federal Programs, Instructional Supervisor, Instructional Coach, Principals & Teachers, DOSE & G&T, EL & Migrant Coordinator, Instructional Coach</p>
<p>Schools: Russell County High School</p>						

Activity - GRREC Focus Planning Meeting	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Middle and High School Principals, instructional Coaches, SE Department Heads, Focus Content Area Teacher Department Leads and Central Office Administrators will meet to develop a plan of action in place to utilize district and GRREC resources to improve teaching and learning to meet the needs of students with disabilities. This plan of action will be carried out and sequential meetings with identified staff above will meet when necessary.</p>	Professional Learning	01/06/2015	05/29/2015	\$0	No Funding Required	<p>Middle and High School Principals, instructional Coaches, SE Department Heads, Focus Content Area Teacher Department Leads and Central Office Administrators</p>
<p>Schools: Russell County High School</p>						

Activity - Abell & Atherton Training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>ELA teachers will attend Sylvia Abel training on strategies that will help close the achievement gap in writing and improve our overall writing performance for all students which in turn will help our reading/literacy achievement. Participants will come back to the school and share the knowledge and strategies learned with others in the school during PLC's. The strategies learned will help improve our writing program.</p>	Professional Learning	07/01/2015	06/30/2017	\$3500	Title II Part A, State Funds	<p>ELA Teachers Principals PD Coordinator</p>
<p>Schools: Russell County High School</p>						

Strategy 3:

Communication and Parent Involvement - Communicate with parents and families to inform them of academic support services and academic events and opportunities. Provided parent nights to: showcase academics; build knowledge of curriculum and learning expectations; provide forum for parent participation, questioning, and input;

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provide opportunities for parents to review student progress; encourage parents to participate in academic planning (RTI, SE, EL, Migrant, Homeless, Homebound, GTE, ILPs, etc.); participate in school committees, school improvement planning, academic & event planning. RCHS also holds the Festival of Learning to showcase academics and student performances as well as an opportunity to have parent teacher communication.

Category: Continuous Improvement

Activity - Parent Involvement	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Communicate with and provide parents opportunities to be informed and involved in school improvement planning, CCR planning, academic planning, event planning, student progress and academic planning, build knowledge of curriculum and learning expectations; including the distribution of college materials in Spanish to parents of high school students. Schools: Russell County High School	Parent Involvement	07/01/2015	06/30/2017	\$1500	GRECC Race to the Top	School Principals & Teachers, CCR Counselor (GRREC) Migrant/EL Staff YSC

Strategy 4:

Migrant/EL CCR Checklist - Provide one on one assistance to Migrant and EL students in completing their ILP'S and their CCR checklist. This is a new document required by the migrant education program ensuring students are on track for graduation.

Category: Career Readiness Pathways

Activity - CCR Checklist	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Migrant and EL Students will receive assistance in completing the CCR checklist and their ILP's. Schools: Russell County High School	Career Preparation/Orientation	07/01/2015	06/30/2017	\$0	No Funding Required	EL/Migrant Coordinator & Staff

Goal 3: Russell County Schools will increase the average freshman graduation rate from 76% to 91.9% by 2016

Measurable Objective 1:

collaborate to increase the freshman graduation rate for Russell County Schools from 89.5% to 91.9% by 5/31/2016 by 05/16/2014 as measured by the Unbridled Learning For All graduation rate formula.

Strategy 1:

Improve Graduation Rate for Students with Disabilities - All Special Education Staff will identify students with disabilities at risk for drop-out/failure. These students will receive targeted interventions for the identified areas of risk.

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Category:

Activity - Training for Parents of Students with Special Needs	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide training for parents/guardians of students with disabilities. Topics to be included are: Infinite Campus Parent Portal, Behavior Management, Outside Agencies (Voc. Rehab, Social Security, Job Corp, etc.) with a Q & A session Schools: Russell County High School	Parent Involvement	01/04/2016	05/31/2017	\$1000	GRECC Race to the Top, IDEA	DoSE School Psychologist Russell Co. High School Special Ed. Staff YSC
Activity - Teacher IEP Training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Ensure teachers receive training on the IEP development guidance document and monitor the use of the document. Schools: All Schools	Professional Learning	06/01/2014	06/30/2017	\$2000	IDEA	DoSE GRREC Special Education Consultant
Activity - District Wide Special Education Meetings	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Special Education teachers will attend scheduled district-wide special education meetings to address compliance issues, review district's special education scores, and plan activities to promote student achievement. Schools: Salem Elementary School, Russell Springs Elementary School, Russell County High School, Jamestown Elementary School, Russell County Middle School	Professional Learning	07/01/2014	06/30/2017	\$0	No Funding Required	DOSE Special Education Teachers Instructional Coach
Activity - PASS Program	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The GRECC Behavior Consultant will visit the middle and high schools to provide information to staff members on implementing the PASS Program which proactively addresses behavior to improve academics. Schools: Russell County High School, Russell County Middle School	Behavioral Support Program	01/19/2015	06/30/2015	\$0	No Funding Required	DOSE RCHS & RCMS Principals RCHS and RCMS Teachers

Strategy 2:

To reduce barriers to learning and increase graduation rate with EL and Migrant subpopulations - FRYSC staff, Migrant teacher, and EL staff will collaborate with in school and out of school resources to provide targeted assistance to meet individual needs (i.e., academic, social, emotional, physical) of Migrant and/or EL students and families: interpreter, health, counseling, school supplies, transportation, clothing, food, etc.

Category: Persistence to Graduation

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Activity - Improve home to school and school to home communication	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>FRYSC Staff, Migrant Advocates, EL Staff will act as liaisons between the schools and families to include but not limited to translation services for ARC & PSP meetings, open house enrollments, newsletters, progress and grade reporting, School Messenger, school and district web page and other school related informational items; phone calls;home visits; parent meetings; parent nights; support of basic needs.</p> <p>Schools: All Schools</p>	Parent Involvement	07/01/2014	06/30/2017	\$750	FRYSC, Title I Part C	FRYSC, Migrant, EL District contact FRYSC School Directors Migrant Advocates EL Staff CIO
Activity - Academic Support for the EL and/or Migrant Learner	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>EL and/or Migrant personnel will provide support to the classroom teacher to promote best practices in support of EL and Migrant learners; EL and/or Migrant personnel collaborate with classroom teachers and parents to complete PSPs and accommodate the needs of each EL and/or Migrant learner</p> <p>Schools: All Schools</p>	Academic Support Program	07/01/2014	06/30/2017	\$0	No Funding Required	EL & Migrant District Contact EL & Migrant Personnel School Principals & Teachers
Activity - Professional Development for EL & Migrant	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Provide professional development and update training to EL and/or Migrant personnel; Provide training to classroom teachers on diverse learning needs of EL and/or Migrant Learners.</p> <p>Schools: All Schools</p>	Academic Support Program	07/01/2014	06/30/2017	\$2500	State Funds, Title III, Title I Part C	EL District Contact District PD Coordinator
Activity - Reduce Barriers to Learning with EL and/or Migrant Learner	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>FRYSC and/or Migrant and/or EL personnel will collaborate and coordinate with school and public agencies to provide basic needs, mental and/or physical health needs and other academic support services that include summer camps,before/after school reading enrichment programs to reduce barriers to learning.</p> <p>Schools: All Schools</p>	Academic Support Program	08/11/2014	06/30/2017	\$2700	GRECC Race to the Top, Title I Part C, Title III, Grant Funds	FRYSC, EL & Migrant District Contact FRYSC, EL & Migrant Personnel 21st CCLC ESS Staff

Strategy 3:

Promote a Safe and Secure Learning Environment - Promote bully free schools by ensuring preventative measures are in place such as but not limited to: individual, small group and classroom counseling; school assemblies; awareness activities to equip students with knowledge and tools for handling possible scenarios; FRYSC

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working with families to meet basic needs; safe and secure procedures in the classroom and school campus with consistent monitoring and enforcement; consequences and counseling protocols; etc.

Category: Continuous Improvement

Activity - Promote Bully Free School Environments	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Promote Bully Free school environments (including busses) through saturation of learning (i.e. assemblies, class counseling, intercom announcements; district and school webpages; community presenters, elementary coaching groups, district and school newsletters/flyers; local media; academic integration across the grade and content levels).</p> <p>Schools: All Schools</p>	Behavioral Support Program	08/11/2014	06/30/2016	\$1000	General Fund	School Principals, Counselors, and Teachers YSC Staff SRO FRC School Superintendent
Activity - Safe and Secure School Environments	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Update safe schools procedures. Provide safe and secure learning environments by developing and enforcing fair and equitable rules, procedures and behavior management systems. In addition, school bus drivers were trained on school bus safety drivers. The district will work towards implementing PBIS in all schools.</p> <p>Schools: All Schools</p>	Behavioral Support Program	07/01/2014	06/30/2016	\$3000	General Fund	School Superintendent Policies/Procedures School Principals, Counselors, Teachers School Psychologist School Resource Officer Director of Transportation
Activity - Safe Schools Communication	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Provide students, parents, and community members orientation or school safety procedures including but not limited to rules, procedures, behavior management systems, consequences, and intervention services prior to start of school. Communication strategies such as but not limited to orientation at open houses; media advertisements and public service announcements; district and school webpages; district and school newsletters/flyers; school assemblies; parent nights. In addition, the school has implemented an anonymous tip line to report violence, bullying, and forms of risky behaviors for parents, students, and community members. Special Warning and Response Mechanism (SWARM) has also been implemented at the middle and high school campus as well as one elementary school as an outside alarm system to more effectively conduct reverse evacuations. The district is working towards getting this system in place on all campus.	Career Preparation/Orientation	07/01/2014	12/07/2015	\$5000	General Fund	School Superintendent Safe School Coordinator School Principals Counselors, Teachers SRO CIO
Schools: All Schools						

Activity - Collaborate with Local Law Enforcement Agencies	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide a safe and secure learning environment by ensuring the best possible local crisis response to possible emergency situations. Russell County Board of Education will collaborate with local law enforcement agencies & First Responders, and KCSS to plan prevention and/or response to crisis situations.	Community Engagement	07/01/2014	06/30/2015	\$0	No Funding Required	School Superintendent Safe Schools Coordinator SRO
Schools: All Schools						

Strategy 4:

Academic Intervention - Provide intervention services to increase the freshman graduation rate and for drop-out prevention, such as but not limited to extended school services, summer school, Odysseyware Credit Recovery, and alternate routes to graduation.

Category: Persistence to Graduation

Activity - Personalized Learning Plan	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide counseling to students in danger of dropping out and outlay a personalized learning plan to graduate and transition to be a productive citizen in society.	Career Preparation/Orientation	07/01/2014	06/30/2016	\$0	No Funding Required	School Principals, Counselors, Teachers
Schools: Russell County High School, Russell County Middle School						

Activity - Responding to Students' Academic Intervention Needs	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Provide intervention course (s) to be part of daily schedules or schedule intervention services such as Tier II/Tier III RTI research or evidence based curriculum and instructional strategies or extended school,before/after school services/tutoring; migrant and/or EL services; IEP review and academic intervention planning ARC meetings; and Odyssey Learning credit recovery program participation. Schools: Russell County High School, Russell County Middle School	Academic Support Program	08/11/2014	06/30/2016	\$8000	Grant Funds, State Funds	School Principals, Counselors, Teachers District ESS & RTI Coordinator Migrant & EL District Contact DOSE,FRC, 21st Coordinator.
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Activity - Expanded Summer School	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Summer school will be expanded to included opportunities for grades 9-11 to provide more opportunity for credit recovery. Schools: Russell County High School	Academic Support Program	04/11/2016	06/30/2017	\$5000	State Funds, Title VI	High School Principals, Counselors, and Teachers

Strategy 5:

Reduce Barriers to Learning for Students At Risk of not graduating - Truancy diversion action planning for students with excessive absenteeism unexcused for missing school and instruction; YSC collaborate and provide services for families or coordinate outside agencies to help families and students; counseling services; one-on-one/small group career advising; course alignment to better meet student aspirations such as possible work based learning opportunities including WIA summer work-based learning or CTE/ ATC work-based cooperative courses.

Category: Persistence to Graduation

Activity - Teenage Pregnancy Support and Prevention	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
FRYSC and other school leadership will partner with local agencies such as the ARC Pregnancy Support Center and the Health Department to provide teenage pregnancy awareness and prevention activities; Communicate with students, parents, and community through but not limited to district and school webpages; local media; district and school newsletters/flyers Schools: Russell County High School, Russell County Middle School	Behavioral Support Program	07/01/2014	06/30/2016	\$0	No Funding Required	YCS Director FRYSC Director FRYSC District Contact CIO Middle and High School Principals, Counselors, Teachers and School Nurses

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Activity - Offer Real Life, Real World, Work Based Learning Career Opportunities to Motivate Staying in School	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Offer CCR counseling and seek to provide work-based learning opportunities when matched to student aspirations specifically targeting students in danger of dropping out of school. Work-based learning opportunities such as CTE/ATC cooperative work-based learning will be utilized when business and industry partners are available and willing to support students participation.</p> <p>Schools: Russell County High School</p>	Career Preparation/Orientation	07/01/2014	05/31/2016	\$5000	State Funds	District CTE Coordinator High School and LCATC Principals CTE/ATC Teachers
Activity - Reduce Dropout Rate Through Truancy Diversion Program	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Director of Pupil Personnel will collaborate with students & families; SRO; school principals, teachers, counselors; outside agencies, CDW; and as last resort the court system to hold students accountable and motivate school attendance. Develop a plan of action to include removing barriers to school attendance and ultimately academic performance. Plan components can include but not limited to counseling services; FRYSC services; outside agency services; extended school services; one on one career advising/ ILP review and planning</p> <p>Schools: Russell County High School, Russell County Middle School</p>	Behavioral Support Program	07/01/2014	06/30/2016	\$1000	State Funds	DPP SRO YSC Director FRYSC Director Middle & High School Principals, Counselors, Teachers ESS Coordinator
Activity - Drug and Alcohol Prevention	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>School District Personnel including but not limited to principals, counselors, 21st Century Coordinators, and FRYSC personnel will collaborate with public service agencies such as Partners in Prevention and Lake Cumberland Health Department to prevent or offer support for drug and alcohol abuse with Russell County Students; Promote communication concerning drug and alcohol abuse and prevention strategies with students, parents, and community through local media, public service announcements, district and school webpages, district and school newsletters/flyers; provide assemblies and programs in support of drug and alcohol prevention and student support services for drug and alcohol abuse.</p> <p>Schools: Russell County High School, Russell County Middle School</p>	Behavioral Support Program	07/01/2014	06/30/2016	\$0	No Funding Required	YSC Director FRYSC Director 21st Century Coordinator DPP Middle and High School Principals, Counselors, Nurses, Teachers Adanta Cumberland Family Medical SRO
Activity - Individual Graduation Plans	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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<p>School and district representatives meet once monthly to identify students who at at-risk of not graduating. Individual student conferences were held with the school counselor and school principal, and individual graduation plans were developed and signed (if students were under 18, their parents signed as well). Class schedules were altered, including the use of virtual learning and software programs.</p> <p>Schools: Russell County High School</p>	<p>Academic Support Program</p>	<p>08/11/2015</p>	<p>06/30/2017</p>	<p>\$1000</p>	<p>Title VI</p>	<p>High School Principals and Counselors Vocational School Principal Athletic Director Regular Education and Special Education Teachers District Curriculum Coordinator Title I Coodinator DOSE Director of Pupil Personnel Superintende nt of School</p>
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Activity - Credit Recovery Plans	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>School and district representatives meet once monthly to identify students who at at-risk of failing. School counselor and school principal meet with the students identified to formulate a credit recovery plan. This includes changing schedules and using on-line classes when necessary.</p> <p>Schools: Russell County High School</p>	<p>Academic Support Program</p>	<p>08/11/2015</p>	<p>06/30/2017</p>	<p>\$1000</p>	<p>Title VI</p>	<p>High School Principals and Counselors Vocational School Principal Athletic Director Regular Education and Special Education Teachers District Curriculum Coordinator DOSE Title I Coordinator Director of Pupil Personnel Superintende nt</p>

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Activity - Odysseyware	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Training was held for several high school, middle school, and district personnel, including homebound instructors, to provide support for implementing the use of the additional 500 Odysseyware slots purchased for alternative learning options. Curriculum coaches will offer additional support throughout the year as needed.</p> <p>Schools: Russell County High School, Russell County Middle School</p>	Professional Learning, Academic Support Program	09/01/2015	06/30/2017	\$19000	Title VI, Title II Part A	Principals and Counselors Curriculum Coaches Athletic Director Regular Education Special Education Teachers District Curriculum Coordinator Director of Pupil Personnel
Activity - Interventionist	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Two highly qualified substitutes are facilitating a credit recovery class for students who have an alternative schedule. These teachers unlock and grade assignments, assist students in setting weekly goals, monitor progress, reward students when goals are achieved, facilitate schedules, and provide individual instruction as needed.</p> <p>Schools: Russell County High School</p>	Academic Support Program, Behavioral Support Program	09/01/2015	06/30/2017	\$20000	Title VI	School Principal and Counselor Athletic Director Vocational School Principal Interventionists

Goal 4: Increase the average combined reading and math proficiency ratings for all students in Russell County Schools non-duplicated gap groups from 33% to 66.5% by 2017

Measurable Objective 1:

collaborate to increase the average combined reading and math proficiency ratings for all elementary students in non-duplicated gap groups from 43.2% to 51.0% by 05/31/2016 as measured by School Report Card.

Strategy 1:

Improve Reading and Math Proficiency in the Subpopulation of Students with Disabilities by a Minimum of 10% - Provide PLC time for teachers, special education, and RTI teachers to monitor student progress and strategize for improvement. Provide a variety of professional development such as but not limited to: co-teaching, conceptual math, differentiated learning, and aligning tasks to the individual learner, Conduct frequent learning checks in the classroom.

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Category: Continuous Improvement

Activity - Elementary: Promoting PLC Communication and Collaboration to Improve Learning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Provide PLC time for classroom, special education, and RTI teachers to meet frequently and review student data and monitor progress of students and strategically plan for improvement</p> <p>Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School</p>	Academic Support Program	07/01/2014	06/30/2016	\$0	No Funding Required	DOSE District Director of Curriculum and Instruction Principals & Teachers Elementary Instructional Coach
Activity - Elementary: Professional Development to Improve Learning for Students with Disabilities	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Provide a variety of professional development to elementary staff such as but not limited to co-teaching, CCSS and CRA with Jennifer Clemmons and Rebecca Gaddie, Literacy PD from GRREC, On-Demand Writing with Abell and Atherton, Lindamood Bell Workshops, Conceptual Building Blocks for math, differentiated instruction, and aligning tasks to the individual learner. Provide targeted PD as needs or opportunities arise.</p> <p>Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School</p>	Professional Learning	07/01/2014	06/30/2016	\$32500	Title I Part A, Grant Funds, IDEA, Title I Part A, State Funds	DOSE Director Curriculum, RTI, PD Coach, Director of Federal Programs Elementary Principals & Teachers Instructional Coaches
Activity - Elementary: Classroom Follow-up	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Administrators and Curriculum Coach, Tonya Rexroat, will conduct periodic learning checks to monitor classrooms for implementation of strategies to improve student learning with disabled students and give immediate feedback to teachers and staff.</p> <p>Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School</p>	Academic Support Program	07/01/2014	06/30/2016	\$0	No Funding Required	Administration Curriculum Coach Teachers
Activity - Elementary: Promoting Learning with Disabled Students through Research Based Curriculum and Instruction	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Students with disabilities will receive direct support through research based intervention services and programs in addition to their grade level core. Special Education teachers, classroom teachers, and RTI teachers will provide the targeted support across the educational settings. Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School	Direct Instruction	07/01/2014	06/30/2016	\$0	No Funding Required	DOSE Curriculum, RTI, PD Coach, Director of Federal Programs School Administrators, Teachers, Staff Elementary Instructional Coach
Activity - Elementary: Individual Student Goal Setting	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Special Education teachers will meet with students on their caseloads to review assessment scores and set individual goals for state assessments. Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School	Academic Support Program	09/12/2014	06/30/2016	\$0	No Funding Required	DOSE School Administrators, and Special Education Teachers
Activity - Elementary: Communication and Parent Involvement	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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. Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School	Parent Involvement	07/01/2014	06/30/2016	\$0	No Funding Required	Teachers and Principal
Activity - Elementary: School Psychologist	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The School Psychologist will attend most eligibility ARC meetings to explain testing results and go over recommendations for parents and teachers to work with their child. Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School	Policy and Process	07/01/2014	06/30/2016	\$60000	District Funding, IDEA	District Special Education Director, School Psychologist
Activity - Elementary: Special Education Conference	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Attend CEC Conference to seek new strategies for student outcomes Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School	Professional Learning	11/23/2014	11/22/2017	\$8000	IDEA	DoSE High School Special Education Teachers Middle School Special Education Teachers Elementary School Special Education Teachers
Activity - Elementary: Research Based Strategies and Materials	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will receive training and materials on implementing Linda Mood Bell Strategies to improve academic achievement of students with disabilities in reading and math. Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School	Professional Learning	02/23/2015	05/31/2015	\$60000	Grant Funds, IDEA	DoSE Special Ed. Teachers Selected Regular Ed. Teachers
Activity - Elementary: Strategies and Collaboration	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
DoSE will provide training to all elementary special education teachers during a scheduled planning day on instructional strategies and effective collaboration strategies. Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School	Professional Learning	01/02/2015	06/30/2016	\$0	No Funding Required	DoSE Special Ed. Teachers
Activity - Elementary: Linda Mood Bell Research Based Strategies and Materials	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will use materials and strategies from Linda Mood Bell resources to improve academic achievement of students with disabilities in reading and math. Schools: All Schools	Direct Instruction	08/11/2015	05/31/2017	\$0	No Funding Required	DOSE Special Ed. Teachers Selected Regular Ed. Teachers
Activity - Elementary PGES	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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<p>Educator Effectiveness Coach will meet with special education teachers to provide professional learning opportunities to support them with self-reflection, professional growth planning, developing student growth goals to help reduce the students who are at the novice level.</p> <p>Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School</p>	Professional Learning	08/03/2015	05/31/2016	\$0	No Funding Required	Educator Effectiveness Coach Special Education Teachers PGES POC Instructional Coach
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Strategy 2:

Reducing the Achievement Gap for Males with Disabilities - Provide gender specific research based learning activities and strategies for male learners such as but not limited to hands-on active learning, competitive learning games (such as boys competing with girls); high interest gender specific medias; allowing for breaks, movement, and noise. We are actively seeking additional gender specific PD (webinars, GRREC, etc.) and resources (professional subscriptions, books, etc.).

Category: Professional Learning & Support

Activity - Elementary: Seeking Gender Specific Professional Learning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>We are actively seeking professional learning opportunities on gender specific learning strategies through GRREC, Webinars, professional magazines, media sources, books, etc. for teachers</p> <p>Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School</p>	Professional Learning	07/01/2014	06/30/2016	\$0	No Funding Required	DOSE Curriculum, RTI, PD, Director of Federal Programs Elementary Principals & Teachers

Activity - Elementary: Visible Learning by John Hatti	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Attend training provided by GRREC. Ainsley Rose presentation of John Hatti's research on effect size.</p> <p>Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School</p>	Professional Learning	11/03/2014	11/11/2014	\$900	Title I Part A	DOSE, Elementary, Middle, and High Curriculum Coaches, School Administrators, Special Education Teachers

Strategy 3:

Provide Diagnostic Assessment Three Times a Year with Additional Progress Monitoring - Utilizing Discovery Education for Reading and Math Benchmarking for ALL Elementary Students. Discovery Education benchmarking data will be used to assess learning of student with disabilities to guide instructional practices and intervention

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planning.

Category:

Activity - Elementary: Reading and Math Benchmarking and Progress Monitoring for Student Improvement	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Conduct Discovery Education Benchmarks during Fall, Winter, and Spring. Follow up with Progress Monitoring for Students with Disabilities and Students Receiving RTI Services Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School	Academic Support Program	07/01/2014	06/30/2016	\$21300	Title I Part A, Title VI, General Fund	DOSE District RTI High, Middle, & Elementary Principals & Teachers

Activity - Elementary: Intervening With Purpose	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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. Easy CBM is funded through the district for K-2 while individual schools provide Easy CBM funding for grades 3-5 for special education students and students who receive RTI. Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School	Academic Support Program	07/01/2014	06/30/2016	\$0	No Funding Required	DOSE District RTI All School Administrators, General Education and Special Education Teachers

Measurable Objective 2:

collaborate to increase the average combined reading and math proficiency ratings for all middle school students in the non-duplicated gap group from 41.9% to 53.5% by 05/31/2016 as measured by the School Report Card..

Strategy 1:

Provide "Focused" Professional Learning - Utilize KDE and GRREC Educational Outreach Consultants to provide professional learning opportunities for areas of focus identified by the state. Sign-in and agendas will be documented.

Category: Continuous Improvement

Activity - Middle School: Classroom Follow-up	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Administrators will conduct periodic learning checks/walk-through to monitor classrooms for implementation of strategies to improve student learning including disabled students and give immediate feedback to teachers and staff. Schools: Russell County Middle School	Academic Support Program	07/01/2014	06/30/2016	\$0	No Funding Required	Administration

Activity - Middle School - Communication and Parent Involvement	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Communicate with parents the results of Discovery Education Benchmarking and invite parents to become involved in student goal setting. Schools: Russell County Middle School	Parent Involvement	08/24/2015	04/01/2016	\$0	No Funding Required	Teachers & Principal
Activity - Middle School: Individual Student Goal Setting	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Special Education teachers will meet with students on their caseloads to review assessment scores and set individual goals for state assessments. Schools: Russell County Middle School	Academic Support Program	10/12/2015	05/31/2016	\$0	No Funding Required	DOSE, School Administrator s, and Special Education Teachers
Activity - Middle School: School Psychologist	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The School Psychologist will attend most eligibility ARC meetings and to explain testing results and go over recommendations for parents and teachers to work with their child. Schools: Russell County Middle School	Policy and Process	07/01/2015	07/29/2016	\$60000	IDEA, District Funding	DOSE, School Psychologist
Activity - Middle School: Special Education Conference	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Attend CEC conference to seek new strategies for student outcomes. Schools: Russell County Middle School	Professional Learning	11/22/2015	11/24/2015	\$5000	IDEA	Special Education Teachers, DOSE
Activity - Middle School: Co-Teaching Coaching Follow-up	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Special education and general education co-teachers will receive co-teaching coaching follow-up observations and debriefs from GRREC consultant to focus on closing the gap between students with disabilities and students without disabilities. Schools: Russell County Middle School	Professional Learning	12/07/2015	02/05/2016	\$0	No Funding Required	Principal, Special Education and General Education Teachers, GRREC Consultant
Activity - Middle School: PGES	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Educator Effectiveness Coach will meet with special education teachers to provide professional learning opportunities to support them with self-reflection, professional growth planning, developing student growth goals to help reduce the students who are at the novice level.	Professional Learning	08/03/2015	05/31/2016	\$0	No Funding Required	Educator Effectiveness Coach Special Education Teachers PGES POC Middle School Instructional Coach
Schools: Russell County Middle School						

Activity - RCMS - Reading Resources	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide research based reading books for evidence based learning.	Other - High NoonBooks	07/01/2015	06/30/2016	\$600	IDEA	DOSE Principal Teachers
Schools: Russell County Middle School						

Strategy 2:

Improve Reading and Math Proficiency in the Subpopulation of Students with Disabilities by a Minimum of 10% - Provide PLC time for teachers, special education, and RTI teachers to monitor student progress and strategize for improvement. Provide a variety of professional development such as but not limited to: co-teaching, conceptual math, differentiated learning, and aligning tasks to the individual learner, conduct frequent learning checks in the classroom.

Category: Continuous Improvement

Activity - Middle School: Promoting PLC Communication and Collaboration to Improve Learning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide PLC time for classroom, special education, and RTI teachers to meet frequently and review student data and monitor progress of students with disabilities and strategically plan for improvement.	Academic Support Program	01/04/2016	05/31/2016	\$3500	Title II Part A, IDEA	DOSE Curriculum, RTI, PD, Director of Federal Programs Middle School Principal and Assistant Principal, Instructional Coach & Teachers
Schools: Russell County Middle School						

Activity - Middle School: Promoting Learning with Disabled Students through Research Based Curriculum and Instruction	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Students with disabilities will receive direct support through research based intervention services and programs in addition to their grade level core. Special Education teachers, classroom teachers, and RTI teachers will provide the targeted support across the educational settings. Schools: Russell County Middle School	Direct Instruction	07/01/2014	06/30/2016	\$0	No Funding Required	DOSE, Curriculum, RTI, PD Coach, Director of Federal Programs Middle School Administrators, Teachers, & Staff
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Activity - Middle School: Professional Development to Improve Learning for Students with Disabilities	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide a variety of professional development to middle school staff such as but not limited to co-teaching, CCSS and CRA with Jennifer Clemmons, Literacy PD from GRREC including Teach Me to Read, On-Demand Writing with Abell and Atherton, Lindamood Bell Workshops, Conceptual Building Blocks for math, Design Thinking, differentiated instruction, and aligning tasks to the individual learner. Provide targeted PD as needs or opportunities arise. Schools: Russell County Middle School	Professional Learning	07/01/2014	06/30/2016	\$16500	Title II Part A, Grant Funds, State Funds	DOSE, Curriculum, RTI, PD, Director of Federal Programs, Middle School Principal and Assistant Principal, Instructional Coach & Teachers, GRREC Consultants

Activity - Middle School: Classroom Follow-up	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Administrators will conduct periodic learning checks to monitor classrooms for implementation of strategies to improve student learning with disabled students and give immediate feedback to teachers and staff. Schools: Russell County Middle School	Academic Support Program	07/01/2014	06/30/2016	\$0	No Funding Required	Middle School Administrators

Activity - Middle School: Individual Student Goal Setting	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Special Education Teachers will meet with students on their caseloads to review assessment scores and set individual goals for state assessments. Schools: Russell County Middle School	Academic Support Program	01/06/2014	05/31/2016	\$0	No Funding Required	DOSE Middle School Administrators Special Education Teachers

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Activity - Middle School: KDE Compliance/Outcomes	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Special Education teachers will attend trainings provided by KDE special education consultants to develop a deeper understanding of the connections between compliance and increasing student achievement. Schools: Russell County Middle School	Professional Learning	08/11/2015	05/31/2016	\$2000	IDEA	DOSE Special Education Teachers
Activity - Middle School: Folder Review for Compliance Monitoring	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The DoSE will implement folder review for compliance monitoring days with the assistance of GRREC consultants in order to ensure that appropriate IEPs are developed, adequate progress monitoring is being completed, and that specially designed instruction is meeting the needs of the student. Schools: Russell County Middle School	Professional Learning	01/05/2015	05/31/2016	\$0	No Funding Required	DOSE Special Education Teachers
Activity - Middle School: Research Based Strategies and Materials	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will receive training and materials on implementing Linda Mood Bell Strategies to improve academic achievement of students with disabilities in reading and math. Schools: Russell County Middle School	Professional Learning	02/23/2015	03/06/2015	\$60000	Grant Funds, IDEA	DOSE Special Education Teachers Selected Regular Education Teachers
Activity - Middle School: Research Based Materials	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
High Noon Books, a research-based high interest low leveled reading book starter kit was purchased for students to encourage reading and improve comprehension and fluency. Schools: Russell County Middle School	Academic Support Program	08/11/2015	05/31/2016	\$560	IDEA	Special Education Teachers, DOSE
Activity - Middle School: Visualizing and Verbalizing Program	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The visualizing and verbalizing program develops concept imagery as a basis for comprehension and higher order thinking. Students with disabilities receive this daily in addition to reading and writing curriculum. Instruction is provided by a literacy specialist. Schools: Russell County Middle School	Direct Instruction	08/11/2015	05/31/2016	\$18710	IDEA	DOSE, Principal, Literacy Specialist
Activity - Middle School: Engaging Students in Learning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Through purposeful grouping of students with disabilities, the visualizing and verbalizing program will serve as the fundamental instructional resource to engage students through a discernible pace and structure to provide an accurate cognitive challenge with the opportunity for student reflection with a literacy specialist.	Academic Support Program	08/11/2015	05/31/2016	\$0	No Funding Required	Principal, Literacy Specialist
Schools: Russell County Middle School						

Activity - Middle School: Linda Mood Bell Research Based Materials	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will use materials and strategies from the Linda Mood Bell training last spring to improve academic achievement of students with disabilities in reading and math.	Direct Instruction	08/03/2015	05/31/2016	\$0	No Funding Required	DOSE Special Education
Schools: Russell County Middle School						

Strategy 3:

Reducing the Gap for Males with Disabilities - Provide gender specific research based learning activities and strategies for male learners such as but not limited to hands-on active learning, competitive learning games (such as boys competing with girls); high interest gender specific medias; allowing for breaks, movement, and noise. We are actively seeking additional gender specific PD (webinars, GRREC, etc.) and resources (professional subscriptions, books, etc.) for our teachers.

Category: Professional Learning & Support

Activity - Middle School: Gender Specific Professional Learning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
We are actively seeking professional learning opportunities on gender specific learning strategies through GRREC, Webinars, professional magazines, media sources, books, etc. for teachers.	Professional Learning	01/04/2016	06/30/2017	\$0	No Funding Required	DOSE Curriculum, RTI, PD, Director of Federal Programs Middle School Principal & Teachers
Schools: Russell County Middle School						

Activity - Middle School: Visible Learning by John Hatti	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Ainsley Rose Presentation of John Hatti's research on effect size. Attend trainings provided by GRREC	Professional Learning	11/03/2014	11/11/2014	\$900	Title I Part A	DOSE, Middle School Administrators, Middle School Curriculum Coaches
Schools: Russell County Middle School						

Strategy 4:

Provide Diagnostic Assessment and Progress Monitoring in Reading and Math - Utilize Discovery Education for reading and math benchmarking a minimum of three

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times a year with progress monitoring tools included. Frequency of progress monitoring to be determined by needs of students. AIMS web will also be used for progress monitoring special education students bi-weekly.

Category: Continuous Improvement

Activity - Middle School: Reading and Math Benchmarking and Progress Monitoring for Student Improvement	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Conduct Discovery Education benchmarking for all students in the Fall, Winter and Spring. Follow-up with progress monitoring for all students. In addition, students with disabilities will be progress monitored with AIMSweb reading and math probes. Schools: Russell County Middle School	Academic Support Program	07/01/2014	06/30/2016	\$6350	IDEA, Title VI, General Fund	DOSE District RTI Middle School Principals & Teachers

Activity - Middle School: Intervening With Purpose	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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. Schools: Russell County Middle School	Academic Support Program	05/16/2014	05/31/2016	\$0	No Funding Required	DOSE District RTI Middle School Principals & Teachers

Strategy 5:

PBIS - Implement PBIS discipline system to eliminate behavior office referrals and promote more positive atmosphere within the school. DOJO and SWIS will serve as monitoring tools.

Category: Management Systems

Activity - Middle School: PBIS Training and Implementation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Administrators and Teachers will receive initial and continuous training from KY-CID and Co-op Consultants in order to implement PBIS. SWIS is also being utilized with PBIS implementation. Schools: Russell County Middle School	Behavioral Support Program	05/28/2014	06/30/2016	\$300	IDEA	Middle School Administrators, Faculty & Staff

Measurable Objective 3:

collaborate to increase the average combined reading and math proficiency ratings for all high school students in non-duplicated gap groups from 34.5% to 47.5% by 05/31/2016 as measured by the School Report Card.

Strategy 1:

"Focused" Professional Learning - Utilize KDE and GRREC Educational Outreach consultants to provide professional learning opportunities to improve in focus areas identified by the state.

Category: Professional Learning & Support

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Activity - High School: Special Education Conference	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Attend CEC Conference to seek new strategies for student outcomes. Schools: All Schools	Professional Learning	11/22/2015	11/24/2015	\$2000	IDEA	High School Special Education Teachers and DOSE
Activity - High School: Greater Student Outcomes	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Regular Education Teachers and Special Education Teachers participate in the GRREC Network to learn new learning strategies to promote greater student outcomes. Schools: Russell County High School	Professional Learning	09/08/2014	05/31/2016	\$1000	Title II Part A	Regular Education Teachers Special Education Teachers District Curriculum Coordinator
Activity - High School: GRREC Network	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will attend the GRREC Social Studies Network to learn literacy strategies in the content area for Social Studies. Schools: Russell County High School	Professional Learning	08/11/2014	06/30/2015	\$1000	Title II Part A	Regular and Special Education Teachers District Curriculum Coordinator
Activity - High School: PLCs	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
High School instructional coach will conduct professional learning in PLCs utilizing Edviation, KDE Media Portal, Educator Development Schools: Russell County High School	Professional Learning	09/05/2014	05/31/2016	\$0	No Funding Required	High School Instructional Coach
Activity - High School: PGES	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Educator Effectiveness Coach will meet with special education teachers to provide professional learning opportunities to support them with self-reflection, professional growth planning, developing student growth goals to help reduce the students who are at the novice level. Schools: Russell County High School	Professional Learning	08/03/2015	05/31/2016	\$0	No Funding Required	District Effectiveness Coach Principals Teachers HS Instructional Coach

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Strategy 2:

Improve Reading and Math Proficiency in the Subpopulation of Students with Disabilities by at least 10% - Provide PLC time for teachers, special education, and RTI teachers to monitor student progress and strategize for improvement. Provide a variety of professional development such as but not limited to: co-teaching, conceptual math, differentiated learning, and aligning tasks to the individual learner, Conduct frequent learning checks in the classroom.

Category: Professional Learning & Support

Activity - High School: Promoting PLC Communication and Collaboration to Improve Learning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide PLC time for classroom, special education, and RTI teachers to meet frequently and review student data and monitor progress of students with disabilities and strategically plan for improvement Schools: Russell County High School	Academic Support Program	07/01/2014	06/30/2016	\$0	No Funding Required	DOSE, Curriculum, RTI, PD Coach, High School Principal and Assistant Principals, & Teachers

Activity - High School: Promoting Learning with Disabled Students through Research Based Curriculum and Instruction	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students with disabilities will receive direct support through research based intervention services and programs in addition to their grade level core. Special Education teachers and classroom teachers will provide the targeted support across the educational settings. Schools: Russell County High School	Direct Instruction	07/01/2014	06/30/2016	\$0	No Funding Required	DOSE District Curriculum, RTI, PD Coach High School Principal and Assistant Principals, Teachers, Staff High School Instructional Coach

Activity - High School: Professional Development to Improve Learning for Students with Disabilities	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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.Provide a variety of professional development to high school staff such as but not limited to co-teaching, PD from GRREC, On-Demand Writing with Abell and Atherton, Lindamood Bell Workshops, differentiated instruction, and aligning tasks to the individual learner. Provide targeted PD as needs or opportunities arise. Schools: Russell County High School	Professional Learning	07/01/2014	06/01/2016	\$20500	Other, IDEA, Grant Funds	DOSE District Curriculum, RTI, PD Coach High School Principal, Assistant Principals & Teachers Instructional Coaches
Activity - High School: Classroom Follow-up	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Administrators will conduct periodic learning checks/walk-throughs to monitor classrooms for implementation of strategies to improve student learning with disabled students and give immediate feedback to teachers and staff. Schools: Russell County High School	Academic Support Program	07/01/2014	06/30/2016	\$0	No Funding Required	High School Administrators
Activity - High School: Individual Student Goal Setting	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Special Education teachers will be provided scheduled time to meet with students on their caseloads to review assessment scores and set individual goals for state assessments. Schools: Russell County High School	Academic Support Program	07/01/2014	06/30/2016	\$0	No Funding Required	DOSE Principal Special Education Teachers
Activity - High School: School Psychologist	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The school Psychologist will attend most eligibility ARC meetings and to explain testing results and go over recommendations for parents and teachers to work with their child. Schools: Russell County High School	Policy and Process	07/01/2014	06/30/2016	\$55000	District Funding, IDEA	DOSE
Activity - High School: Reduce Resource Settings	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The high school will reduce the number of resource classes in the areas of science and social studies. This will allow for these students to receive content instruction from the teacher with help from the resource teacher. Schools: Russell County High School	Direct Instruction	07/01/2014	06/30/2016	\$0	No Funding Required	High School Teachers High School Administration
Activity - High School: Linda Mood Bell Research Based Strategies and Materials	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Teachers will receive training and materials on implementing Linda Mood Bell Strategies to improve academic achievement of students with disabilities in reading and math. Schools: Russell County High School	Professional Learning	02/23/2015	03/06/2015	\$10000	Grant Funds, IDEA	DOSE Special Education Teachers Selected Regular Education Teachers
Activity - High School: Visible Learning by John Hatti	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Attend training provided by GRREC. Ainsley Rose presentation of John Hatti's research on effect size. Schools: Russell County High School	Professional Learning	11/03/2014	11/11/2014	\$900	Title I Part A	DOSE Instructional Coaches School Administration Special Education Teachers
Activity - High School: Collaboration/Resource/Additional Staff	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students with Disabilities are placed in collaborative classrooms based on performance levels. Students with Disabilities who struggle in regular education environment in reading and math receive more individualized instruction within the resource room setting. Additional Certified Staff was hired to accommodate the Special Education population and needs. Schools: Russell County High School	Direct Instruction	08/03/2015	05/31/2016	\$20000	Title VI	ELA Department ECE Department Administration Counselors DOSE
Activity - High School: ESS	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Extended School Services are offered before and after school hours for students who need one on one assistance to improve reading performance, comprehension, or math comprehension strategies. Schools: Russell County High School	Tutoring	08/03/2015	05/31/2016	\$16000	State Funds	ELA Department Math Department ESS Coordinator
Activity - High School: Learning Lab for Reading and Math	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students that are significantly behind benchmark in reading and/or math receive quality remediation through research based soft ware programs to meet them at their point of need. Programs use dare reading plus and ALEKS math. Schools: Russell County High School	Academic Support Program	08/03/2015	05/31/2016	\$11715	GRECC Race to the Top	RCHS Learning Lab RTT Coordinator/P OC Teachers CIO

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Activity - High School: Co-Teaching Coaching Follow-Up	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Special education teachers and general education co-teachers will receive co-teaching coaching follow-up observations and debriefs from GRREC consultant to focus on closing the gap between students with disabilities and students without disabilities. Schools: Russell County High School	Professional Learning	08/03/2015	05/31/2016	\$0	No Funding Required	DOSE GRREC Consultant Special Ed. Teachers Regular Ed. Teachers (Co-Teaching)

Activity - High School: Additional Technology/Lap Tops	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
28 Laptops will be purchased for students with disabilities classrooms for progress monitoring, classroom and benchmark assessments. Schools: Russell County High School	Technology	12/08/2015	05/31/2016	\$27200	IDEA, Title II Part A, State Funds	DOSE Title Coordinator Special Education Teachers

Strategy 3:

Reducing Gap for Males with Disabilities - Provide gender specific research based learning activities and strategies for male learners such as but not limited to hands-on active learning, competitive learning games (such as boys competing with girls); high interest gender specific medias; allowing for breaks, movement, and noise. We are actively seeking to provide additional gender specific PD (webinars, GRREC, etc.) and resources (professional subscriptions, books, Odyssey Ware, Additional Staffing, Persistence to Graduation, etc.).

Category: Continuous Improvement

Activity - High School: Seeking Gender Specific Professional Learning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
We are actively seeking professional learning opportunities on gender specific learning strategies through GRREC, Webinars, professional magazines, media sources, books, etc. for teachers. Schools: Russell County High School	Professional Learning	07/01/2014	06/30/2016	\$0	No Funding Required	DOSE Curriculum, RTI, PD Coach High School Principal, Assistant Principal & Teachers

Activity - High School: On-Line Learning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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Students will have the option of recovering/completing high school credits through Odyssey Ware, WINN Learning etc.. Schools: Russell County High School	Academic Support Program, Technology	08/01/2015	05/31/2016	\$8000	IDEA	DOSE HS Special Ed Teachers HS Administrators
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Activity - High School: Career Support with Subpopulations	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students from various subgroups and students who are at risk have been offered career information from former RCHS graduates through assemblies and field trips to local and regional businesses and industries. This opportunity will help students gain information about potential employment following high school following high school. Schools: Russell County High School	Career Preparation/Orientation	08/03/2015	05/31/2016	\$1000	IDEA	DOSE Special Education Teachers School Administration Local Business'

Measurable Objective 4:

collaborate to increase the average combined proficiency rating for Hispanic population in reading and math. by 06/30/2017 as measured by KPREP.

Strategy 1:

Provide Diagnostic Assessment 3 Times a Year with Additional Progress Monitoring - Discovery Education Benchmarking for grades 2-5 in Reading and Math and Easy CBM for grades K-2. Students scoring in the bottom 10 Percentile will receive intentional intervention services and progress monitoring. Progress monitoring will be specifically used to monitor progress of low performing students with disabilities, to guide instructional and intervention planning.

Category: Continuous Improvement

Activity - Reading and Math Benchmarking and Progress Monitoring for Student Improvement	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Discovery Education Benchmarking for grades 2-5 and Easy CBM grades K-2 Fall, Winter, and Spring. Follow up with Progress Monitoring for Low performing students with disabilities and students receiving RTI services Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School	Academic Support Program	08/11/2014	06/30/2016	\$12000	Other	DOSE District RTI Elementary Principals & Teachers RTI Staff Migrant/EL Staff

Activity - Intervening With Purpose	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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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 the 10th percentile and all students with disabilities. Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School	Academic Support Program	08/11/2014	06/30/2016	\$0	No Funding Required	DOSE District RTI Elementary Principals & Teachers Migrant/EL Staff RTI teachers
Activity - ESS/21st Century Afterschool	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students in Hispanic population who are Migrant and/or EL students will be targeted to attend before and after-school programs to receive additional assistance in reading and math. Schools: Salem Elementary School, Russell Springs Elementary School, Russell County High School, Jamestown Elementary School, Russell County Middle School	Academic Support Program	08/11/2014	06/30/2017	\$2500	Grant Funds, Title I Part C, State Funds	ESS/21 Century Migrant/EL Staff
Activity - Summer Learning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Although all students will be invited, students identified as Hispanic will be targeted to attend summer enrichment classes offered by 21st CCLC. Schools: Salem Elementary School, Russell Springs Elementary School, Russell County High School, Jamestown Elementary School, Russell County Middle School	Academic Support Program	08/11/2014	06/30/2016	\$2000	Title I Part C	21st CCLC Staff Migrant/EL Staff

Goal 5: Russell County School District will improve the working and learning environment as measured by the TELL Survey 78.1% to 85% by 2015.

Measurable Objective 1:

collaborate to provide discipline options/behavioral interventions for the schools by 05/15/2015 as measured by the reduction of discipline referrals made to administration as reported through Infinite Campus..

Strategy 1:

Discipline/Intervention Options - The district will collaborate with schools to provide discipline options/behavioral interventions such as in-school suspension, behavior management, RTI, planning before and after school programs, preventative interventions, including character education, partnership with outside agencies, conflict management, The Leader in Me, etc.

Category: Professional Learning & Support

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Activity - In-School Suspension	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Schools will reallocate staff for in-school suspension program. Schools: All Schools	Behavioral Support Program	01/02/2014	05/15/2016	\$0	No Funding Required	Administration and Teachers
Activity - Classroom Management	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide professional learning to equip teachers with skills to better manage student conduct using resources such as Edviation/PD 360 and on-line PD through CIITS as needed. Also train teachers on how to develop behavior management plans for specific students by collaborating with school psychologist. Implement Positive Behavior Interventions & Supports (PBIS) Schools: All Schools	Professional Learning	08/11/2014	05/15/2016	\$0	No Funding Required	Administration, Teachers, School Psychologist
Activity - Leader in Me	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Through a district-wide initiative, students will develop skills through the "Leader in Me" implementation to help them become better learners and leaders which in turn will improve their behavior and reduce referrals for discipline. Schools: All Schools	Behavioral Support Program	08/11/2014	05/15/2016	\$10000	GRECC Race to the Top	"Leader in Me" Trainers, Green River Regional Educational Co-op, Administration, Teachers, FRYSC, and Students
Activity - Preventative Interventions	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will provide behavioral interventions to teach students methods of how to handle conflict resolutions positively. Methods may include character education, conflict management, interventions, anti-bullying programs (assemblies, small group, classroom), suicide prevention programs, before and after school programs, referrals to school psychologists and Cumberland Family Medical (mental health personnel) other mental health agencies, etc. Schools: All Schools	Behavioral Support Program	08/11/2014	05/15/2016	\$0	No Funding Required	Administrators, Counselors, Teachers, FRYSC, School Psychologist, Staff
Activity - School wide discipline procedures	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Review Board and SBDM policies regarding discipline procedures to provide the " universal core" for teachers and staff to have a baseline for providing consistent discipline expectations for staff and students through proactive approaches such as PBIS for staff and students. Schools: All Schools	Behavioral Support Program	01/02/2014	05/15/2016	\$0	No Funding Required	Superintendent Director of Pupil Personnel School Resource Officer Principals Teachers Classified Staff SBDM
Activity - Behavior RTI	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Schools will receive update training via faculty/staff meetings and professional development on effective implementation of behavior curriculum and the RTI behavior model. Schools: All Schools	Behavioral Support Program	01/02/2014	06/30/2015	\$3000	Other	Curriculum Director Instructional Coaches Principals Counselors School Psychologist Teachers
Activity - Mental Health Services	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Russell County Schools will partner with Cumberland Family Medical to implement a Mental Health Service Expansion Behavioral Health Integration Grant that will provide our students with access to Licensed Clinical Social Workers and other mental health professionals. Schools: All Schools	Behavioral Support Program	01/01/2015	06/30/2017	\$0	No Funding Required	Superintendent, Director of Pupil Personnel, Guidance Counselors, School Psychologist, Principals/Assistant Principals, School Nurses, Teachers, FRYSC

Measurable Objective 2:

collaborate to inform, revise, communicate and implement safe school and district plans to maintain a safe school environment by 06/30/2015 as measured by results of emergency procedures simulations conducted by district and local emergency first responders, spot checking, checklists, school visits and reviews, evaluations of drills/simulations (school safety is continually monitored & updated throughout).

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Strategy 1:

Emergency Procedures/Safe Schools Training - District personnel and students will be trained on proper emergency procedures to maintain a safe working and learning environment including all areas of school campuses, student transportation, etc.

Category: Other - School Safety

Activity - District Personnel Training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Emergency personnel will train district personnel on emergency procedures to maintain a safe working and learning environment. Schools: All Schools	Other	08/11/2014	06/30/2015	\$1500	General Fund	Superintendent Director of Pupil Personnel School Resource Officer School & District Safety Committees School Administration

Activity - Staff & Student Training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
School staff and students will be trained on proper emergency procedures to equip them with tools to respond to emergency situations, defending against threats (i.e. bullying, hostage situations, kidnapping, drills), etc. The district has invested in a new phone system that instantly connects all buildings and provides for district wide paging. A new system referred to as Special Warning and Response Mechanism (SWARM) alerts students, faculty, etc. to more effectively conduct reverse evacuations. The district has also implemented the STOP tipline through the KY Center for School Safety that affords students, parents and community members the opportunity to anonymously report bullying, violence or other risky behavior. Schools: All Schools	Other	08/11/2014	06/30/2015	\$100000	KETS, No Funding Required	Principals Teachers Staff

Activity - Bus Driver Training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Discipline procedures will be developed and bus drivers trained to implement behavior intervention strategies as recommended by KY Center for School Safety. Schools: All Schools	Behavioral Support Program	07/01/2014	07/01/2016	\$0	No Funding Required	Transportation Director Bus Drivers School Resource Officer Director of Pupil Personnel

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Measurable Objective 3:

collaborate to provide professional learning for all teachers to meet specific learning needs such as content, instructional, EL, migrant, G & T, students with disabilities, gender, students that qualify for free/reduced meals, preventative and intervention strategies, by 06/30/2016 as measured by agendas, sign-ins, CIITS/Edivation, lesson plans, observations and surveys. .

Strategy 1:

Professional Learning Opportunities - Teachers will attend professional learning opportunities based on student needs and personal growth plans.

Category: Professional Learning & Support

Activity - Professional Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide Professional Learning for teachers through school and district PLC's, embedded PD/Planning, professional development, etc. Schools: All Schools	Professional Learning	08/11/2014	06/30/2016	\$26700	Title II Part A, Title III, IDEA, GRECC Race to the Top, Title I Part A, Title I Part C, State Funds	Principals, Teachers, Curriculum Coordinator, Migrant/EL District Coordinator

Measurable Objective 4:

collaborate to provide staff learning opportunities to enhance their technology skills to improve the implementation of effective technology tools within instruction by 05/15/2015 as measured by lesson plans, observations, learning checks, surveys, and staff participation in trainings.

Strategy 1:

Training Opportunities - Strong technology leaders within each school or district will conduct trainings to meet individual teacher needs regarding the use of technology to improve instruction in the classroom

Category:

Activity - Teacher Needs Survey	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
To better accommodate teachers and their learning, surveys will be conducted to determine the needs and levels of technology skills of staff Schools: All Schools	Professional Learning	08/11/2014	06/15/2016	\$0	No Funding Required	District Technology Coordinators, School Technology Coordinators, Principals, Teachers, and Instructional Assistants

Goal 6: Russell County Schools will reduce the overall combined Reading and Math Novice 10% by May 2016.

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Measurable Objective 1:

collaborate to reduce the percentage of students scoring Novice in reading from 22% to 19.9% by 05/31/2016 as measured by KPrep.

Strategy 1:

Reading Initiative - Russell County Elementary Schools created novice reduction teams that met to determine the "as-is" state of the school. Key core work processes were also discussed to pinpoint which processes need to be addressed to help in reducing the number of students scoring novice in reading. RSES will implement specific reading strategies to reduce the novice. Mentor meetings, Discovery Education Benchmarks probes, easyCBM, STAR, STAR Early Literacy and other academic program measures will be used as applicable to specific students will be used for progress monitoring throughout the year.

Category: Continuous Improvement

Activity - Elementary - RTI	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
RTI Teachers/Interventionalist will work with students one-on-one or small group using researched-based strategies and instruction to increase their reading ability to answer grade level comprehension questions. Programs used for RTI include but are not limited to Journeys reading series, Barton's Reading Program, RTI components, easyCBM, and Discovery Education probes. Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School	Academic Support Program, Direct Instruction	08/11/2015	05/31/2016	\$0	No Funding Required	Principals, Teachers, RTI teachers, RTI Coordinator

Activity - Elementary - STAR Reading	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
STAR Reading is a web-based program for all students to assess their reading levels. After taking the STAR test each student is placed on an individualized reading level. Teacher's can monitor student progress to check for student growth. Teachers use this data to target and track students who are reading well below grade level who are in danger of scoring novice in reading. JES-2925-other RSES-7682-state funds SES-1000 -other Schools: Jamestown Elementary School	Academic Support Program	08/11/2015	05/31/2016	\$11607	State Funds, Other, Other	Principals, Teachers

Activity - Elementary - Linda Mood Bell Visualizing and Verbalizing	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Visualizing and Verbalizing is a research-based program written by Linda Mood Bell. Teachers will learn strategies to help students' with disabilities comprehension skills. Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School	Academic Support Program, Direct Instruction	08/11/2015	05/31/2016	\$0	No Funding Required	Principals, Special Education Teachers

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Activity - Elementary - Reading with Technology	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Students at the elementary level are provided with various opportunities to utilize technology with rich, research based instruction through various programs which include but are not limited to ReadingEggs, ReadingEggspress, and StarFall; all which provide a unique individualized education plan for each student allowing advanced students to progress quickly, while ensuring that students who need remediation get the extra instruction they need.</p> <p>Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School</p>	Academic Support Program	08/11/2015	05/31/2016	\$10000	GRECC Race to the Top, School Council Funds	Principals, Teachers, CIO
Activity - Elementary - District Initiatives	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>As part of a district initiative, teachers will develop ELA curriculum maps/pacing guides, develop common assessments, and develop lesson plans to ensure the level of the standards are met and that assessments are congruent to the standards.</p> <p>Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School</p>	Direct Instruction, Other - Planning	07/01/2015	06/30/2016	\$5000	Title I Part A, No Funding Required	Principals, Teachers, Director of Curriculum and Instruction, Instructional Coach, Effectiveness Coach, Title I Coordinator
Activity - Elementary - TPGES/OPGES Highly Qualified Teachers	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers and other professionals will utilize their Framework to improve teaching strategies which will in turn improve student achievement and reduce the number of students scoring novice. Specifically, teachers will focus on Domains 1 and 3(Planning and Instruction) to ensure that quality planning, instruction, and assessments are occurring. Student data will be analyzed and monitored to drive instructional practices.</p> <p>Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School</p>	Professional Learning, Direct Instruction	08/11/2015	05/31/2016	\$0	No Funding Required	Principals, Teachers, Effectiveness Coach
Activity - Elementary - PPGES-Highly Qualified Leaders	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Principals will focus on Performance Standard 1 to serve in the capacity as instructional leaders within the school. This will be reflected in their participation in PLC's, data analysis, and observation data to ensure that all students are receiving high level instruction within the classroom.</p> <p>Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School</p>	Other - PPGES	07/01/2015	06/30/2016	\$0	No Funding Required	Principals, Superintendent, Effectiveness Coach, PPGES POC

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Activity - Elementary - Effectiveness Coach	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>The district effectiveness coach works with teachers throughout the year on the processes including but not limited to self-reflection, professional growth plans, student growth goals, data analysis, creating pre and post assessments, creating rubrics, the Framework for Teaching. This positively affects academic achievement. As teachers practices improve, student achievement should in turn improve.</p> <p>Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School</p>	Professional Learning	07/01/2015	06/30/2016	\$0	No Funding Required	Principals, Teachers, PGES POC, Effectiveness Coach
Activity - Elementary - District PLC	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers will use District PLC time throughout the year to analyze both common assessments and benchmark testing results to get an idea of what percentage of students are performing at the Novice level and to target these kids to move them forward. Common Lesson Planning will be sure to include differentiated instruction to help ensure that students scoring novice are getting needed instruction.</p> <p>Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School</p>	Professional Learning, Direct Instruction	07/01/2015	06/30/2016	\$0	No Funding Required	Principals, Teachers, Supervisor of Instruction, Instructional Coach, Effectiveness Coach
Activity - Elementary - Novice Reduction Meeting	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>A team of teachers representing all content areas and grade levels, principals, instructional coach and district personnel worked through the KDE tools supported by a novice reduction coach to analyze the "as-is" state of the school and identify leverages and concerns for the school. As a result, activities were developed to reduce the number of novice students.</p> <p>Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School</p>	Professional Learning	11/09/2015	11/27/2015	\$1500	Title I Part A	Principals, Teachers, Supervisor of Instruction, PD Coordinator, Title I Coordinator
Activity - Elementary - Key Core Process-Design and Deliver Quality Instruction	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Create and follow up with vertically and horizontally aligned pacing/curriculum maps and district-wide lesson plan templates that include standards, essential questions, assessments, instructional strategies, accommodations and program review and PGES connections ensure all students have access to quality instruction.</p> <p>Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School</p>	Direct Instruction, Other - Planning	07/01/2015	06/30/2016	\$0	No Funding Required	Principals, Teachers, PD Coordinator, Supervisor of Instruction, Instructional Coach, Effectiveness Coach

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Russell County

Activity - Elementary -Building Writers with Abell and Atherton	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>ELA general education and collaborating special education teachers participated in a series of professional development offered by Abell & Atherton Educational Consultants that focused on implementing standards-based writing and reading lessons and assessments. Participants learned step by step approaches for teaching students to be more independent writers with challenging and engaging activities congruent to standards. Rubrics and student work samples were analyzed for performance standards as well.</p> <p>Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School</p>	Professional Learning, Academic Support Program	09/15/2015	11/16/2015	\$6000	Title I Part A, State Funds	Principals, Teachers, PD Coordinator, Title I Coordinator

Measurable Objective 2:

collaborate to reduce the number of students scoring Novice in math from 17% to 15.3% by 05/31/2016 as measured by 2016 KPREP.

Strategy 1:

Elementary Math Initiatives - A district novice reduction team analyzed current assessment data and identified gap groups and novice percentages within each group. Then, specific strategies were implemented to reduce novice student performances. Discovery Education Benchmarks and probes, Common Assessment results, and weekly academic program measures will be used to progress monitor specified students throughout the course of the year.

Category: Continuous Improvement

Activity - Elementary: Conceptual Building Blocks	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers in grades K-5 are attending Conceptual Building Blocks training and implementation provided through the Green River Regional Education Cooperative (GRREC). CBB is delivered in three modules throughout the year (addition/subtraction, multiplication/division, and fractions).</p> <p>Schools: All Schools</p>	Professional Learning, Direct Instruction	07/15/2015	05/31/2016	\$5000	District Funding	Principals, Teachers, Instructional Coach, Director of Instruction

Activity - Elementary: Delivery of Instruction	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Math teachers who attend the Conceptual Building Blocks training through GRREC are provided with a minimum of two personal observations and coaching sessions with GRREC Math Consultant, Jennifer Clemmons, and Russell County Schools Elementary Curriculum Coach, Tonya Rexroat, to reflect upon CBB implementation and refine its direct impact on students.</p> <p>Schools: All Schools</p>	Direct Instruction	09/18/2015	05/31/2016	\$0	No Funding Required	GRREC Math Consultant, Elementary Curriculum Coach, Teachers, Principals

Activity - Elementary: Data-Driven Lesson Planning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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KDE Comprehensive Improvement Plan for Districts

Russell County

For the 2015-2016 school year, elementary math teachers will meet on two designated teacher plan days to develop math lessons per grade level with intentional focus on formative assessments, connections to 21st Century Learners, and student engagement. Lesson plans will include standards, essential questions, assessments, instructional strategies, accommodations, differentiation, and connection to program reviews and PAGES when applicable. Lesson planning will follow a district-wide format and teachers will collaborate across schools to ensure that students receive lessons that meet rigorous content standards. Math content PLC's will be held once per month to refine lesson initiatives and assess the value of formative assessments and their congruence to learning targets. Vertical and horizontal alignment will occur during PLC time to ensure that pacing and curriculum maps are aligned to the congruence of the standards.	Direct Instruction	07/01/2015	06/30/2016	\$0	No Funding Required	Teachers, Building Principals, Instructional Coach, Director of Curriculum and Instruction
Schools: All Schools						

Activity - Elementary: Common Assessments	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers meet once per quarter to align Common Assessments to the congruence of the standards. Common Assessments are used as a formative measure to assess the rigor of standards in the instructional process and to differentiate student learning. Common Assessment results are also used to assist teachers in determining flexible grouping among students.	Academic Support Program	07/01/2015	06/30/2016	\$0	No Funding Required	Teachers, Building Principals, Director of Curriculum and Instruction, Elementary Instructional Coach
Schools: All Schools						

Activity - Elementary: Math Intervention	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers regularly analyze formative assessment data to determine effectiveness of instructional strategies and how they have impacted student learning. Data is used to guide teachers in flexible grouping among students, with specific emphasis on students who have not achieved the learning objectives at a mastery level. Intervention occurs for students falling below mastery, and may consist of one-on-one or small group tutoring, math labs, extended school services, and/or extra support through Title services.	Academic Support Program	07/01/2015	06/30/2016	\$0	No Funding Required	Teachers, Building Principals, Elementary Instructional Coach, ESS Teachers
Schools: All Schools						

Activity - Elementary: Math Software	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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KDE Comprehensive Improvement Plan for Districts

Russell County

Various supplemental and instructional support math software programs are utilized to reinforce deficit skills and decrease novice performance in math (Math Whizz, Moby Max, Quarter Mile Math, Easy CBM, etc...).	Technology	07/01/2015	06/30/2016	\$5000	GRECC Race to the Top	Teachers, Building Principals, Interventionists, Director of Curriculum and Instruction, RTI Teachers
Schools: All Schools						

Activity - Elementary: Math RTI	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students are benchmarked three times per year using Discovery Education. Students who fall below the 10th percentile at each grade level benchmark, are referred for RTI services. Students in RTI will receive extra math services from RTI teachers and interventionists. RTI groupings remain fluid, and students can move in and out of the Tiers as needed. Students will receive progress monitoring on an individual basis to determine if interventions are successful or whether another intervention should be utilized.	Academic Support Program	07/01/2015	06/30/2016	\$0	No Funding Required	Teachers, RTI Teachers, Interventionists, Building Principals
Schools: All Schools						

Activity - Elementary - District Initiatives	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
As part of a district initiative, teachers will develop math curriculum maps/pacing guides, develop common assessments, and develop lesson plans to ensure the level of the standards are met and that assessments are congruent to the standards.	Professional Learning, Direct Instruction, Other - Planning	07/01/2015	06/30/2016	\$0	No Funding Required	Principals, Teachers, Supervisor of Instruction, Instructional Coach, Effectiveness Coach
Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School						

Activity - Elementary - TPGES/OPGES Highly Qualified Teachers	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers and other professionals will utilize their framework to improve teaching. Student achievement will in turn improve, while also reducing the number of students scoring novice. Specifically, teachers will focus on Domains 1 and 3(Planning and Instruction) to ensure that quality planning, instruction, and assessments are occurring. Student data will be analyzed and monitored to drive instructional practices.	Other - PGES	07/01/2015	06/30/2016	\$0	No Funding Required	Ptincipals, Teachers, Effectiveness Coach, PGES POC, Instructional Coaches
Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School						

Activity - Elementary PPGES - Highly Qualified Leaders	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

KDE Comprehensive Improvement Plan for Districts

Russell County

Principals will focus on Performance Standard 1 to serve in the capacity as instructional leaders within the school. This will be reflected in their participation in PLC's, data analysis, and observation data to ensure that all students are receiving high level instruction within the classroom. Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School	Other - PPGES	07/01/2015	06/30/2016	\$0	No Funding Required	Principals, Superintendent, PGES POC, Effectiveness Coach
Activity - Elementary - District PLC	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will use District PLC time throughout the year to analyze both common assessments and benchmark testing results to get an idea of what percentage of students are performing at the Novice level and to target these kids to move them forward. Common Lesson Planning will be sure to include differentiated instruction to help ensure that students scoring novice are getting needed instruction. Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School	Professional Learning, Direct Instruction	07/01/2015	06/30/2016	\$0	No Funding Required	Principals, Teachers, PD Coordinator, Supervisor of Instruction
Activity - Elementary - Effectiveness Coach	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district effectiveness coach works with teachers throughout the year on the processes including but not limited to self-reflection, professional growth plans, student growth goals, data analysis, creating pre and post assessments, creating rubrics, the Framework for Teaching. This positively affects academic achievement. As teachers practices improve, student achievement should in turn improve. Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School	Professional Learning, Direct Instruction, Other - PGES	07/01/2015	06/30/2016	\$0	No Funding Required	Principals, Teachers, Effectiveness Coach, PGES POC, PD Coordinator, Instructional Coach
Activity - Elementary - Novice Reduction Meeting	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
A team of teachers representing all content areas and grade levels, principals, instructional coach and district personnel worked through the KDE tools supported by a novice reduction coach to analyze the "as-is" state of the school and identify leverages and concerns for the school. As a result, activities were developed to reduce the number of novice students. Schools: Salem Elementary School, Russell Springs Elementary School, Jamestown Elementary School	Professional Learning, Direct Instruction	09/15/2015	11/16/2015	\$0	No Funding Required	Principals, Teachers, PD Coordinator, Supervisor of Instruction, DAC, Effectiveness Coach, Instructional Coaches

Measurable Objective 3:

collaborate to reduce the percentage of students scoring Novice in reading from 19.8% to 17.8% by 05/31/2016 as measured by KPREP.

KDE Comprehensive Improvement Plan for Districts

Russell County

Strategy 1:

RCMS Reading Initiative - Russell County Middle School novice reduction team met to determine the "as-is" state of the school. Key core work processes were also discussed to pinpoint which processes need to be addressed to help in reducing the number of students scoring novice in reading. RCMS will implement specific reading strategies to reduce the novice. Mentor meetings, Discovery Education Benchmarks probes, and other academic program measures will be used as applicable to specific students will be used for progress monitoring throughout the year.

Category: Continuous Improvement

Activity - RCMS STAR/AR	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
RCMS students will use the STAR/AR program within the Library Media Center to monitor reading levels and set personal goals based on STAR level/Lexile equivalency to increase proficiency. Students will use the AR program as a research based means to assist in meeting this goal. Additionally, gap students will receive their own books to take home and read with parents to further promote literacy.	Academic Support Program	08/11/2015	05/31/2016	\$9942	State Funds, Title I Part A	Principal, Teachers, Library Media Specialist, SBDM
Schools: Russell County Middle School						
Activity - RCMS Visualizing and Verbalizing	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The visualizing and verbalizing program develops concept imagery as a basis for comprehension and higher order thinking. Students with disabilities receive this daily in addition to reading and writing core curriculum. Instruction is provided by a literacy specialist.	Academic Support Program	08/11/2015	05/31/2016	\$16000	IDEA	Principal, Literacy Specialist
Schools: Russell County Middle School						
Activity - RCMS Laker Literacy	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Every Tuesday all students will be given the opportunity for content-literacy practice through a rotation schedule of all content and ENCORE areas. Students will complete a literacy activity to support the school wide initiative of increasing literacy skills.	Academic Support Program	01/05/2016	05/31/2016	\$0	No Funding Required	Principal, teachers
Schools: Russell County Middle School						
Activity - RCMS - Novice Reduction Meeting	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
A team of teachers representing all content areas and grade levels, principals, instructional coach and district personnel worked through the KDE tools supported by a novice reduction coach to analyze the "as-is" state of the school and identify leverages and concerns for the school. As a result, activities were developed to reduce the number of novice students.	Professional Learning	10/27/2015	11/19/2015	\$100	Title I Part A	Director of Professional Development, Principals, Instructional Coach, Teachers
Schools: Russell County Middle School						

KDE Comprehensive Improvement Plan for Districts

Russell County

Activity - RCMS - Key Core Process-Design and Deliver Quality Instruction	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Create and follow up with vertically and horizontally aligned pacing/curriculum maps and district-wide lesson plan templates that include standards, essential questions, assessments, instructional strategies, accommodations and program review and PGES connections ensure all students have access to quality instruction.</p> <p>Schools: Russell County Middle School</p>	Direct Instruction	08/11/2015	05/31/2016	\$0	No Funding Required	Teachers, Instructional Coach, Principal, Teachers
Activity - RCMS - Building Writers with Abell and Atherton	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Grades 6-8 ELA general education and collaborating special education teachers participated in a series of professional development offered by Abell & Atherton Educational Consultants that focused on implementing standards-based writing and reading lessons and assessments. Participants learned step by step approaches for teaching students to be more independent writers with challenging and engaging activities congruent to standards. Rubrics and student work samples were analyzed for performance standards as well.</p> <p>Schools: Russell County Middle School</p>	Professional Learning	09/15/2015	11/16/2015	\$8275	Title I Part A	General and Special Education Teachers, Instructional Coach, District PD Coordinator, Principal
Activity - RCMS - Effectiveness Coach	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Effectiveness coach is available to build capacity with teachers, principals and other professionals in regards to PGES including but not limited to student growth goals, professional growth plans, self-reflections and observations which are direct links to novice reduction.</p> <p>Schools: Russell County Middle School</p>	Professional Learning, Direct Instruction	07/01/2015	06/30/2016	\$0	No Funding Required	Effectiveness Coach, Teachers, Principals, Other Professionals
Activity - RCMS - TPGES/OPGES-Highly Qualified Teachers and Educators	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers will utilize the Framework for Teaching to improve student achievement and reduce the number of students scoring novice. Specifically, teachers will focus on Domains 1 and 3(Planning and Instruction) to ensure that quality planning, instruction, and assessments are occurring. Student data will be analyzed and monitored to drive instructional practices.</p> <p>Schools: Russell County Middle School</p>	Professional Learning, Direct Instruction	08/11/2015	05/31/2016	\$0	No Funding Required	Teachers, Principals, Effectiveness Coach, Director of Instruction, PGES POC
Activity - RCMS - PPGES-Highly Qualified Leaders	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

KDE Comprehensive Improvement Plan for Districts

Russell County

Principals will focus on Performance Standard 1 to serve in the capacity as instructional leaders within the school. This will be reflected in their participation in PLC's, data analysis, and observation data to ensure that all students are receiving high level instruction within the classroom. Schools: Russell County Middle School	Academic Support Program	08/11/2015	05/31/2016	\$0	No Funding Required	Principals
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Activity - RCMS - Reading Resources	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide research based reading books for evidence based learning. Schools: Russell County Middle School	Other - High NoonBooks	07/01/2015	06/30/2016	\$600	IDEA	DOSE Principals Teachers

Measurable Objective 4:

collaborate to reduce the percentage of students scoring novice in math from 14.7 to 13.2 by 05/31/2016 as measured by KPREP.

Strategy 1:

RCMS Math Initiative - Russell County Middle School novice reduction team met to determine the "as-is" state of the school. Key core work processes were also discussed to pinpoint which processes need to be addressed to help in reducing the number of students scoring novice in math. RCMS will implement specific math strategies to reduce the novice. Mentor meetings, Discovery Education Benchmarks probes, and other academic program measures will be used as applicable to specific students will be used for progress monitoring throughout the year.

Category: Continuous Improvement

Activity - RCMS - Assessment Literacy	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
GRREC math consultant, Jennifer Clemmons, is collaborating with RCMS math teachers on analyzing common core and designing coherent instructional assessments congruent to standards Schools: Russell County Middle School	Academic Support Program	11/24/2015	05/31/2016	\$5500	Title I Part A, State Funds	GRREC Consultant, Teachers, Instructional Coach, Principal

Activity - RCMS - Effectiveness Coach	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Effectiveness Coach is available to build capacity with teachers, principals, and other professionals in regards to PGES including but not limited to student growth goals, professional growth plans, self-reflections and observations which are direct links to novice reduction. Schools: Russell County Middle School	Professional Learning, Academic Support Program	07/01/2015	06/30/2016	\$0	No Funding Required	Effectiveness Coach, Teachers, Principals, Other professionals

Activity - RCMS - Novice Reduction Meeting	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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KDE Comprehensive Improvement Plan for Districts

Russell County

A team of teachers representing all content areas and grade levels, principals, instructional coach and district personnel worked through the KDE tools supported by a novice reduction coach to analyze the “as-is” state of the school and identify leverages and concerns for the school. As a result, activities were developed to reduce the number of novice students. Schools: Russell County Middle School	Professional Learning	10/27/2015	11/19/2015	\$100	Title I Part A	Director of Professional Development, Principals, Instructional Coach, Teachers
Activity - RCMS - Design and Delivery of Instruction	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District Initiatives that include the creation of and follow-up with vertically and horizontally aligned pacing/curriculum maps and district-wide lesson plan templates that include standards, essential questions, assessments, instructional strategies, accommodations, program review and PGES connections ensure all students have access to quality instruction. Schools: Russell County Middle School	Direct Instruction	08/04/2015	05/31/2016	\$0	No Funding Required	Teachers, Instructional Coach, Principals, Director of Instruction
Activity - RCMS - Conceptual Building Blocks Math Cadre	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
General education, special education teachers and instructional coach will develop a deep conceptual understanding of the core components of standards and learn strategies for teaching content and differentiating instruction for a student-centered classroom. Schools: Russell County Middle School	Professional Learning, Direct Instruction	10/26/2015	02/05/2016	\$4225	Title I Part A	Math teachers, Instructional Coach, Principal
Activity - RCMS - TPGES/OPGES-Highly Qualified Teachers and Educators	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers and Other Professionals will utilize their Frameworks to improve teaching which will in turn improve student achievement and reduce the number of students scoring novice. Specifically, teachers will focus on Domains 1 and 3(Planning and Instruction) to ensure that quality planning, instruction, and assessments are occurring. Student data will be analyzed and monitored to drive instructional practices. Schools: Russell County Middle School	Other - TPGES/OPGES	08/11/2015	05/31/2016	\$0	No Funding Required	Principals, Teachers, Other Professionals, Effectiveness Coach, PGES POC
Activity - RCMS - PPGES-Highly Qualified Leaders	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principals will focus on Performance Standard 1 to serve in the capacity as instructional leaders within the school. This will be reflected in their participation in PLC’s, data analysis, and observation data to ensure that all students are receiving high level instruction within the classroom. Schools: Russell County Middle School	Other - PPGES	08/11/2015	04/26/2016	\$0	No Funding Required	Principals, Effectiveness Coach, PGES POC

KDE Comprehensive Improvement Plan for Districts

Russell County

Measurable Objective 5:

collaborate to reduce the percentage of students scoring Novice in reading from 41% to 36% by 05/31/2016 as measured by KPREP End of Course Assessments.

Strategy 1:

RGHS Reading Initiative - Russell County High School novice reduction team met to identify key core work processes to help in the reduction of students scoring novice in reading. Key core work processes involved are Design and Deploy Standards, Design and Deliver Instruction, Design and Deliver Assessment Literacy, Review, Analyze and Apply Data Results, Design, Align, and Deliver Support Processes, Establish a Culture and Environment,, and Align Community Support Partners.
Category: Continuous Improvement

Activity - RGHS - Reading Learning Labs	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students that are significantly behind in the area of reading receive a remedial class using research based software to improve their reading level and comprehension. Students with IEPs have Learning Lab with their case manager to use this program as well as instructional level direct instruction. Schools: Russell County High School	Academic Support Program, Direct Instruction	08/11/2015	05/31/2016	\$7000	GRECC Race to the Top	Principals, GRREC, Instructional Coach, Teachers, District CIO

Activity - RGHS - Laker Literacy	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Timed reading passages will be completed weekly for students to improve in the area of reading comprehension in an effort to reduce students scoring in novice. Teachers will provide interventions for students who are consistently scoring novice. Schools: Russell County High School	Academic Support Program	08/11/2015	05/31/2016	\$0	No Funding Required	Teachers, Principals, Instructional Coach

Activity - RGHS - PLC's	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will use PLC time to analyze both common assessments and benchmark testing results to get an idea of what percentage of students are performing at the novice level and to target these kids to move them forward. Schools: Russell County High School	Professional Learning	08/11/2015	05/31/2016	\$0	No Funding Required	Teachers, Principals, Instructional Coach

Activity - RGHS - Plan-Do-Study-Act	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will use PLC time to implement the PDSA process to project instructional unit and common assessments, discuss high yield strategies, analyze assessment results, and plan for students that aren't performing at the proficient level. Schools: Russell County High School	Professional Learning	01/04/2016	05/31/2016	\$0	No Funding Required	Principals, Teachers, Instructional Coach

KDE Comprehensive Improvement Plan for Districts

Russell County

Activity - RCHS - Key Core Process - District Initiative - Design and Deliver Quality Instruction	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Create and follow up with vertically and horizontally aligned pacing/curriculum maps and district-wide lesson plan templates that include standards, essential questions, assessments, instructional strategies, accommodations and program review and PGES connections ensure all students have access to quality instruction. Schools: Russell County High School	Professional Learning, Direct Instruction	08/11/2015	05/31/2016	\$0	No Funding Required	Principals, Teachers, Director of Instruction, PD Coordinator
Activity - RCHS - TPGES/OPGES - Highly Qualified Teachers and Other Professionals	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers and Other Professionals will utilize their Framework to improve their teaching which will in turn, improve student achievement and reduce the number of students scoring novice. Specifically, teachers will focus on Domains 1 and 3(Planning and Instruction) to ensure that quality planning, instruction, and assessments are occurring. Student data will be analyzed and monitored to drive instructional practices. Schools: Russell County High School	Other - TPGES/OPGES	08/11/2015	05/31/2016	\$0	No Funding Required	Principals, Teachers, PGES POC
Activity - RCHS - PPGES - Highly Qualified Leaders	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principals will focus on Performance Standard 1 to serve in the capacity as instructional leaders within the school. This will be reflected in their participation in PLC's, data analysis, and observation data to ensure that all students are receiving high level instruction within the classroom. Schools: Russell County High School	Other - PPGES	08/11/2015	05/31/2016	\$0	No Funding Required	Principals, Effectiveness Coach, PGES POC
Activity - RCHS - Effectiveness Coach	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district effectiveness coach works with teachers throughout the year on the processes including but not limited to self-reflection, professional growth plans, student growth goals, data analysis, creating pre and post assessments, creating rubrics, the Framework for Teaching. This positively affects academic achievement. As teachers practices improve, student achievement should in turn improve. Schools: Russell County High School	Professional Learning, Direct Instruction	07/01/2015	06/30/2016	\$0	No Funding Required	Effectiveness Coach, PGES POC
Activity - RCHS - Collaboration/Resource/Additional Staff	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

KDE Comprehensive Improvement Plan for Districts

Russell County

Students in danger of failing or dropping out of school will receive more individualized instruction within this resource setting. Additional staff was hired to accommodate the student population and needs Schools: Russell County High School	Direct Instruction	08/11/2015	05/31/2017	\$20000	Title VI	Teachers, Principals, ECE Department, Counselors, Title I Coordinator
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Activity - Special Education Interventionalist Hired	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Hire a Special Education Interventionist for the purpose of providing one-on-one and small group personalized learning and credit recovery for students with disabilities. Schools: Russell County High School	Direct Instruction	12/01/2015	06/30/2016	\$40000	IDEA	DOSE Principal Superintendent

Measurable Objective 6:

collaborate to reduce the percentage of students scoring Novice in math from 28.4% to 25.6% by 08/31/2016 as measured by KPREP End of Course Assessments.

Strategy 1:

RGHS Math Initiative - Russell County High School novice reduction team met to identify key core work processes to help in the reduction of students scoring novice in math. Key core work processes involved are Design and Deploy Standards, Design and Deliver Instruction, Design and Deliver Assessment Literacy, Review, Analyze and Apply Data Results, Design, Align, and Deliver Support Processes, Establish a Culture and Environment,, and Align Community Support Partners.

Category: Continuous Improvement

Activity - RGHS - Math Learning Labs	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students that are significantly behind in the area of reading receive a remedial class using research based software to improve their performance in math. Students with IEP's have Learning Lab with their case manager to use this program as well as Instructional level direct instruction. Schools: Russell County High School	Academic Support Program, Direct Instruction	08/11/2015	05/31/2016	\$7000	GRECC Race to the Top	Principals, Teachers, Instructional Coach, GRREC, District CIO

Activity - RGHS - Plan-Do-Study-Act	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers will use PLC time to implement the PDSA process to project instructional unit and common assessments, discuss high yield strategies, analyze assessment results, and plan for students that aren't performing at the proficient level. Schools: Russell County High School	Professional Learning	01/04/2016	05/31/2016	\$0	No Funding Required	Principals, Teachers, Instructional Coach

Activity - RGHS - Math PLC'S	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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KDE Comprehensive Improvement Plan for Districts

Russell County

Teachers will use PLC time to analyze both common assessments and benchmark testing results to get an idea of what percentage of students are performing at the novice level and to target these kids to move them forward. Schools: Russell County High School	Professional Learning	08/11/2015	05/31/2016	\$0	No Funding Required	Principals, Teachers, Instructional Coach
Activity - RCHS - Key Core Process - District Initiative - Design and Deliver Quality Instruction	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Create and follow up with vertically and horizontally aligned pacing/curriculum maps and district-wide lesson plan templates that include standards, essential questions, assessments, instructional strategies, accommodations and program review and PGES connections ensure all students have access to quality instruction. Schools: Russell County High School	Professional Learning, Academic Support Program, Direct Instruction	08/11/2015	05/31/2016	\$0	No Funding Required	Principals, Teachers, Director of Instruction, Instructional Coach
Activity - RCHS- Effectiveness Coach	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district effectiveness coach works with teachers throughout the year on the processes including but not limited to self-reflection, professional growth plans, student growth goals, data analysis, creating pre and post assessments, creating rubrics, the Framework for Teaching. This positively affects academic achievement. As teachers practices improve, student achievement should in turn improve. Schools: Russell County High School	Professional Learning, Academic Support Program, Direct Instruction	07/01/2015	06/30/2016	\$0	No Funding Required	Effectiveness Coach, PGES POC, Principals, Teachers
Activity - RCHS - TPGES/OPGES - Highly Qualified Teachers and Other Professionals	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers and Other Professionals will utilize their framework to improve teaching, which in turn will improve student achievement and reduce the number of students scoring novice. Specifically, teachers will focus on Domains 1 and 3(Planning and Instruction) to ensure that quality planning, instruction, and assessments are occurring. Student data will be analyzed and monitored to drive instructional practices. Schools: Russell County High School	Professional Learning, Direct Instruction	12/14/2015	05/31/2016	\$0	No Funding Required	Principals, Teachers, PGES POC, Effectiveness Coach
Activity - RCHS - PPGES -Highly Qualified Teachers and Other Professionals	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principals will focus on Performance Standard 1 to serve in the capacity as instructional leaders within the school. This will be reflected in their participation in PLC's, data analysis, and observation data to ensure that all students are receiving high level instruction within the classroom. Schools: Russell County High School	Other - PPGES	08/11/2015	05/31/2016	\$0	No Funding Required	Principals, PGES, POC, Effectiveness Coach

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Activity - RCHS - Collaboration/Resource/Additional Staff	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students in danger of failing or dropping out of school will receive more individualized instruction within this resource setting. Additional staff was hired to accommodate the student population and needs Schools: Russell County High School	Direct Instruction	08/11/2015	05/31/2016	\$20000	Title VI	Principals, Teachers, ECE Department, Counselors, Title I Coordinator

Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

Other

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Elementary: Supportive Services for At Risk Students	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.	Other	07/01/2015	06/30/2016	\$2500	FRYSC, EL & Migrant District Contact FRYSC, EL & Migrant Personnel
Elementary: Parent Involvement	Communicate with and provide parents opportunities to be informed and involved in school improvement planning, academic planning, event planning, student progress and academic planning, build knowledge of curriculum and learning expectations, parent website - "Bluegrass Learning Services"	Parent Involvement	07/01/2015	06/30/2016	\$2500	Superintendent Director of Federal Programs DOSE Migrant & EL G&T School Principals & Teachers FRC
Middle: Data Retreat/Data Teams Middle	2014- 2015 Middle School will participate in RTT (GRREC) data retreat 9-29-14 thru 10-2-14 to learn how to drill down multiple sources of data and narrow the focus to prioritize and guide improvement planning. The school teams will use what they learned as an ongoing process continue to focus on building capacity to sustain the data analysis process in school level PLCs .	Professional Learning	09/29/2014	05/31/2016	\$3000	RTT Point of Contact Instructional Supervisor DOSE Instructional Coach GRREC/RTT Consultants Middle School Principals & Teachers
Middle: Parent Involvement	Communicate with and provide parents opportunities to be informed and involved in school improvement planning, CCR planning, academic planning, event planning, student progress and academic planning, build knowledge of curriculum and learning expectations	Parent Involvement	07/01/2015	06/30/2016	\$1000	Director of Federal Programs School Principals & Teachers

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Middle: Extended School Learning Opportunities in Middle School	Provide tutoring, small group learning, study skills, homework assistance, and enrichment opportunities to build confidence and self worth; motivate learning; and improve academic performance in before school, after-school, Migrant, G/T and 21st CCLC summer camps	Academic Support Program	07/01/2015	06/30/2016	\$10000	District Curriculum, RTI, ESS District 21st Century Coordinator School ESS Coordinator School 21st Century Coordinator Extended School Staff 21st Century Staff Migrant/EL G/T Staff
Elementary: Extended School Learning Opportunities in Elementary Schools	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.	Academic Support Program	07/01/2014	06/30/2017	\$50000	District Curriculum, RTI, ESS District 21st Century School ESS Coordinators School 21st Century Coordinators Extended School Staff FRC 21st Century Staff Migrant G/T Staff
Middle: Grades 6-8 Math & ELA Curriculum Planning and Alignment, Standards Mapping, Instructional Strategic Planning, Common Assessment Development	Implement Grades 6-8 Grade and Content Level PLCs during release time, afterschool PLC time, and school calendar embedded PD/Planning time for the purpose of curriculum planning & alignment, standards mapping, instructional strategic planning, common assessment development. Utilize district lesson plan/pacing guide templates to create products	Professional Learning	07/01/2015	06/30/2016	\$2500	Director of Curriculum, PD, Federal Programs Instructional Supervisor Middle School Instructional Coach Middle Principals & Teachers

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High School: Professional Development to Improve Learning for Students with Disabilities	.Provide a variety of professional development to high school staff such as but not limited to co-teaching, PD from GRREC, On-Demand Writing with Abell and Atherton, Lindamood Bell Workshops, differentiated instruction, and aligning tasks to the individual learner. Provide targeted PD as needs or opportunities arise.	Professional Learning	07/01/2014	06/01/2016	\$500	DOSE District Curriculum, RTI, PD Coach High School Principal, Assistant Principals & Teachers Instructional Coaches
Behavior RTI	Schools will receive update training via faculty/staff meetings and professional development on effective implementation of behavior curriculum and the RTI behavior model.	Behavioral Support Program	01/02/2014	06/30/2015	\$3000	Curriculum Director Instructional Coaches Principals Counselors School Psychologist Teachers
Elementary - STAR Reading	STAR Reading is a web-based program for all students to assess their reading levels. After taking the STAR test each student is placed on an individualized reading level. Teacher's can monitor student progress to check for student growth. Teachers use this data to target and track students who are reading well below grade level who are in danger of scoring novice in reading. JES-2925-other RSES-7682-state funds SES-1000 -other	Academic Support Program	08/11/2015	05/31/2016	\$1000	Principals, Teachers

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College and Career Readiness Counselor	Provide one on one/small group career counseling to Russell County High School students and small/group college and career readiness activities/counseling to Russell County Middle School students. Migrant/EL, Special Ed, FRYSC Staff will work in small groups/individually with middle and high school students to complete a CCR checklist (Migrant/EL) and ILP's.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$50000	College and Career Readiness Counselor RCHS Principals RCHS Counselor RCMS Principal RCMS Counselor Russell County Migrant/EL Staff Special Ed Staff FRYSC Staff High School Staff
Reading and Math Benchmarking and Progress Monitoring for Student Improvement	Discovery Education Benchmarking for grades 2-5 and Easy CBM grades K-2 Fall, Winter, and Spring. Follow up with Progress Monitoring for Low performing students with disabilities and students receiving RTI services	Academic Support Program	08/11/2014	06/30/2016	\$12000	DOSE District RTI Elementary Principals & Teachers RTI Staff Migrant/EL Staff
Elementary - STAR Reading	STAR Reading is a web-based program for all students to assess their reading levels. After taking the STAR test each student is placed on an individualized reading level. Teachers can monitor student progress to check for student growth. Teachers use this data to target and track students who are reading well below grade level who are in danger of scoring novice in reading. JES-2925-other RSES-7682-state funds SES-1000 -other	Academic Support Program	08/11/2015	05/31/2016	\$2925	Principals, Teachers

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Career Pathway Orientation and Awareness	Provide overview and support materials and resources to counselors, teachers, parents, and students. Spanish language materials distributed to high school Migrant and EL parents.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$1000	College and Career Readiness Counselor FRYSC Migrant/EL Staff RCMS/RCHS Counselors Agriculture Department Head NJROTC Department Vocational School Staff Middle School CCR Representative
Total					\$141925	

IDEA

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
High School: Special Education Conference	Attend CEC Conference to seek new strategies for student outcomes.	Professional Learning	11/22/2015	11/24/2015	\$2000	High School Special Education Teachers and DOSE
RCMS - Reading Resources	Provide research based reading books for evidence based learning.	Other - High NoonBooks	07/01/2015	06/30/2016	\$600	DOSE Principals Teachers
Elementary: Research Based Strategies and Materials	Teachers will receive training and materials on implementing Linda Mood Bell Strategies to improve academic achievement of students with disabilities in reading and math.	Professional Learning	02/23/2015	05/31/2015	\$30000	DoSE Special Ed. Teachers Selected Regular Ed. Teachers
Middle School: Research Based Strategies and Materials	Teachers will receive training and materials on implementing Linda Mood Bell Strategies to improve academic achievement of students with disabilities in reading and math.	Professional Learning	02/23/2015	03/06/2015	\$30000	DOSE Special Education Teachers Selected Regular Education Teachers

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Middle School: KDE Compliance/Outcomes	Special Education teachers will attend trainings provided by KDE special education consultants to develop a deeper understanding of the connections between compliance and increasing student achievement.	Professional Learning	08/11/2015	05/31/2016	\$2000	DOSE Special Education Teachers
RCMS Visualizing and Verbalizing	The visualizing and verbalizing program develops concept imagery as a basis for comprehension and higher order thinking. Students with disabilities receive this daily in addition to reading and writing core curriculum. Instruction is provided by a literacy specialist.	Academic Support Program	08/11/2015	05/31/2016	\$16000	Principal, Literacy Specialist
Teacher IEP Training	Ensure teachers receive training on the IEP development guidance document and monitor the use of the document.	Professional Learning	06/01/2014	06/30/2017	\$2000	DoSE GRREC Special Education Consultant
RCMS - Reading Resources	Provide research based reading books for evidence based learning.	Other - High NoonBooks	07/01/2015	06/30/2016	\$600	DOSE Principal Teachers
Career Support with Subpopulations	Students from various sub-groups and students that are at-risk have been offered career information from former RCHS students through assemblies and field trips to local and regional businesses and industries. This opportunity will help students gain information about potential employment following high school. Provide support and intervention services to GT students by offering distance learning classes and Odyssey Ware Virtual Platform, before, during and/or after the school day. Provide professional development for teachers of GT students to improve services, provide resources and increase awareness of specific needs of gifted and talented students.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$1000	DoSE CCR Counselor ECE Teachers Principals GT Staff Highly Effective Teachers ESS
Middle School: School Psychologist	The School Psychologist will attend most eligibility ARC meetings and to explain testing results and go over recommendations for parents and teachers to work with their child.	Policy and Process	07/01/2015	07/29/2016	\$45000	DOSE, School Psychologist
Special Education Interventionalist Hired	Hire a Special Education Interventionist for the purpose of providing one-on-one and small group personalized learning and credit recovery for students with disabilities.	Direct Instruction	12/01/2015	06/30/2016	\$40000	DOSE Principal Superintendent
Alternate Learning Routes	The addition of an extra ECE staff member will provide the opportunity for students to access alternate education opportunities such as virtual learning, work-based and performance based experience credits. This personalized learning opportunity will serve as a means to help prevent student drop-outs and to increase our graduation rate and CCR in our ECE population.	Academic Support Program	11/16/2015	06/30/2017	\$50000	DoSE Principal ECE Teacher

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Elementary: School Psychologist	The School Psychologist will attend most eligibility ARC meetings to explain testing results and go over recommendations for parents and teachers to work with their child.	Policy and Process	07/01/2014	06/30/2016	\$45000	District Special Education Director, School Psychologist
High School: On-Line Learning	Students will have the option of recovering/completing high school credits through Odyssey Ware, WINN Learning etc..	Academic Support Program, Technology	08/01/2015	05/31/2016	\$8000	DOSE HS Special Ed Teachers HS Administrators
Elementary: Special Education Conference	Attend CEC Conference to seek new strategies for student outcomes	Professional Learning	11/23/2014	11/22/2017	\$8000	DoSE High School Special Education Teachers Middle School Special Education Teachers Elementary School Special Education Teachers
Professional Development	Provide Professional Learning for teachers through school and district PLC's, embedded PD/Planning, professional development, etc.	Professional Learning	08/11/2014	06/30/2016	\$2000	Principals, Teachers, Curriculum Coordinator, Migrant/EL District Coordinator
Middle School: Research Based Materials	High Noon Books, a research-based high interest low leveled reading book starter kit was purchased for students to encourage reading and improve comprehension and fluency.	Academic Support Program	08/11/2015	05/31/2016	\$560	Special Education Teachers, DOSE
High School: Additional Technology/Lap Tops	28 Laptops will be purchased for students with disabilities classrooms for progress monitoring, classroom and benchmark assessments.	Technology	12/08/2015	05/31/2016	\$18000	DOSE Title Coordinator Special Education Teachers

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High School: Career Support with Subpopulations	Students from various subgroups and students who are at risk have been offered career information from former RCHS graduates through assemblies and field trips to local and regional businesses and industries. This opportunity will help students gain information about potential employment following high school following high school.	Career Preparation/Orientation	08/03/2015	05/31/2016	\$1000	DOSE Special Education Teachers School Administration Local Business'
High School: Linda Mood Bell Research Based Strategies and Materials	Teachers will receive training and materials on implementing Linda Mood Bell Strategies to improve academic achievement of students with disabilities in reading and math.	Professional Learning	02/23/2015	03/06/2015	\$5000	DOSE Special Education Teachers Selected Regular Education Teachers
Elementary: Professional Development to Improve Learning for Students with Disabilities	Provide a variety of professional development to elementary staff such as but not limited to co-teaching, CCSS and CRA with Jennifer Clemmons and Rebecca Gaddie, Literacy PD from GRREC, On-Demand Writing with Abell and Atherton, Lindamood Bell Workshops, Conceptual Building Blocks for math, differentiated instruction, and aligning tasks to the individual learner. Provide targeted PD as needs or opportunities arise.	Professional Learning	07/01/2014	06/30/2016	\$10000	DOSE Director Curriculum, RTI, PD Coach, Director of Federal Programs Elementary Principals & Teachers Instructional Coaches
Middle School: Reading and Math Benchmarking and Progress Monitoring for Student Improvement	Conduct Discovery Education benchmarking for all students in the Fall, Winter and Spring. Follow-up with progress monitoring for all students. In addition, students with disabilities will be progress monitored with AIMSweb reading and math probes.	Academic Support Program	07/01/2014	06/30/2016	\$350	DOSE District RTI Middle School Principals & Teachers
Middle School: Promoting PLC Communication and Collaboration to Improve Learning	Provide PLC time for classroom, special education, and RTI teachers to meet frequently and review student data and monitor progress of students with disabilities and strategically plan for improvement.	Academic Support Program	01/04/2016	05/31/2016	\$3000	DOSE Curriculum, RTI, PD, Director of Federal Programs Middle School Principal and Assistant Principal, Instructional Coach & Teachers

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Middle School: Visualizing and Verbalizing Program	The visualizing and verbalizing program develops concept imagery as a basis for comprehension and higher order thinking. Students with disabilities receive this daily in addition to reading and writing curriculum. Instruction is provided by a literacy specialist.	Direct Instruction	08/11/2015	05/31/2016	\$18710	DOSE, Principal, Literacy Specialist
Middle School: Special Education Conference	Attend CEC conference to seek new strategies for student outcomes.	Professional Learning	11/22/2015	11/24/2015	\$5000	Special Education Teachers, DOSE
High School: Professional Development to Improve Learning for Students with Disabilities	.Provide a variety of professional development to high school staff such as but not limited to co-teaching, PD from GRREC, On-Demand Writing with Abell and Atherton, Lindamood Bell Workshops, differentiated instruction, and aligning tasks to the individual learner. Provide targeted PD as needs or opportunities arise.	Professional Learning	07/01/2014	06/01/2016	\$10000	DOSE District Curriculum, RTI, PD Coach High School Principal, Assistant Principals & Teachers Instructional Coaches
High School: School Psychologist	The school Psychologist will attend most eligibility ARC meetings and to explain testing results and go over recommendations for parents and teachers to work with their child.	Policy and Process	07/01/2014	06/30/2016	\$40000	DOSE
Training for Parents of Students with Special Needs	Provide training for parents/guardians of students with disabilities. Topics to be included are: Infinite Campus Parent Portal, Behavior Management, Outside Agencies (Voc. Rehab, Social Security, Job Corp, etc.) with a Q & A session	Parent Involvement	01/04/2016	05/31/2017	\$500	DoSE School Psychologist Russell Co. High School Special Ed. Staff YSC
Middle School: PBIS Training and Implementation	Administrators and Teachers will receive initial and continuous training from KY-CID and Co-op Consultants in order to implement PBIS. SWIS is also being utilized with PBIS implementation.	Behavioral Support Program	05/28/2014	06/30/2016	\$300	Middle School Administrator s, Faculty & Staff
Total					\$394620	

GRECC Race to the Top

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
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CCR Intervention Planning for RCMS	Provide remediation in reading and math for students falling below benchmark using research based materials such as IXL, Moby Max, and ALEKS.	Academic Support Program	07/01/2015	06/30/2017	\$3000	Middle School Principals, Counselors, and Teachers Federal Programs District Gifted/Talented Administration
Elementary: Math Software	Various supplemental and instructional support math software programs are utilized to reinforce deficit skills and decrease novice performance in math (Math Whizz, Moby Max, Quarter Mile Math, Easy CBM, etc...).	Technology	07/01/2015	06/30/2016	\$5000	Teachers, Building Principals, Interventionists, Director of Curriculum and Instruction, RTI Teachers
Elementary - Reading with Technology	Students at the elementary level are provided with various opportunities to utilize technology with rich, research based instruction through various programs which include but are not limited to ReadingEggs, ReadingEggspress, and StarFall; all which provide a unique individualized education plan for each student allowing advanced students to progress quickly, while ensuring that students who need remediation get the extra instruction they need.	Academic Support Program	08/11/2015	05/31/2016	\$5000	Principals, Teachers, CIO
Elementary: Data Teams/ Data Retreats	2014- 2015 District Elementary will participate in RTT (GRREC) data retreat to learn how to drill down multiple sources of data and narrow the focus to prioritize and guide improvement planning. The school teams will focus on building capacity to sustain the data analysis process in school level PLCs.	Professional Learning	09/29/2014	10/02/2014	\$8000	RTT District Contact Instructional Supervisor DOSE FRC Directors Elementary Principals GRREC/RTT Consultants Instructional Coach
RCHS - Math Learning Labs	Students that are significantly behind in the area of reading receive a remedial class using research based software to improve their performance in math. Students with IEP's have Learning Lab with their case manager to use this program as well as Instructional level direct instruction.	Academic Support Program, Direct Instruction	08/11/2015	05/31/2016	\$7000	Principals, Teachers, Instructional Coach, GRREC, District CIO

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<p>Plan and Implement Operation Preparation College and Career Readiness Activities</p>	<p>Provide College and Career Readiness activities for all Russell County Middle & High School students (including all subgroups) to include but not limited to business, industry, CTE classrooms, ATC classrooms, and higher education campus tours; speakers from student leadership representing CTE and ATC careers (HOSA, FFA, DECA, Skills USA, etc.), business, industry, KDE; and higher education facilities including CTE; one on one and small group advising from local community, business, industry, higher education, and other educational leaders. College campus tours for Migrant/EL students raise awareness of post-secondary opportunities. High School students will be provided additional activities such as Career Fair, Parent FAFSA night, Open House Orientation, assist families in understanding the value of CCR, Work Keys testing, Career Mini One-Stop, FOCUS Careers, Work Ethics Seal Program, Guest speakers from various colleges, industries, and the Military will be invited to speak to students, College Admission Nights, etc. At the Middle School, parents are invited to a College and Career Readiness night.</p>	<p>Career Preparation/Orientation</p>	<p>07/01/2015</p>	<p>06/30/2017</p>	<p>\$4000</p>	<p>CCR Counselor, Russell County High School and Middle School Counselors; Family Resource and Youth Services Center, Migrant/EL Staff, Club Advisors, LCADD</p>
<p>Reduce Barriers to Learning with EL and/or Migrant Learner</p>	<p>FRYSC and/or Migrant and/or EL personnel will collaborate and coordinate with school and public agencies to provide basic needs, mental and/or physical health needs and other academic support services that include summer camps, before/after school reading enrichment programs to reduce barriers to learning.</p>	<p>Academic Support Program</p>	<p>08/11/2014</p>	<p>06/30/2017</p>	<p>\$500</p>	<p>FRYSC, EL & Migrant District Contact FRYSC, EL & Migrant Personnel 21st CCLC ESS Staff</p>
<p>RCHS - Reading Learning Labs</p>	<p>Students that are significantly behind in the area of reading receive a remedial class using research based software to improve their reading level and comprehension. Students with IEPs have Learning Lab with their case manager to use this program as well as instructional level direct instruction.</p>	<p>Academic Support Program, Direct Instruction</p>	<p>08/11/2015</p>	<p>05/31/2016</p>	<p>\$7000</p>	<p>Principals, GRREC, Instructional Coach, Teachers, District CIO</p>
<p>Promote and Extend Operation Preparation Activities for grades P-12</p>	<p>Increase College and Career Readiness opportunities for all students grades P-12 through extended Operation Preparation activities in March; Will include updating ILPs and Transitional Planning, as well as College and Career informational slide shows, videos, and activities for all grade levels district wide.</p>	<p>Career Preparation/Orientation</p>	<p>07/01/2015</p>	<p>06/30/2017</p>	<p>\$1000</p>	<p>Career and College Counselor DOSE/Gifted and Talented Migrant & EL District Contact FRYSC School Principals School Counselors KHEAA</p>

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Elementary: Literacy PD through GRREC	Teachers will participate in several PD days offered by GRREC Literacy Consultant, Nancy Huston. The PD days will provide teachers with numerous opportunities to meet their individual needs for professional learning concerning classroom environment and centers K- 3, P-3 Foundation Skills and Phonemic Awareness.	Professional Learning	08/03/2015	06/01/2016	\$8000	ELA Teachers Principals PD Coordinator
Leader in Me	Through a district-wide initiative, students will develop skills through the "Leader in Me" implementation to help them become better learners and leaders which in turn will improve their behavior and reduce referrals for discipline.	Behavioral Support Program	08/11/2014	05/15/2016	\$10000	"Leader in Me" Trainers, Green River Regional Educational Co-op, Administration , Teachers, FRYSC, and Students
CCR Attainment for All	Provide various opportunities to assist students and teachers to increase College and Career Readiness. Examples are Breakfast Club ACT Reading Practice, KOSSA Breakfast Club, Cambridge Practice ACT, ACT Test Prep Sessions, ACT Teacher Department Consultations, Gifted & Talented ACT Prep for Middle School and High School Students. Specifically, middle schools that are going to take the ACT as part of the DUKE University Talent Search	Academic Support Program	08/11/2014	06/30/2017	\$1500	Director of Curriculum and Instruction RCHS Principals and Teachers RCMS Administration Instructional Coach Youth Service Center Director Gifted & Talented Staff
Training for Parents of Students with Special Needs	Provide training for parents/guardians of students with disabilities. Topics to be included are: Infinite Campus Parent Portal, Behavior Management, Outside Agencies (Voc. Rehab, Social Security, Job Corp, etc.) with a Q & A session	Parent Involvement	01/04/2016	05/31/2017	\$500	DoSE School Psychologist Russell Co. High School Special Ed. Staff YSC
Parent Involvement	Communicate with and provide parents opportunities to be informed and involved in school improvement planning, CCR planning, academic planning, event planning, student progress and academic planning, build knowledge of curriculum and learning expectations; including the distribution of college materials in Spanish to parents of high school students.	Parent Involvement	07/01/2015	06/30/2017	\$1500	School Principals & Teachers, CCR Counselor (GRREC) Migrant/EL Staff YSC

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Professional Development	Provide Professional Learning for teachers through school and district PLC's, embedded PD/Planning, professional development, etc.	Professional Learning	08/11/2014	06/30/2016	\$10000	Principals, Teachers, Curriculum Coordinator, Migrant/EL District Coordinator
Career Awareness Activities	Students will be exposed to a Career Fair and guest speakers representing varied occupations. Opportunities for questions and advising for students will be provided. Students in gifted/talented will be provided career mentors.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$500	College and Career Counselor Principals, Counselors, & Teachers FRYSC Gifted & Talented
High School: Learning Lab for Reading and Math	Students that are significantly behind benchmark in reading and/or math receive quality remediation through research based soft ware programs to meet them at their point of need. Programs use dare reading plus and ALEKS math.	Academic Support Program	08/03/2015	05/31/2016	\$11715	RGHS Learning Lab RTT Coordinator/POC Teachers CIO
Total					\$84215	

School Council Funds

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Elementary - Reading with Technology	Students at the elementary level are provided with various opportunities to utilize technology with rich, research based instruction through various programs which include but are not limited to ReadingEggs, ReadingEggspress, and StarFall; all which provide a unique individualized education plan for each student allowing advanced students to progress quickly, while ensuring that students who need remediation get the extra instruction they need.	Academic Support Program	08/11/2015	05/31/2016	\$5000	Principals, Teachers, CIO
Total					\$5000	

Grant Funds

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
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Reduce Barriers to Learning with EL and/or Migrant Learner	FRYSC and/or Migrant and/or EL personnel will collaborate and coordinate with school and public agencies to provide basic needs, mental and/or physical health needs and other academic support services that include summer camps,before/after school reading enrichment programs to reduce barriers to learning.	Academic Support Program	08/11/2014	06/30/2017	\$1000	FRYSC, EL & Migrant District Contact FRYSC, EL & Migrant Personnel 21st CCLC ESS Staff
Responding to Students' Academic Intervention Needs	Provide intervention course (s) to be part of daily schedules or schedule intervention services such as Tier II/Tier III RTI research or evidence based curriculum and instructional strategies or extended school,before/after school services/tutoring; migrant and/or EL services; IEP review and academic intervention planning ARC meetings; and Odyssey Learning credit recovery program participation.	Academic Support Program	08/11/2014	06/30/2016	\$4000	School Principals, Counselors, Teachers District ESS & RTI Coordinator Migrant & EL District Contact DOSE,FRC, 21st Coordinator.
Motivating Career Aspirations through 21st CCLC	Students will have the opportunity to participate in career related and/or leadership development and/or service learning/civic duty related clubs and activities through 21st Century Community Learning Centers	Career Preparation/Orientation	07/01/2015	06/30/2017	\$15000	District 21st Learning Center Coordinator 21st Century School Coordinators 21st Century Extended School Teachers and Staff
Elementary: Professional Development to Improve Learning for Students with Disabilities	Provide a variety of professional development to elementary staff such as but not limited to co-teaching, CCSS and CRA with Jennifer Clemmons and Rebecca Gaddie, Literacy PD from GRREC, On-Demand Writing with Abell and Atherton, Lindamood Bell Workshops, Conceptual Building Blocks for math, differentiated instruction, and aligning tasks to the individual learner. Provide targeted PD as needs or opportunities arise.	Professional Learning	07/01/2014	06/30/2016	\$10000	DOSE Director Curriculum, RTI, PD Coach, Director of Federal Programs Elementary Principals & Teachers Instructional Coaches

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Elementary: Research Based Strategies and Materials	Teachers will receive training and materials on implementing Linda Mood Bell Strategies to improve academic achievement of students with disabilities in reading and math.	Professional Learning	02/23/2015	05/31/2015	\$30000	DoSE Special Ed. Teachers Selected Regular Ed. Teachers
Middle School: Research Based Strategies and Materials	Teachers will receive training and materials on implementing Linda Mood Bell Strategies to improve academic achievement of students with disabilities in reading and math.	Professional Learning	02/23/2015	03/06/2015	\$30000	DOSE Special Education Teachers Selected Regular Education Teachers
ESS/21st Century Afterschool	Students in Hispanic population who are Migrant and/or EL students will be targeted to attend before and after-school programs to receive additional assistance in reading and math.	Academic Support Program	08/11/2014	06/30/2017	\$1000	ESS/21 Century Migrant/EL Staff
Middle School: Professional Development to Improve Learning for Students with Disabilities	Provide a variety of professional development to middle school staff such as but not limited to co-teaching, CCSS and CRA with Jennifer Clemmons, Literacy PD from GRREC including Teach Me to Read, On-Demand Writing with Abell and Atherton, Lindamood Bell Workshops, Conceptual Building Blocks for math, Design Thinking, differentiated instruction, and aligning tasks to the individual learner. Provide targeted PD as needs or opportunities arise.	Professional Learning	07/01/2014	06/30/2016	\$0	DOSE, Curriculum, RTI, PD, Director of Federal Programs, Middle School Principal and Assistant Principal, Instructional Coach & Teachers, GRREC Consultants
High School: Professional Development to Improve Learning for Students with Disabilities	.Provide a variety of professional development to high school staff such as but not limited to co-teaching, PD from GRREC, On-Demand Writing with Abell and Atherton, Lindamood Bell Workshops, differentiated instruction, and aligning tasks to the individual learner. Provide targeted PD as needs or opportunities arise.	Professional Learning	07/01/2014	06/01/2016	\$10000	DOSE District Curriculum, RTI, PD Coach High School Principal, Assistant Principals & Teachers Instructional Coaches

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High School: Linda Mood Bell Research Based Strategies and Materials	Teachers will receive training and materials on implementing Linda Mood Bell Strategies to improve academic achievement of students with disabilities in reading and math.	Professional Learning	02/23/2015	03/06/2015	\$5000	DOSE Special Education Teachers Selected Regular Education Teachers
Total					\$106000	

Title VI

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Elementary: Professional Learning Plan	Provide professional development and planning days for ALL staff representing all students and subpopulations to analyze data and plan for school, classroom, gap, and individual student improvement--specifically plan how to meet the learning needs of the student population. Based on findings of needs assessment, schools can strategically allocate funding, plan for professional learning, guide curriculum and instructional planning and practices, and intentionally plan for interventions based on the individual learning needs of students.	Academic Support Program	07/01/2015	06/30/2016	\$1000	Director of Curriculum, PD, Federal Programs Instructional Supervisor Instructional Coaches Principals & Teachers DOSE & G&T EL & Migrant Coordinator
RGHS - Collaboration/Resource/Additional Staff	Students in danger of failing or dropping out of school will receive more individualized instruction within this resource setting. Additional staff was hired to accommodate the student population and needs	Direct Instruction	08/11/2015	05/31/2016	\$20000	Principals, Teachers, ECE Department, Counselors, Title I Coordinator
Extended School Learning Opportunities in High School School	Provide tutoring, small group learning, study skills, homework assistance, and Career and College Readiness test prep to build confidence and self worth; motivate learning; improve academic performance and College and Career Readiness	Other	07/01/2015	06/30/2017	\$5000	District Curriculum, RTI, ESS, Title VI School ESS Coordinator Extended School Staff NJROTC Program Instructors Instructional Coach Migrant Staff G/T Staff

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High School: Collaboration/Resource/Additional Staff	Students with Disabilities are placed in collaborative classrooms based on performance levels. Students with Disabilities who struggle in regular education environment in reading and math receive more individualized instruction within the resource room setting. Additional Certified Staff was hired to accommodate the Special Education population and needs.	Direct Instruction	08/03/2015	05/31/2016	\$20000	ELA Department ECE Department Administration Counselors DOSE
Middle School: Reading and Math Benchmarking and Progress Monitoring for Student Improvement	Conduct Discovery Education benchmarking for all students in the Fall, Winter and Spring. Follow-up with progress monitoring for all students. In addition, students with disabilities will be progress monitored with AIMSweb reading and math probes.	Academic Support Program	07/01/2014	06/30/2016	\$3000	DOSE District RTI Middle School Principals & Teachers
Elementary: Reading and Math Benchmarking and Progress Monitoring for Student Improvement	Conduct Discovery Education Benchmarks during Fall, Winter, and Spring. Follow up with Progress Monitoring for Students with Disabilities and Students Receiving RTI Services	Academic Support Program	07/01/2014	06/30/2016	\$6000	DOSE District RTI High, Middle, & Elementary Principals & Teachers
Professional Learning Plan	Allow professional development and planning days for ALL staff representing all students and subpopulations to analyse data and plan for school, classroom, gap, and individual student improvement- specifically plan how to meet the learning needs of the student population. Based on findings of needs assessment, schools can strategically allocate funding, plan for professional learning, guide curriculum and instructional planning and practices, and intentionally plan for interventions based on the individual learning needs of students.	Professional Learning	07/01/2015	06/30/2017	\$500	Director of Curriculum, PD, Federal Programs, Instructional Supervisor, Instructional Coach, Principals & Teachers, DOSE & G&T, EL & Migrant Coordinator, Instructional Coach
Interventionist	Two highly qualified substitutes are facilitating a credit recovery class for students who have an alternative schedule. These teachers unlock and grade assignments, assist students in setting weekly goals, monitor progress, reward students when goals are achieved, facilitate schedules, and provide individual instruction as needed.	Academic Support Program, Behavioral Support Program	09/01/2015	06/30/2017	\$20000	School Principal and Counselor Athletic Director Vocational School Principal Interventionists

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<p>RCBS - Collaboration/Resource/Additional Staff</p>	<p>Students in danger of failing or dropping out of school will receive more individualized instruction within this resource setting. Additional staff was hired to accommodate the student population and needs</p>	<p>Direct Instruction</p>	<p>08/11/2015</p>	<p>05/31/2017</p>	<p>\$20000</p>	<p>Teachers, Principals, ECE Department, Counselors, Title I Coordinator</p>
<p>Persistence to Graduation</p>	<p>Russell County School District Drop-Out Prevention Committee will meet to target students at risk of dropping out. Personalized learning opportunities will be made available in the form of virtual learning. Performance based and work-based learning opportunities will also be utilized to accommodate individual student needs.</p>	<p>Career Preparation/Orientation</p>	<p>07/01/2015</p>	<p>06/30/2017</p>	<p>\$2500</p>	<p>Drop-Out Prevention Committee</p>
<p>Credit Recovery Plans</p>	<p>School and district representatives meet once monthly to identify students who are at-risk of failing. School counselor and school principal meet with the students identified to formulate a credit recovery plan. This includes changing schedules and using on-line classes when necessary.</p>	<p>Academic Support Program</p>	<p>08/11/2015</p>	<p>06/30/2017</p>	<p>\$1000</p>	<p>High School Principals and Counselors Vocational School Principal Athletic Director Regular Education and Special Education Teachers District Curriculum Coordinator DOSE Title I Coordinator Director of Pupil Personnel Superintendent</p>

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Individual Graduation Plans	School and district representatives meet once monthly to identify students who at-risk of not graduating. Individual student conferences were held with the school counselor and school principal, and individual graduation plans were developed and signed (if students were under 18, their parents signed as well). Class schedules were altered, including the use of virtual learning and software programs.	Academic Support Program	08/11/2015	06/30/2017	\$1000	High School Principals and Counselors Vocational School Principal Athletic Director Regular Education and Special Education Teachers District Curriculum Coordinator Title I Coordinator DOSE Director of Pupil Personnel Superintendent of School
Career and College Readiness Preparation for High School to Include Transitional Grade 9	PLAN assessment will be given in the to 9th grade students. ACT will be given to the 10th grade in the spring. School personnel will analyze test data to guide curriculum and instructional planning including intervention for students scoring below and above benchmark. State Administrative Code for Testing with Inclusion of Special Populations is followed on all off grades testing.	Academic Support Program	07/01/2015	06/30/2017	\$7000	Director of Federal Programs RCHS Administration and Staff
CCR Attainment for All	Provide various opportunities to assist students and teachers to increase College and Career Readiness. Examples are Breakfast Club ACT Reading Practice, KOSSA Breakfast Club, Cambridge Practice ACT, ACT Test Prep Sessions, ACT Teacher Department Consultations, Gifted & Talented ACT Prep for Middle School and High School Students. Specifically, middle schools that are going to take the ACT as part of the DUKE University Talent Search	Academic Support Program	08/11/2014	06/30/2017	\$11000	Director of Curriculum and Instruction RCHS Principals and Teachers RCMS Administration Instructional Coach Youth Service Center Director Gifted & Talented Staff

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Odysseyware	Training was held for several high school, middle school, and district personnel, including homebound instructors, to provide support for implementing the use of the additional 500 Odysseyware slots purchased for alternative learning options. Curriculum coaches will offer additional support throughout the year as needed.	Professional Learning, Academic Support Program	09/01/2015	06/30/2017	\$18500	Principals and Counselors Curriculum Coaches Athletic Director Regular Education Special Education Teachers District Curriculum Coordinator Director of Pupil Personnel
CCR Assessment for Off Grades	Implement off grade testing for juniors (ACT), sophomores (ACT) and freshmen (PLAN) through Cambridge Educational Services to track college readiness and determine intervention instructional needs.	Academic Support Program	07/01/2015	06/30/2017	\$11000	Director of Curriculum, PD, Federal Programs, Instructional Supervisor High School Principals Counselors, and Teachers, Instructional Coach
Expanded Summer School	Summer school will be expanded to included opportunities for grades 9-11 to provide more opportunity for credit recovery.	Academic Support Program	04/11/2016	06/30/2017	\$1000	High School Principals, Counselors, and Teachers
Total					\$148500	

District Funding

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Elementary: Conceptual Building Blocks	Teachers in grades K-5 are attending Conceptual Building Blocks training and implementation provided through the Green River Regional Education Cooperative (GRREC). CBB is delivered in three modules throughout the year (addition/subtraction, multiplication/division, and fractions).	Professional Learning, Direct Instruction	07/15/2015	05/31/2016	\$5000	Principals, Teachers, Instructional Coach, Director of Instruction

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Middle School: School Psychologist	The School Psychologist will attend most eligibility ARC meetings and to explain testing results and go over recommendations for parents and teachers to work with their child.	Policy and Process	07/01/2015	07/29/2016	\$15000	DOSE, School Psychologist
Elementary: School Psychologist	The School Psychologist will attend most eligibility ARC meetings to explain testing results and go over recommendations for parents and teachers to work with their child.	Policy and Process	07/01/2014	06/30/2016	\$15000	District Special Education Director, School Psychologist
High School: School Psychologist	The school Psychologist will attend most eligibility ARC meetings and to explain testing results and go over recommendations for parents and teachers to work with their child.	Policy and Process	07/01/2014	06/30/2016	\$15000	DOSE
Total					\$50000	

State Funds

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Elementary: Grades 3-5 Math & ELA Curriculum Planning and Alignment, Standards Mapping, Instructional Strategic Planning, Common Assessment Development and Lesson Planning	Implement Grades 3-5 and Content Level PLCs during afterschool time, quarterly and during PD/Planning time for the purpose of curriculum planning, lesson planning, & alignment, standards mapping, instructional strategic planning, and common assessment development.	Professional Learning	07/01/2015	06/30/2016	\$2000	Director of Curriculum, PD, Federal Programs, Instructional Coaches, Instructional Supervisor, DOSE & G&T Coordinator EL & Migrant Coordinator GRREC &/or KDE Literacy &/or Special Education Consultants Elem Principals & Teachers

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CCR Intervention Planning (RTI)	School personnel will analyze state assessment for ALL students and develop and implement an intervention plan of action for any student falling below state benchmark to include but not limited to extended school services; migrant or EL services; intervention courses or services (middle & high); RTI services (elementary); RTI services for students with disabilities for learning deficits not included in their IEP's; homeless resources; FRYSC services to reduce barriers that could be impacting learning.	Academic Support Program	07/01/2015	06/30/2017	\$5000	School Principals, Counselors, Teachers DAC Federal Programs, ESS & RTI Migrant, EL, Homeless Liaison & FRYSC District Contact
Elementary - STAR Reading	STAR Reading is a web-based program for all students to assess their reading levels. After taking the STAR test each student is placed on an individualized reading level. Teacher's can monitor student progress to check for student growth. Teachers use this data to target and track students who are reading well below grade level who are in danger of scoring novice in reading. JES-2925-other RSES-7682-state funds SES-1000 -other	Academic Support Program	08/11/2015	05/31/2016	\$7682	Principals, Teachers
Elementary: Grade 3-5 ELA Professional Development in Developing Standards Based Unit, Common Assessments & Lesson Planning with Rigor and Congruent to the Complexity of the Standards	Provide Grade 3-5 ELA teachers, special education teachers, EL, Migrant & GTE staff professional development on building rigorous standards based units and assessments congruent to the complexity of the standards. Continue work in afternoon PLC time.	Professional Learning	07/01/2015	06/30/2016	\$1500	Director of Curriculum, PD, Federal Programs Instructional Supervisor DOSE EL & Migrant GRREC & KDE Literacy Consultants Elem Principals & Teachers
Middle: Professional Learning Plan	Allow professional development and planning days for ALL staff representing all students and subpopulations to analyse data and plan for school, classroom, gap, and individual student improvement- specifically plan how to meet the learning needs of the student population. Based on findings of needs assessment, schools can strategically allocate funding, plan for professional learning, guide curriculum and instructional planning and practices, and intentionally plan for interventions based on the individual learning needs of students.	Academic Support Program	07/01/2015	06/30/2016	\$2000	Director of Curriculum, PD, Federal Programs Instructional Supervisor Instructional Coach Principals & Teachers DOSE & G&T EL & Migrant Coordinator

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Middle School: Professional Development to Improve Learning for Students with Disabilities	Provide a variety of professional development to middle school staff such as but not limited to co-teaching, CCSS and CRA with Jennifer Clemmons, Literacy PD from GRREC including Teach Me to Read, On-Demand Writing with Abell and Atherton, Lindamood Bell Workshops, Conceptual Building Blocks for math, Design Thinking, differentiated instruction, and aligning tasks to the individual learner. Provide targeted PD as needs or opportunities arise.	Professional Learning	07/01/2014	06/30/2016	\$500	DOSE, Curriculum, RTI, PD, Director of Federal Programs, Middle School Principal and Assistant Principal, Instructional Coach & Teachers, GRREC Consultants
Persistence to Graduation	Russell County School District Drop-Out Prevention Committee will meet to target students at risk of dropping out. Personalized learning opportunities will be made available in the form of virtual learning. Performance based and work-based learning opportunities will also be utilized to accommodate individual student needs.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$16000	Drop-Out Prevention Committee
Elementary: CCSS and CRA	teachers will attend three Conceptual Building Block modules(addition/subtraction, multiplication/division, fractions).Jennifer Clemmons, GRREC Math Consultant will meet with teachers to help them learn strategies that will help students develop a deep understanding of mathematical concepts in numbers and fractions. They will help them develop how to develop concrete teaching strategies. She will meet with teachers to help plan, coach, and co-teach lessons that incorporate Conceptual Building Blocks.	Professional Learning	07/01/2015	06/30/2016	\$1000	PD Coordinator Math Teachers GRREC
Abell & Atherton Training	ELA teachers will attend Sylvia Abel training on strategies that will help close the achievement gap in writing and improve our overall writing performance for all students which in turn will help our reading/literacy achievement. Participants will come back to the school and share the knowledge and strategies learned with others in the school during PLC's. The strategies learned will help improve our writing program.	Professional Learning	07/01/2015	06/30/2017	\$1000	ELA Teachers Principals PD Coordinator
CCR Intervention Planning for RCMS	Provide remediation in reading and math for students falling below benchmark using research based materials such as IXL, Moby Max, and ALEKS.	Academic Support Program	07/01/2015	06/30/2017	\$1500	Middle School Principals, Counselors, and Teachers Federal Programs District Gifted/Talented Administration

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Elementary: Professional Development to Improve Learning for Students with Disabilities	Provide a variety of professional development to elementary staff such as but not limited to co-teaching, CCSS and CRA with Jennifer Clemmons and Rebecca Gaddie, Literacy PD from GRREC, On-Demand Writing with Abell and Atherton, Lindamood Bell Workshops, Conceptual Building Blocks for math, differentiated instruction, and aligning tasks to the individual learner. Provide targeted PD as needs or opportunities arise.	Professional Learning	07/01/2014	06/30/2016	\$5000	DOSE Director Curriculum, RTI, PD Coach, Director of Federal Programs Elementary Principals & Teachers Instructional Coaches
ESS/21st Century Afterschool	Students in Hispanic population who are Migrant and/or EL students will be targeted to attend before and after-school programs to receive additional assistance in reading and math.	Academic Support Program	08/11/2014	06/30/2017	\$1000	ESS/21 Century Migrant/EL Staff
Elementary: Grades 3-5 Math & ELA Standards Based Planning	Provide release time, afternoon PLC time, and PD/Planning time for grades 3-5 classroom, SE, RTI, EL, Migrant, and GTE teachers to pace Math & ELA standards to develop and implement standards based units, common assessments, and quarterly standards to communicate with parent & student	Academic Support Program	07/01/2015	06/30/2016	\$2000	Director of Curriculum, PD, Federal Programs Instructional Supervisor Elementary Instructional Coach Elem Principals and Teachers
Elementary: Primary K-2 Math and ELA Standards Mapping and Common Assessment Development and Lesson Planning	Provide release time a minimum of once each quarter, utilize PD/Planning dates in school calendar; and implement quarterly after school PLC time for all district K-2 teachers, primary special education teachers, EL, Migrant, & GTE staff to map standards; plan units and common assessments to complexity of the standards.	Professional Learning	07/01/2015	06/30/2016	\$2500	Director of Curriculum, PD, Federal Programs, Instructional Coach, Instructional Supervisor, DOSE & G&T Coordinator EL & Migrant Coordinator GRREC &/or KDE Literacy &/or Special Education Consultants Elem Principals & Teachers

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<p>Reduce Dropout Rate Through Truancy Diversion Program</p>	<p>Director of Pupil Personnel will collaborate with students & families; SRO; school principals, teachers, counselors; outside agencies, CDW; and as last resort the court system to hold students accountable and motivate school attendance. Develop a plan of action to include removing barriers to school attendance and ultimately academic performance. Plan components can include but not limited to counseling services; FRYSC services; outside agency services; extended school services; one on one career advising/ ILP review and planning</p>	<p>Behavioral Support Program</p>	<p>07/01/2014</p>	<p>06/30/2016</p>	<p>\$1000</p>	<p>DPP SRO YSC Director FRYSC Director Middle & High School Principals, Counselors, Teachers ESS Coordinator</p>
<p>Career Readiness Intervention Planning</p>	<p>To improve skill deficits for all students and sub-populations, provide WIN Learning Career planning and intervention computer-based learning, as well as extended school test prep in the following areas: KOSSA, Work Keys and ASVAB.</p>	<p>Academic Support Program</p>	<p>07/01/2015</p>	<p>06/30/2017</p>	<p>\$2500</p>	<p>District CTE Coordinator ESS Director Migrant & EL District Contact DOSE High School Principals, Counselors, Teachers College and Career Counselor</p>
<p>Elementary: Professional Learning Plan</p>	<p>Provide professional development and planning days for ALL staff representing all students and subpopulations to analyze data and plan for school, classroom, gap, and individual student improvement--specifically plan how to meet the learning needs of the student population. Based on findings of needs assessment, schools can strategically allocate funding, plan for professional learning, guide curriculum and instructional planning and practices, and intentionally plan for interventions based on the individual learning needs of students.</p>	<p>Academic Support Program</p>	<p>07/01/2015</p>	<p>06/30/2016</p>	<p>\$2000</p>	<p>Director of Curriculum, PD, Federal Programs Instructional Supervisor Instructional Coaches Principals & Teachers DOSE & G&T EL & Migrant Coordinator</p>

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Professional Learning Plan	Allow professional development and planning days for ALL staff representing all students and subpopulations to analyse data and plan for school, classroom, gap, and individual student improvement- specifically plan how to meet the learning needs of the student population. Based on findings of needs assessment, schools can strategically allocate funding, plan for professional learning, guide curriculum and instructional planning and practices, and intentionally plan for interventions based on the individual learning needs of students.	Professional Learning	07/01/2015	06/30/2017	\$3000	Director of Curriculum, PD, Federal Programs, Instructional Supervisor, Instructional Coach, Principals & Teachers, DOSE & G&T, EL & Migrant Coordinator, Instructional Coach
Middle: Cambridge Educational Services CCR Intervention Program	6-8 grade students scoring below or above CCR Explore Benchmark in 6-8 assessment in reading and math will receive intervention services based on specific skill deficits. Interventions will be implemented by classroom teachers, special education teachers, EL, Migrant, GTE, CCR, RTI, ESS Waiver intervention staff.	Academic Support Program	07/01/2015	06/30/2016	\$10000	Middle Principal & Teachers
Professional Development for EL & Migrant	Provide professional development and update training to EL and/or Migrant personnel; Provide training to classroom teachers on diverse learning needs of EL and/or Migrant Learners.	Academic Support Program	07/01/2014	06/30/2017	\$500	EL District Contact District PD Coordinator
Professional Development	Provide Professional Learning for teachers through school and district PLC's, embedded PD/Planning, professional development, etc.	Professional Learning	08/11/2014	06/30/2016	\$5000	Principals, Teachers, Curriculum Coordinator, Migrant/EL District Coordinator
CCR Attainment for All	Provide various opportunities to assist students and teachers to increase College and Career Readiness. Examples are Breakfast Club ACT Reading Practice, KOSSA Breakfast Club, Cambridge Practice ACT, ACT Test Prep Sessions, ACT Teacher Department Consultations, Gifted & Talented ACT Prep for Middle School and High School Students. Specifically, middle schools that are going to take the ACT as part of the DUKE University Talent Search	Academic Support Program	08/11/2014	06/30/2017	\$2500	Director of Curriculum and Instruction RCHS Principals and Teachers RCMS Administration Instructional Coach Youth Service Center Director Gifted & Talented Staff

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Elementary: Grades 3-5 KCAS Math Standards Mapping and Strategic Instructional Planning	Provide release time; after school PLC time, and PD time for Grades 3-5 math classrooms, special education, RTI, EL, Migrant, and GTE teachers to work with the Elementary Instructional Coach in Standards Based Mapping and Curriculum Planning.	Professional Learning	07/01/2015	06/30/2016	\$1000	Director of Curriculum, PD, Federal Programs Elementary Instructional Coach Elem Principals & Teachers DOSE & G&T EL & Migrant Coordinator Instructional Supervisor
Professional learning for successful implementation of high complex ELA/CCR program	Provide updated professional learning to assist new teachers with the successful implementation of the Springboard curriculum.	Professional Learning	07/01/2015	06/30/2017	\$500	High School Principals, Instructional Coach & ELA teachers
Expanded Summer School	Summer school will be expanded to include opportunities for grades 9-11 to provide more opportunity for credit recovery.	Academic Support Program	04/11/2016	06/30/2017	\$4000	High School Principals, Counselors, and Teachers
Elementary -Building Writers with Abell and Atherton	ELA general education and collaborating special education teachers participated in a series of professional development offered by Abell & Atherton Educational Consultants that focused on implementing standards-based writing and reading lessons and assessments. Participants learned step by step approaches for teaching students to be more independent writers with challenging and engaging activities congruent to standards. Rubrics and student work samples were analyzed for performance standards as well.	Professional Learning, Academic Support Program	09/15/2015	11/16/2015	\$1000	Principals, Teachers, PD Coordinator, Title I Coordinator
Elementary: K-2 Math & ELA Standards Based Planning	Provide release time, afternoon PLC time, and PD/ Planning time for K-2 classroom, SE, RTI, EL, Migrant, GTE teachers to pace Math & ELA standards to develop and implement standards based units, common assessments, and quarterly planning to communicate to parents & students	Academic Support Program	07/01/2015	06/30/2016	\$2000	Director of Curriculum, PD, Federal Programs Elementary Instructional Coach Elementary Principals & Teachers

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Extended School Learning Opportunities in High School School	Provide tutoring, small group learning, study skills, homework assistance, and Career and College Readiness test prep to build confidence and self worth; motivate learning; improve academic performance and College and Career Readiness	Other	07/01/2015	06/30/2017	\$10000	District Curriculum, RTI, ESS, Title VI School ESS Coordinator Extended School Staff NJROTC Program Instructors Instructional Coach Migrant Staff G/T Staff
RCMS - Assessment Literacy	GRREC math consultant, Jennifer Clemmons, is collaborating with RCMS math teachers on analyzing common core and designing coherent instructional assessments congruent to standards	Academic Support Program	11/24/2015	05/31/2016	\$1000	GRREC Consultant, Teachers, Instructional Coach, Principal
High School: ESS	Extended School Services are offered before and after school hours for students who need one on one assistance to improve reading performance, comprehension, or math comprehension strategies.	Tutoring	08/03/2015	05/31/2016	\$16000	ELA Department Math Department ESS Coordinator
High School Math & ELA Curriculum Planning and Alignment, Standards Mapping, Instructional Strategic Planning, Common Assessment Development	Provide ELA & Math Content Level PLCs during release time, afterschool PLC time, and PD/Planning days for the purpose of curriculum planning & alignment, standards mapping, instructional strategic planning, common assessment development.	Professional Learning	07/01/2015	06/30/2017	\$1000	Director of Curriculum, PD, Federal Programs, Instructional Supervisor, Instructional Coach, High Principals & Teachers
Offer Real Life, Real World, Work Based Learning Career Opportunities to Motivate Staying in School	Offer CCR counseling and seek to provide work-based learning opportunities when matched to student aspirations specifically targeting students in danger of dropping out of school. Work-based learning opportunities such as CTE/ATC cooperative work-based learning will be utilized when business and industry partners are available and willing to support students participation.	Career Preparation/Orientation	07/01/2014	05/31/2016	\$5000	District CTE Coordinator High School and LCATC Principals CTE/ATC Teachers

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Responding to Students' Academic Intervention Needs	Provide intervention course (s) to be part of daily schedules or schedule intervention services such as Tier II/Tier III RTI research or evidence based curriculum and instructional strategies or extended school,before/after school services/tutoring; migrant and/or EL services; IEP review and academic intervention planning ARC meetings; and Odyssey Learning credit recovery program participation.	Academic Support Program	08/11/2014	06/30/2016	\$4000	School Principals, Counselors, Teachers District ESS & RTI Coordinator Migrant & EL District Contact DOSE,FRC, 21st Coordinator.
RCMS STAR/AR	RCMS students will use the STAR/AR program within the Library Media Center to monitor reading levels and set personal goals based on STAR level/Lexile equivalency to increase proficiency. Students will use the AR program as a research based means to assist in meeting this goal. Additionally, gap students will receive their own books to take home and read with parents to further promote literacy.	Academic Support Program	08/11/2015	05/31/2016	\$6942	Principal, Teachers, Library Media Specialist, SBDM
High School: Additional Technology/Lap Tops	28 Laptops will be purchased for students with disabilities classrooms for progress monitoring, classroom and benchmark assessments.	Technology	12/08/2015	05/31/2016	\$2700	DOSE Title Coordinator Special Education Teachers
Total					\$130324	

Title I Part C

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Elementary: Parent Involvement	Communicate with and provide parents opportunities to be informed and involved in school improvement planning, academic planning, event planning, student progress and academic planning, build knowledge of curriculum and learning expectations, parent website - "Bluegrass Learning Services"	Parent Involvement	07/01/2015	06/30/2016	\$500	Superintendent Director of Federal Programs DOSE Migrant & EL G&T School Principals & Teachers FRC

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Professional Development	Provide Professional Learning for teachers through school and district PLC's, embedded PD/Planning, professional development, etc.	Professional Learning	08/11/2014	06/30/2016	\$2000	Principals, Teachers, Curriculum Coordinator, Migrant/EL District Coordinator
Improve home to school and school to home communication	FRYSC Staff, Migrant Advocates, EL Staff will act as liaisons between the schools and families to include but not limited to translation services for ARC & PSP meetings, open house enrollments, newsletters, progress and grade reporting, School Messenger, school and district web page and other school related informational items; phone calls; home visits; parent meetings; parent nights; support of basic needs.	Parent Involvement	07/01/2014	06/30/2017	\$500	FRYSC, Migrant, EL District contact FRYSC School Directors Migrant Advocates EL Staff CIO
Middle: Parent Advisory Council -PAC	The Migrant Education Program (MEP) has a PAC council that meets 3 times a year to aid in decision making activities. One parent representative attends two regional PAC sessions a year. This aids in regional migrant programming activities.	Parent Involvement	08/11/2014	06/30/2016	\$300	Migrant/EL coordinator and staff
Plan and Implement Operation Preparation College and Career Readiness Activities	Provide College and Career Readiness activities for all Russell County Middle & High School students (including all subgroups) to include but not limited to business, industry, CTE classrooms, ATC classrooms, and higher education campus tours; speakers from student leadership representing CTE and ATC careers (HOSA, FFA, DECA, Skills USA, etc.), business, industry, KDE; and higher education facilities including CTE; one on one and small group advising from local community, business, industry, higher education, and other educational leaders. College campus tours for Migrant/EL students raise awareness of post-secondary opportunities. High School students will be provided additional activities such as Career Fair, Parent FAFSA night, Open House Orientation, assist families in understanding the value of CCR, Work Keys testing, Career Mini One-Stop, FOCUS Careers, Work Ethics Seal Program, Guest speakers from various colleges, industries, and the Military will be invited to speak to students, College Admission Nights, etc. At the Middle School, parents are invited to a College and Career Readiness night.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$400	CCR Counselor, Russell County High School and Middle School Counselors; Family Resource and Youth Services Center, Migrant/EL Staff, Club Advisors, LCADD
Elementary: Parent Advisory Council -PAC	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 meeting per year. This is to guide regional programming.	Parent Involvement	07/01/2015	06/30/2016	\$500	Migrant/EL Coordinator and Staff

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Inspiring Career Pathways	Provide students opportunities to participate in CTE related clubs, competitions, trips, and leadership positions.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$500	District CTE Coordinator High School Principals and Teachers Homeless Liaison RCMS Teachers and Principals
Reduce Barriers to Learning with EL and/or Migrant Learner	FRYSC and/or Migrant and/or EL personnel will collaborate and coordinate with school and public agencies to provide basic needs, mental and/or physical health needs and other academic support services that include summer camps, before/after school reading enrichment programs to reduce barriers to learning.	Academic Support Program	08/11/2014	06/30/2017	\$1000	FRYSC, EL & Migrant District Contact FRYSC, EL & Migrant Personnel 21st CCLC ESS Staff
Summer Learning	Although all students will be invited, students identified as Hispanic will be targeted to attend summer enrichment classes offered by 21st CCLC.	Academic Support Program	08/11/2014	06/30/2016	\$2000	21st CCLC Staff Migrant/EL Staff
ESS/21st Century Afterschool	Students in Hispanic population who are Migrant and/or EL students will be targeted to attend before and after-school programs to receive additional assistance in reading and math.	Academic Support Program	08/11/2014	06/30/2017	\$500	ESS/21 Century Migrant/EL Staff
Professional Development for EL & Migrant	Provide professional development and update training to EL and/or Migrant personnel; Provide training to classroom teachers on diverse learning needs of EL and/or Migrant Learners.	Academic Support Program	07/01/2014	06/30/2017	\$1000	EL District Contact District PD Coordinator
Total					\$9200	

FRYSC

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Improve home to school and school to home communication	FRYSC Staff, Migrant Advocates, EL Staff will act as liaisons between the schools and families to include but not limited to translation services for ARC & PSP meetings, open house enrollments, newsletters, progress and grade reporting, School Messenger, school and district web page and other school related informational items; phone calls; home visits; parent meetings; parent nights; support of basic needs.	Parent Involvement	07/01/2014	06/30/2017	\$250	FRYSC, Migrant, EL District contact FRYSC School Directors Migrant Advocates EL Staff CIO
Total					\$250	

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Title II Part A

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
High School: Greater Student Outcomes	Regular Education Teachers and Special Education Teachers participate in the GRREC Network to learn new learning strategies to promote greater student outcomes.	Professional Learning	09/08/2014	05/31/2016	\$1000	Regular Education Teachers Special Education Teachers District Curriculum Coordinator
Career Support with Subpopulations	Students from various sub-groups and students that are at-risk have been offered career information from former RCHS students through assemblies and field trips to local and regional businesses and industries. This opportunity will help students gain information about potential employment following high school. Provide support and intervention services to GT students by offering distance learning classes and Odyssey Ware Virtual Platform, before, during and/or after the school day. Provide professional development for teachers of GT students to improve services, provide resources and increase awareness of specific needs of gifted and talented students.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$2500	DoSE CCR Counselor ECE Teachers Principals GT Staff Highly Effective Teachers ESS
High School Math & ELA Curriculum Planning and Alignment, Standards Mapping, Instructional Strategic Planning, Common Assessment Development	Provide ELA & Math Content Level PLCs during release time, afterschool PLC time, and PD/Planning days for the purpose of curriculum planning & alignment, standards mapping, instructional strategic planning, common assessment development.	Professional Learning	07/01/2015	06/30/2017	\$5000	Director of Curriculum, PD, Federal Programs, Instructional Supervisor, Instructional Coach, High Principals & Teachers

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Odysseyware	Training was held for several high school, middle school, and district personnel, including homebound instructors, to provide support for implementing the use of the additional 500 Odysseyware slots purchased for alternative learning options. Curriculum coaches will offer additional support throughout the year as needed.	Professional Learning, Academic Support Program	09/01/2015	06/30/2017	\$500	Principals and Counselors Curriculum Coaches Athletic Director Regular Education Special Education Teachers District Curriculum Coordinator Director of Pupil Personnel
High School: GRREC Network	Teachers will attend the GRREC Social Studies Network to learn literacy strategies in the content area for Social Studies.	Professional Learning	08/11/2014	06/30/2015	\$1000	Regular and Special Education Teachers District Curriculum Coordinator
Abell & Atherton Training	ELA teachers will attend Sylvia Abel training on strategies that will help close the achievement gap in writing and improve our overall writing performance for all students which in turn will help our reading/literacy achievement. Participants will come back to the school and share the knowledge and strategies learned with others in the school during PLC's. The strategies learned will help improve our writing program.	Professional Learning	07/01/2015	06/30/2017	\$2500	ELA Teachers Principals PD Coordinator
Professional Development	Provide Professional Learning for teachers through school and district PLC's, embedded PD/Planning, professional development, etc.	Professional Learning	08/11/2014	06/30/2016	\$5000	Principals, Teachers, Curriculum Coordinator, Migrant/EL District Coordinator
High School: Additional Technology/Lap Tops	28 Laptops will be purchased for students with disabilities classrooms for progress monitoring, classroom and benchmark assessments.	Technology	12/08/2015	05/31/2016	\$6500	DOSE Title Coordinator Special Education Teachers

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Middle School: Promoting PLC Communication and Collaboration to Improve Learning	Provide PLC time for classroom, special education, and RTI teachers to meet frequently and review student data and monitor progress of students with disabilities and strategically plan for improvement.	Academic Support Program	01/04/2016	05/31/2016	\$500	DOSE Curriculum, RTI, PD, Director of Federal Programs Middle School Principal and Assistant Principal, Instructional Coach & Teachers
Persistence to Graduation	Russell County School District Drop-Out Prevention Committee will meet to target students at risk of dropping out. Personalized learning opportunities will be made available in the form of virtual learning. Performance based and work-based learning opportunities will also be utilized to accommodate individual student needs.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$500	Drop-Out Prevention Committee
Professional Development for CTE	Provide CTE teachers with meaningful professional development through conferences and update trainings.	Professional Learning	07/01/2015	06/30/2017	\$4000	CTE Coordinator Title II Coordinator
Professional learning for successful implementation of high complex ELA/CCR program	Provide updated professional learning to assist new teachers with the successful implementation of the Springboard curriculum.	Professional Learning	07/01/2015	06/30/2017	\$1000	High School Principals, Instructional Coach & ELA teachers
Middle School: Professional Development to Improve Learning for Students with Disabilities	Provide a variety of professional development to middle school staff such as but not limited to co-teaching, CCSS and CRA with Jennifer Clemmons, Literacy PD from GRREC including Teach Me to Read, On-Demand Writing with Abell and Atherton, Lindamood Bell Workshops, Conceptual Building Blocks for math, Design Thinking, differentiated instruction, and aligning tasks to the individual learner. Provide targeted PD as needs or opportunities arise.	Professional Learning	07/01/2014	06/30/2016	\$16000	DOSE, Curriculum, RTI, PD, Director of Federal Programs, Middle School Principal and Assistant Principal, Instructional Coach & Teachers, GRREC Consultants
Total					\$46000	

Title I Part A

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
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Elementary: Literacy PD through GRREC	Teachers will participate in several PD days offered by GRREC Literacy Consultant, Nancy Huston. The PD days will provide teachers with numerous opportunities to meet their individual needs for professional learning concerning classroom environment and centers K- 3, P-3 Foundation Skills and Phonemic Awareness.	Professional Learning	08/03/2015	06/01/2016	\$1500	ELA Teachers Principals PD Coordinator
Elementary: Grades 3-5 Math & ELA Curriculum Planning and Alignment, Standards Mapping, Instructional Strategic Planning, Common Assessment Development and Lesson Planning	Implement Grades 3-5 and Content Level PLCs during afterschool time, quarterly and during PD/Planning time for the purpose of curriculum planning, lesson planning, & alignment, standards mapping, instructional strategic planning, and common assessment development.	Professional Learning	07/01/2015	06/30/2016	\$5000	Director of Curriculum, PD, Federal Programs, Instructional Coaches, Instructional Supervisor, DOSE & G&T Coordinator EL & Migrant Coordinator GRREC &/or KDE Literacy &/or Special Education Consultants Elem. Principals & Teachers
Professional Development	Provide Professional Learning for teachers through school and district PLC's, embedded PD/Planning, professional development, etc.	Professional Learning	08/11/2014	06/30/2016	\$2500	Principals, Teachers, Curriculum Coordinator, Migrant/EL District Coordinator
Elementary - Novice Reduction Meeting	A team of teachers representing all content areas and grade levels, principals, instructional coach and district personnel worked through the KDE tools supported by a novice reduction coach to analyze the "as-is" state of the school and identify leverages and concerns for the school. As a result, activities were developed to reduce the number of novice students.	Professional Learning	11/09/2015	11/27/2015	\$1500	Principals, Teachers, Supervisor of Instruction, PD Coordinator, Title I Coordinator

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Elementary - District Initiatives	As part of a district initiative, teachers will develop ELA curriculum maps/pacing guides, develop common assessments, and develop lesson plans to ensure the level of the standards are met and that assessments are congruent to the standards.	Direct Instruction, Other - Planning	07/01/2015	06/30/2016	\$5000	Principals, Teachers, Director of Curriculum and Instruction, Instructional Coach, Effectiveness Coach, Title I Coordinator
RCMS - Building Writers with Abell and Atherton	Grades 6-8 ELA general education and collaborating special education teachers participated in a series of professional development offered by Abell & Atherton Educational Consultants that focused on implementing standards-based writing and reading lessons and assessments. Participants learned step by step approaches for teaching students to be more independent writers with challenging and engaging activities congruent to standards. Rubrics and student work samples were analyzed for performance standards as well.	Professional Learning	09/15/2015	11/16/2015	\$8275	General and Special Education Teachers, Instructional Coach, District PD Coordinator, Principal
Elementary -Building Writers with Abell and Atherton	ELA general education and collaborating special education teachers participated in a series of professional development offered by Abell & Atherton Educational Consultants that focused on implementing standards-based writing and reading lessons and assessments. Participants learned step by step approaches for teaching students to be more independent writers with challenging and engaging activities congruent to standards. Rubrics and student work samples were analyzed for performance standards as well.	Professional Learning, Academic Support Program	09/15/2015	11/16/2015	\$5000	Principals, Teachers, PD Coordinator, Title I Coordinator
Middle: Parent Involvement	Communicate with and provide parents opportunities to be informed and involved in school improvement planning, CCR planning, academic planning, event planning, student progress and academic planning, build knowledge of curriculum and learning expectations	Parent Involvement	07/01/2015	06/30/2016	\$3000	Director of Federal Programs School Principals & Teachers
RCMS - Assessment Literacy	GRREC math consultant, Jennifer Clemmons, is collaborating with RCMS math teachers on analyzing common core and designing coherent instructional assessments congruent to standards	Academic Support Program	11/24/2015	05/31/2016	\$4500	GRREC Consultant, Teachers, Instructional Coach, Principal
RCMS - Novice Reduction Meeting	A team of teachers representing all content areas and grade levels, principals, instructional coach and district personnel worked through the KDE tools supported by a novice reduction coach to analyze the "as-is" state of the school and identify leverages and concerns for the school. As a result, activities were developed to reduce the number of novice students.	Professional Learning	10/27/2015	11/19/2015	\$100	Director of Professional Development, Principals, Instructional Coach, Teachers

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Middle: Research Based College & Career Ready Rigorous KCAS ELA Program	Provide updated Springboard training for new update program built from the new, more rigorous, complex common core standards and developed to promote College and Career Readiness Success. The program includes rigorous instructional strategies and task congruent to the new ELA standards.	Professional Learning	07/01/2015	06/30/2016	\$5250	Director of Curriculum, PD, Federal Programs Instructional Supervisor Middle School Instructional Coach Middle ELA Teachers
Elementary: K-2 Math & ELA Standards Based Planning	Provide release time, afternoon PLC time, and PD/ Planning time for K-2 classroom, SE, RTI, EL, Migrant, GTE teachers to pace Math & ELA standards to develop and implement standards based units, common assessments, and quarterly planning to communicate to parents & students	Academic Support Program	07/01/2015	06/30/2016	\$4000	Director of Curriculum, PD, Federal Programs Elementary Instructional Coach Elementary Principals & Teachers
Elementary: CCSS and CRA	teachers will attend three Conceptual Building Block modules(addition/subtraction, multiplication/division, fractions).Jennifer Clemmons, GRREC Math Consultant will meet with teachers to help them learn strategies that will help students develop a deep understanding of mathematical concepts in numbers and fractions. They will help them develop how to develop concrete teaching strategies. She will meet with teachers to help plan, coach, and co-teach lessons that incorporate Conceptual Building Blocks.	Professional Learning	07/01/2015	06/30/2016	\$2500	PD Coordinator Math Teachers GRREC
Elementary: Professional Learning Plan	Provide professional development and planning days for ALL staff representing all students and subpopulations to analyze data and plan for school, classroom, gap, and individual student improvement--specifically plan how to meet the learning needs of the student population. Based on findings of needs assessment, schools can strategically allocate funding, plan for professional learning, guide curriculum and instructional planning and practices, and intentionally plan for interventions based on the individual learning needs of students.	Academic Support Program	07/01/2015	06/30/2016	\$4000	Director of Curriculum, PD, Federal Programs Instructional Supervisor Instructional Coaches Principals & Teachers DOSE & G&T EL & Migrant Coordinator

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Inspiring Career Pathways	Provide students opportunities to participate in CTE related clubs, competitions, trips, and leadership positions.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$500	District CTE Coordinator High School Principals and Teachers Homeless Liaison RCMS Teachers and Principals
Elementary: Building Writers with Abell & Atherton	<p>Part I - Teachers will learn new strategies and ideas to empower students as writers and the tools they need to be successful in writing. Teachers will learn a step by step approach for teaching students to be more independent writers, will be given modeled lessons and strategies, and learn a process for building engaging and challenging prompts in all content areas and grade levels.</p> <p>Part II - Teachers will examine the new On-Demand Scoring Guide and released work samples that exemplifies the performance standards. They will be presented with best practices for helping build competent writers. Paragraph development strategies will be given and mini-lesson ideas.</p> <p>Primary Writing - In this workshop, teachers will learn what primary writing looks like and how it develops, what the writing process looks like and how it develops, how to use organizers and manipulatives to help young writers, and how pictures books and other resources can be used to spark writing ideas.</p> <p>All teachers attending will come back and share ideas with their schools in PLC's and will use the strategies learned to improve our writing program.</p> <p>For the 2015 - 2016 School Year, several teachers 3-12 attended workshops provided by Abell and Atherton Educational Consulting, "Building the Writer Within." Teachers learned strategies for implementation of On Demand Writing in the primary grades to ensure that the necessary skills are acquired before state assessment in 5th grade. Teachers received strategies, resources, and lessons for teaching writing to all students.</p>	Professional Learning	02/10/2015	06/30/2016	\$2500	Writing Teachers Principals PD Coordinator

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Middle: Professional Learning Plan	Allow professional development and planning days for ALL staff representing all students and subpopulations to analyse data and plan for school, classroom, gap, and individual student improvement- specifically plan how to meet the learning needs of the student population. Based on findings of needs assessment, schools can strategically allocate funding, plan for professional learning, guide curriculum and instructional planning and practices, and intentionally plan for interventions based on the individual learning needs of students.	Academic Support Program	07/01/2015	06/30/2016	\$5000	Director of Curriculum, PD, Federal Programs Instructional Supervisor Instructional Coach Principals & Teachers DOSE & G&T EL & Migrant Coordinator
Elementary: Parent Involvement	Communicate with and provide parents opportunities to be informed and involved in school improvement planning, academic planning, event planning, student progress and academic planning, build knowledge of curriculum and learning expectations, parent website - "Bluegrass Learning Services"	Parent Involvement	07/01/2015	06/30/2016	\$1500	Superintendent Director of Federal Programs DOSE Migrant & EL G&T School Principals & Teachers FRC
College and Career Diagnostic Assessment	Provide off grade practice Explore Testing to 6th, 7th, and 8th grade students in the winter/spring. School personnel will analyze test data to guide curriculum and instructional planning including intervention for students scoring below and above benchmark for personalized learning. State Administrative Code for Testing with Inclusion of Special Populations is followed on all off grades testing.	Academic Support Program	07/01/2015	06/30/2017	\$8000	RCMS Staff including Gifted/Talented, Special Education, Migrant/EL
RCMS - Conceptual Building Blocks Math Cadre	General education, special education teachers and instructional coach will develop a deep conceptual understanding of the core components of standards and learn strategies for teaching content and differentiating instruction for a student-centered classroom.	Professional Learning, Direct Instruction	10/26/2015	02/05/2016	\$4225	Math teachers, Instructional Coach, Principal

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<p>Elementary: Grades 3-5 KCAS Math Standards Mapping and Strategic Instructional Planning</p>	<p>Provide release time; after school PLC time, and PD time for Grades 3-5 math classrooms, special education, RTI, EL, Migrant, and GTE teachers to work with the Elementary Instructional Coach in Standards Based Mapping and Curriculum Planning.</p>	<p>Professional Learning</p>	<p>07/01/2015</p>	<p>06/30/2016</p>	<p>\$4000</p>	<p>Director of Curriculum, PD, Federal Programs Elementary Instructional Coach Elem Principals & Teachers DOSE & G&T EL & Migrant Coordinator Instructional Supervisor</p>
<p>Elementary: Primary K-2 Math and ELA Standards Mapping and Common Assessment Development and Lesson Planning</p>	<p>Provide release time a minimum of once each quarter, utilize PD/Planning dates in school calendar; and implement quarterly after school PLC time for all district K-2 teachers, primary special education teachers, EL, Migrant, & GTE staff to map standards; plan units and common assessments to complexity of the standards.</p>	<p>Professional Learning</p>	<p>07/01/2015</p>	<p>06/30/2016</p>	<p>\$4000</p>	<p>Director of Curriculum, PD, Federal Programs, Instructional Coach, Instructional Supervisor, DOSE & G&T Coordinator EL & Migrant Coordinator GRREC &/or KDE Literacy &/or Special Education Consultants Elem Principals & Teachers</p>
<p>Middle: Grades 6-8 Math & ELA Curriculum Planning and Alignment, Standards Mapping, Instructional Strategic Planning, Common Assessment Development</p>	<p>Implement Grades 6-8 Grade and Content Level PLCs during release time, afterschool PLC time, and school calendar embedded PD/Planning time for the purpose of curriculum planning & alignment, standards mapping, instructional strategic planning, common assessment development. Utilize district lesson plan/pacing guide templates to create products</p>	<p>Professional Learning</p>	<p>07/01/2015</p>	<p>06/30/2016</p>	<p>\$5000</p>	<p>Director of Curriculum, PD, Federal Programs Instructional Supervisor Middle School Instructional Coach Middle Principals & Teachers</p>

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Middle: Building Writers with Abell & Atherton	<p>Part I - Teachers will learn new strategies and ideas to empower students as writers and the tools they need to be successful in writing. Teachers will learn a step by step approach for teaching students to be more independent writers, will be given modeled lessons and strategies, and learn a process for building engaging and challenging prompts in all content areas and grade levels.</p> <p>Part II - Teachers will examine the new On-Demand Scoring Guide and released work samples that exemplifies the performance standards. They will be presented with best practices for helping build competent writers. Paragraph development strategies will be given and mini-lesson ideas.</p> <p>Strategies and information learned by participants will then be brought back and shared with other school staff in PLC's. The strategies learned will be used in teaching to help strengthen our writing program.</p>	Professional Learning	02/10/2015	06/30/2016	\$5000	Writing Teachers Principals District PD Coordinator
RCMS - Novice Reduction Meeting	A team of teachers representing all content areas and grade levels, principals, instructional coach and district personnel worked through the KDE tools supported by a novice reduction coach to analyze the "as-is" state of the school and identify leverages and concerns for the school. As a result, activities were developed to reduce the number of novice students.	Professional Learning	10/27/2015	11/19/2015	\$100	Director of Professional Development, Principals, Instructional Coach, Teachers
Elementary: Professional Development to Improve Learning for Students with Disabilities	Provide a variety of professional development to elementary staff such as but not limited to co-teaching, CCSS and CRA with Jennifer Clemmons and Rebecca Gaddie, Literacy PD from GRREC, On-Demand Writing with Abell and Atherton, Lindamood Bell Workshops, Conceptual Building Blocks for math, differentiated instruction, and aligning tasks to the individual learner. Provide targeted PD as needs or opportunities arise.	Professional Learning	07/01/2014	06/30/2016	\$5000	DOSE Director Curriculum, RTI, PD Coach, Director of Federal Programs Elementary Principals & Teachers Instructional Coaches
High School: Visible Learning by John Hatti	Attend training provided by GRREC. Ainsley Rose presentation of John Hatti's research on effect size.	Professional Learning	11/03/2014	11/11/2014	\$900	DOSE Instructional Coaches School Administration Special Education Teachers

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Elementary: Professional Development to Improve Learning for Students with Disabilities	Provide a variety of professional development to elementary staff such as but not limited to co-teaching, CCSS and CRA with Jennifer Clemmons and Rebecca Gaddie, Literacy PD from GRREC, On-Demand Writing with Abell and Atherton, Lindamood Bell Workshops, Conceptual Building Blocks for math, differentiated instruction, and aligning tasks to the individual learner. Provide targeted PD as needs or opportunities arise.	Professional Learning	07/01/2014	06/30/2016	\$2500	DOSE Director Curriculum, RTI, PD Coach, Director of Federal Programs Elementary Principals & Teachers Instructional Coaches
Elementary: Grade 3-5 ELA Professional Development in Developing Standards Based Unit, Common Assessments & Lesson Planning with Rigor and Congruent to the Complexity of the Standards	Provide Grade 3-5 ELA teachers, special education teachers, EL, Migrant & GTE staff professional development on building rigorous standards based units and assessments congruent to the complexity of the standards. Continue work in afternoon PLC time.	Professional Learning	07/01/2015	06/30/2016	\$2500	Director of Curriculum, PD, Federal Programs Instructional Supervisor DOSE EL & Migrant GRREC & KDE Literacy Consultants Elem Principals & Teachers
Middle: Cambridge Educational Services Off Grade CCR Explore Off Grade Testing	Implement Cambridge Explore Assessment and Purchase Scoring and Reporting for 6-8 Off Grade Testing. Analyze data for Curriculum, Instructional, and Intervention Planning. Utilize Data for Student Awareness and Individual Goal Setting.	Academic Support Program	07/01/2015	06/30/2016	\$8000	Director of Federal Programs 6-8 Principals, Counselors, and Teachers
Promoting Foundational CCR in Primary Grades	Purchase and Implement CCR like NRT diagnostic assessment for grade K, 1, 2 (off grade testing). State Administrative Code for Testing with Inclusion of Special Populations is followed on all off grades testing. School personnel will analyze student data to guide curriculum and instructional planning and intervention services.	Academic Support Program	07/01/2015	06/30/2017	\$18000	Director of Federal Programs DAC Elementary School Principals, Counselors, and Teachers

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Elementary: Grades 3-5 Math & ELA Standards Based Planning	Provide release time, afternoon PLC time, and PD/Planning time for grades 3-5 classroom, SE, RTI, EL, Migrant, and GTE teachers to pace Math & ELA standards to develop and implement standards based units, common assessments, and quarterly standards to communicate with parent & student	Academic Support Program	07/01/2015	06/30/2016	\$4000	Director of Curriculum, PD, Federal Programs Instructional Supervisor Elementary Instructional Coach Elem Principals and Teachers
Elementary: Visible Learning by John Hatti	Attend training provided by GRREC. Ainsley Rose presentation of John Hatti's research on effect size.	Professional Learning	11/03/2014	11/11/2014	\$900	DOSE, Elementary, Middle, and High Curriculum Coaches, School Administrators, Special Education Teachers
Elementary: Reading and Math Benchmarking and Progress Monitoring for Student Improvement	Conduct Discovery Education Benchmarks during Fall, Winter, and Spring. Follow up with Progress Monitoring for Students with Disabilities and Students Receiving RTI Services	Academic Support Program	07/01/2014	06/30/2016	\$5200	DOSE District RTI High, Middle, & Elementary Principals & Teachers
Middle: Cambridge Educational Services CCR Intervention Program	6-8 grade students scoring below or above CCR Explore Benchmark in 6-8 assessment in reading and math will receive intervention services based on specific skill deficits. Interventions will be implemented by classroom teachers, special education teachers, EL, Migrant, GTE, CCR, RTI, ESS Waiver intervention staff.	Academic Support Program	07/01/2015	06/30/2016	\$6000	Middle Principal & Teachers
RCMS STAR/AR	RCMS students will use the STAR/AR program within the Library Media Center to monitor reading levels and set personal goals based on STAR level/Lexile equivalency to increase proficiency. Students will use the AR program as a research based means to assist in meeting this goal. Additionally, gap students will receive their own books to take home and read with parents to further promote literacy.	Academic Support Program	08/11/2015	05/31/2016	\$3000	Principal, Teachers, Library Media Specialist, SBDM
Middle School: Visible Learning by John Hatti	Ainsley Rose Presentation of John Hatti's research on effect size. Attend trainings provided by GRREC	Professional Learning	11/03/2014	11/11/2014	\$900	DOSE, Middle School Administrators, Middle School Curriculum Coaches
Total					\$148850	

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Perkins

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Career Preparation through CTE	Provide CTE classrooms, teachers, and students with the advanced equipment and sustainable resources available to be prepared to compete for career opportunities post secondary.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$10000	District CTE Coordinator
Professional Development for CTE	Provide CTE teachers with meaningful professional development through conferences and update trainings.	Professional Learning	07/01/2015	06/30/2017	\$1000	CTE Coordinator Title II Coordinator
Total					\$11000	

Booster Fund

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Inspiring Career Pathways	Provide students opportunities to participate in CTE related clubs, competitions, trips, and leadership positions.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$5000	District CTE Coordinator High School Principals and Teachers Homeless Liaison RCMS Teachers and Principals
Total					\$5000	

Race to the Top

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Provide a panel to host a question/answer session of the opportunities available for high-ability students.	Involve parents, teachers and students in a panel discussion involving opportunities for high-ability students. Provide students the opportunity to visit the Gatton and/or Craft Academies.	Professional Learning, Academic Support Program, Community Engagement, Parent Involvement, Career Preparation/Orientation	01/04/2016	06/30/2017	\$200	G/T staff
Total					\$200	

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KETS

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Staff & Student Training	School staff and students will be trained on proper emergency procedures to equip them with tools to respond to emergency situations, defending against threats (i.e. bullying, hostage situations, kidnapping, drills), etc. The district has invested in a new phone system that instantly connects all buildings and provides for district wide paging. A new system referred to as Special Warning and Response Mechanism (SWARM) alerts students, faculty, etc. to more effectively conduct reverse evacuations. The district has also implemented the STOP tipline through the KY Center for School Safety that affords students, parents and community members the opportunity to anonymously report bullying, violence or other risky behavior.	Other	08/11/2014	06/30/2015	\$100000	Principals Teachers Staff
Total					\$100000	

Title III

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Career Pathway Orientation and Awareness	Provide overview and support materials and resources to counselors, teachers, parents, and students. Spanish language materials distributed to high school Migrant and EL parents.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$100	College and Career Readiness Counselor FRYSC Migrant/EL Staff RCMS/RCHS Counselors Agriculture Department Head NJROTC Department Vocational School Staff Middle School CCR Representative

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Professional Development	Provide Professional Learning for teachers through school and district PLC's, embedded PD/Planning, professional development, etc.	Professional Learning	08/11/2014	06/30/2016	\$200	Principals, Teachers, Curriculum Coordinator, Migrant/EL District Coordinator
Professional Development for EL & Migrant	Provide professional development and update training to EL and/or Migrant personnel; Provide training to classroom teachers on diverse learning needs of EL and/or Migrant Learners.	Academic Support Program	07/01/2014	06/30/2017	\$1000	EL District Contact District PD Coordinator
Reduce Barriers to Learning with EL and/or Migrant Learner	FRYSC and/or Migrant and/or EL personnel will collaborate and coordinate with school and public agencies to provide basic needs, mental and/or physical health needs and other academic support services that include summer camps,before/after school reading enrichment programs to reduce barriers to learning.	Academic Support Program	08/11/2014	06/30/2017	\$200	FRYSC, EL & Migrant District Contact FRYSC, EL & Migrant Personnel 21st CCLC ESS Staff
Plan and Implement Operation Preparation College and Career Readiness Activities	Provide College and Career Readiness activities for all Russell County Middle & High School students (including all subgroups) to include but not limited to business, industry, CTE classrooms, ATC classrooms, and higher education campus tours; speakers from student leadership representing CTE and ATC careers (HOSA, FFA, DECA, Skills USA, etc.), business, industry, KDE; and higher education facilities including CTE; one on one and small group advising from local community, business, industry, higher education, and other educational leaders. College campus tours for Migrant/EL students raise awareness of post-secondary opportunities. High School students will be provided additional activities such as Career Fair, Parent FAFSA night, Open House Orientation, assist families in understanding the value of CCR, Work Keys testing,Career Mini One-Stop, FOCUS Careers, Work Ethics Seal Program, Guest speakers from various colleges, industries, and the Military will be invited to speak to students, College Admission Nights, etc. At the Middle School, parents are invited to a College and Career Readiness night.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$400	CCR Counselor, Russell County High School and Middle School Counselors; Family Resource and Youth Services Center, Migrant/EL Staff, Club Advisors, LCADD
Total					\$1900	

No Funding Required

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
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Elementary: Common Assessments	Teachers meet once per quarter to align Common Assessments to the congruence of the standards. Common Assessments are used as a formative measure to assess the rigor of standards in the instructional process and to differentiate student learning. Common Assessment results are also used to assist teachers in determining flexible grouping among students.	Academic Support Program	07/01/2015	06/30/2016	\$0	Teachers, Building Principals, Director of Curriculum and Instruction, Elementary Instructional Coach
Promote Awareness and Utilize Government and Public Service Agencies in Transition and Career Planning for Students with Disabilities	Inform parents of available valuable community resources to afford successful transitional and career planning for their disabled students; invite and involve potential government and public service agencies in transition and career planning with students with disabilities; Involve parents in decisions regarding which agencies to involve in transitional planning for their disabled student.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$0	DOSE School Principals School Counselors Special Education and Classroom Teachers
RCMS - Design and Delivery of Instruction	District Initiatives that include the creation of and follow-up with vertically and horizontally aligned pacing/curriculum maps and district-wide lesson plan templates that include standards, essential questions, assessments, instructional strategies, accommodations, program review and PGES connections ensure all students have access to quality instruction.	Direct Instruction	08/04/2015	05/31/2016	\$0	Teachers, Instructional Coach, Principals, Director of Instruction
Elementary: Linda Mood Bell Research Based Strategies and Materials	Teachers will use materials and strategies from Linda Mood Bell resources to improve academic achievement of students with disabilities in reading and math.	Direct Instruction	08/11/2015	05/31/2017	\$0	DOSE Special Ed. Teachers Selected Regular Ed. Teachers
Middle School: Gender Specific Professional Learning	We are actively seeking professional learning opportunities on gender specific learning strategies through GRREC, Webinars, professional magazines, media sources, books, etc. for teachers.	Professional Learning	01/04/2016	06/30/2017	\$0	DOSE Curriculum, RTI, PD, Director of Federal Programs Middle School Principal & Teachers

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Elementary: Promoting PLC Communication and Collaboration to Improve Learning	Provide PLC time for classroom, special education, and RTI teachers to meet frequently and review student data and monitor progress of students and strategically plan for improvement	Academic Support Program	07/01/2014	06/30/2016	\$0	DOSE District Director of Curriculum and Instruction Principals & Teachers Elementary Instructional Coach
Elementary: Math RTI	Students are benchmarked three times per year using Discovery Education. Students who fall below the 10th percentile at each grade level benchmark, are referred for RTI services. Students in RTI will receive extra math services from RTI teachers and interventionists. RTI groupings remain fluid, and students can move in and out of the Tiers as needed. Students will receive progress monitoring on an individual basis to determine if interventions are successful or whether another intervention should be utilized.	Academic Support Program	07/01/2015	06/30/2016	\$0	Teachers, RTI Teachers, Interventionists, Building Principals
RCMS - TPGES/OPGES-Highly Qualified Teachers and Educators	Teachers will utilize the Framework for Teaching to improve student achievement and reduce the number of students scoring novice. Specifically, teachers will focus on Domains 1 and 3(Planning and Instruction) to ensure that quality planning, instruction, and assessments are occurring. Student data will be analyzed and monitored to drive instructional practices.	Professional Learning, Direct Instruction	08/11/2015	05/31/2016	\$0	Teachers, Principals, Effectiveness Coach, Director of Instruction, PGES POC
CCR Intervention Planning (ACT)	COMPASS test prep and utilize ASVAB Test Prep for all high school students with an emphasis on 12th grade.	Academic Support Program	07/01/2015	06/30/2017	\$0	School Principal Teachers ESS Director
Collaborate with Local Law Enforcement Agencies	Provide a safe and secure learning environment by ensuring the best possible local crisis response to possible emergency situations. Russell County Board of Education will collaborate with local law enforcement agencies & First Responders, and KCSS to plan prevention and/or response to crisis situations.	Community Engagement	07/01/2014	06/30/2015	\$0	School Superintendent Safe Schools Coordinator SRO
Special Education	ECE teachers have students on their caseload to offer consultation and remediation on their instructional level. This period serves as an intervention class for these students to help them move towards college and career readiness.	Academic Support Program	07/01/2015	06/30/2017	\$0	Principals DoSE Teachers
PASS Program	The GRECC Behavior Consultant will visit the middle and high schools to provide information to staff members on implementing the PASS Program which proactively addresses behavior to improve academics.	Behavioral Support Program	01/19/2015	06/30/2015	\$0	DOSE RCHS & RCMS Principals RCHS and RCMS Teachers

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Elementary: Data-Driven Lesson Planning	For the 2015-2016 school year, elementary math teachers will meet on two designated teacher plan days to develop math lessons per grade level with intentional focus on formative assessments, connections to 21st Century Learners, and student engagement. Lesson plans will include standards, essential questions, assessments, instructional strategies, accommodations, differentiation, and connection to program reviews and PGES when applicable. Lesson planning will follow a district-wide format and teachers will collaborate across schools to ensure that students receive lessons that meet rigorous content standards. Math content PLC's will be held once per month to refine lesson initiatives and assess the value of formative assessments and their congruence to learning targets. Vertical and horizontal alignment will occur during PLC time to ensure that pacing and curriculum maps are aligned to the congruence of the standards.	Direct Instruction	07/01/2015	06/30/2016	\$0	Teachers, Building Principals, Instructional Coach, Director of Curriculum and Instruction
RCMS - TPGES/OPGES-Highly Qualified Teachers and Educators	Teachers and Other Professionals will utilize their Frameworks to improve teaching which will in turn improve student achievement and reduce the number of students scoring novice. Specifically, teachers will focus on Domains 1 and 3(Planning and Instruction) to ensure that quality planning, instruction, and assessments are occurring. Student data will be analyzed and monitored to drive instructional practices.	Other - TPGES/OPGES	08/11/2015	05/31/2016	\$0	Principals, Teachers, Other Professionals, Effectiveness Coach, PGES POC
Bus Driver Training	Discipline procedures will be developed and bus drivers trained to implement behavior intervention strategies as recommended by KY Center for School Safety.	Behavioral Support Program	07/01/2014	07/01/2016	\$0	Transportation Director Bus Drivers School Resource Officer Director of Pupil Personnel
District Wide Special Education Meetings	Special Education teachers will attend scheduled district-wide special education meetings to address compliance issues, review district's special education scores, and plan activities to promote student achievement.	Professional Learning	07/01/2014	06/30/2017	\$0	DOSE Special Education Teachers Instructional Coach
TPGES/PPGES	TPGES/PPGES Russell County Schools vision for the Professional Growth and Effectiveness System (PGES) is to have every student taught by an effective teacher and every school led by an effective principal. The goal is to create a fair and equitable system to measure teacher and leader effectiveness and act as a catalyst for professional growth. This will be accomplished through professional learning opportunities and PLC meetings with the district educator effectiveness coach.	Professional Learning	07/01/2015	06/02/2016	\$0	Teachers Administration District Effectiveness Coach

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<p>RCHS - TPGES/OPGES - Highly Qualified Teachers and Other Professionals</p>	<p>Teachers and Other Professionals will utilize their framework to improve teaching, which in turn will improve student achievement and reduce the number of students scoring novice. Specifically, teachers will focus on Domains 1 and 3(Planning and Instruction) to ensure that quality planning, instruction, and assessments are occurring. Student data will be analyzed and monitored to drive instructional practices.</p>	<p>Professional Learning, Direct Instruction</p>	<p>12/14/2015</p>	<p>05/31/2016</p>	<p>\$0</p>	<p>Principals, Teachers, PGES POC, Effectiveness Coach</p>
<p>Provide Awareness and Training</p>	<p>Provide specialized training and support to school personnel and parents in transitional planning and utilizing ILPs to its fullest extent for students with disabilities; teach students about transitional planning and encourage to participate; teach and encourage students how to utilize their ILPs and how to set goals, plan, and monitor their own progress; provide self advocacy training to students</p>	<p>Career Preparation/Orientation</p>	<p>07/01/2015</p>	<p>06/30/2017</p>	<p>\$0</p>	<p>DOSE School Principals School Counselors Special Education and Classroom Teachers</p>
<p>RCMS - Effectiveness Coach</p>	<p>Effectiveness Coach is available to build capacity with teachers, principals, and other professionals in regards to PGES including but not limited to student growth goals, professional growth plans, self-reflections and observations which are direct links to novice reduction.</p>	<p>Professional Learning, Academic Support Program</p>	<p>07/01/2015</p>	<p>06/30/2016</p>	<p>\$0</p>	<p>Effectiveness Coach, Teachers, Principals, Other professionals</p>
<p>CCR Networking</p>	<p>A communication network will be enhanced for school personnel to seek assistance from FRYSC, RTI Coordinator and CCR district and school coordinators to assist in providing resources and targeted interventions to meet specific needs of students in subpopulations to improve CCR attainment</p>	<p>Career Preparation/Orientation</p>	<p>07/01/2015</p>	<p>06/30/2017</p>	<p>\$0</p>	<p>RCHS CCR Counselor Migrant and EL District Contact FRYSC School Directors and Staff DOSE RTI/KSI Federal Programs</p>
<p>RCHS - Key Core Process - District Initiative - Design and Deliver Quality Instruction</p>	<p>Create and follow up with vertically and horizontally aligned pacing/curriculum maps and district-wide lesson plan templates that include standards, essential questions, assessments, instructional strategies, accommodations and program review and PGES connections ensure all students have access to quality instruction.</p>	<p>Professional Learning, Direct Instruction</p>	<p>08/11/2015</p>	<p>05/31/2016</p>	<p>\$0</p>	<p>Principals, Teachers, Director of Instruction, PD Coordinator</p>
<p>Elementary - District PLC</p>	<p>Teachers will use District PLC time throughout the year to analyze both common assessments and benchmark testing results to get an idea of what percentage of students are performing at the Novice level and to target these kids to move them forward. Common Lesson Planning will be sure to include differentiated instruction to help ensure that students scoring novice are getting needed instruction.</p>	<p>Professional Learning, Direct Instruction</p>	<p>07/01/2015</p>	<p>06/30/2016</p>	<p>\$0</p>	<p>Principals, Teachers, PD Coordinator, Supervisor of Instruction</p>

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Middle School: Classroom Follow-up	Administrators will conduct periodic learning checks/walk-through to monitor classrooms for implementation of strategies to improve student learning including disabled students and give immediate feedback to teachers and staff.	Academic Support Program	07/01/2014	06/30/2016	\$0	Administration
Middle School: Individual Student Goal Setting	Special Education teachers will meet with students on their caseloads to review assessment scores and set individual goals for state assessments.	Academic Support Program	10/12/2015	05/31/2016	\$0	DOSE, School Administrators, and Special Education Teachers
RCHS - Effectiveness Coach	The district effectiveness coach works with teachers throughout the year on the processes including but not limited to self-reflection, professional growth plans, student growth goals, data analysis, creating pre and post assessments, creating rubrics, the Framework for Teaching. This positively affects academic achievement. As teachers practices improve, student achievement should in turn improve.	Professional Learning, Direct Instruction	07/01/2015	06/30/2016	\$0	Effectiveness Coach, PGES POC
RCMS - PPGES-Highly Qualified Leaders	Principals will focus on Performance Standard 1 to serve in the capacity as instructional leaders within the school. This will be reflected in their participation in PLC's, data analysis, and observation data to ensure that all students are receiving high level instruction within the classroom.	Academic Support Program	08/11/2015	05/31/2016	\$0	Principals
Elementary - Novice Reduction Meeting	A team of teachers representing all content areas and grade levels, principals, instructional coach and district personnel worked through the KDE tools supported by a novice reduction coach to analyze the "as-is" state of the school and identify leverages and concerns for the school. As a result, activities were developed to reduce the number of novice students.	Professional Learning, Direct Instruction	09/15/2015	11/16/2015	\$0	Principals, Teachers, PD Coordinator, Supervisor of Instruction, DAC, Effectiveness Coach, Instructional Coaches
Middle School: Co-Teaching Coaching Follow-up	Special education and general education co-teachers will receive co-teaching coaching follow-up observations and debriefs from GRREC consultant to focus on closing the gap between students with disabilities and students without disabilities.	Professional Learning	12/07/2015	02/05/2016	\$0	Principal, Special Education and General Education Teachers, GRREC Consultant
RCHS - PLC's	Teachers will use PLC time to analyze both common assessments and benchmark testing results to get an idea of what percentage of students are performing at the novice level and to target these kids to move them forward.	Professional Learning	08/11/2015	05/31/2016	\$0	Teachers, Principals, Instructional Coach

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<p>RCHS - Laker Literacy</p>	<p>Timed reading passages will be completed weekly for students to improve in the area of reading comprehension in an effort to reduce students scoring in novice. Teachers will provide interventions for students who are consistently scoring novice.</p>	<p>Academic Support Program</p>	<p>08/11/2015</p>	<p>05/31/2016</p>	<p>\$0</p>	<p>Teachers, Principals, Instructional Coach</p>
<p>Elementary PGES</p>	<p>Educator Effectiveness Coach will meet with special education teachers to provide professional learning opportunities to support them with self-reflection, professional growth planning, developing student growth goals to help reduce the students who are at the novice level.</p>	<p>Professional Learning</p>	<p>08/03/2015</p>	<p>05/31/2016</p>	<p>\$0</p>	<p>Educator Effectiveness Coach Special Education Teachers PGES POC Elementary Instructional Coach</p>
<p>RCHS - PPGES -Highly Qualified Teachers and Other Professionals</p>	<p>Principals will focus on Performance Standard 1 to serve in the capacity as instructional leaders within the school. This will be reflected in their participation in PLC's, data analysis, and observation data to ensure that all students are receiving high level instruction within the classroom.</p>	<p>Other - PPGES</p>	<p>08/11/2015</p>	<p>05/31/2016</p>	<p>\$0</p>	<p>Principals, PGES, POC, Effectiveness Coach</p>
<p>Elementary: Classroom Follow-up</p>	<p>Administrators and Curriculum Coach, Tonya Rexroat, will conduct periodic learning checks to monitor classrooms for implementation of strategies to improve student learning with disabled students and give immediate feedback to teachers and staff.</p>	<p>Academic Support Program</p>	<p>07/01/2014</p>	<p>06/30/2016</p>	<p>\$0</p>	<p>Administration Curriculum Coach Teachers</p>
<p>Middle School - Communication and Parent Involvement</p>	<p>Communicate with parents the results of Discovery Education Benchmarking and invite parents to become involved in student goal setting.</p>	<p>Parent Involvement</p>	<p>08/24/2015</p>	<p>04/01/2016</p>	<p>\$0</p>	<p>Teachers & Principal</p>
<p>Academic Support for the EL and/or Migrant Learner</p>	<p>EL and/or Migrant personnel will provide support to the classroom teacher to promote best practices in support of EL and Migrant learners; EL and/or Migrant personnel collaborate with classroom teachers and parents to complete PSPs and accommodate the needs of each EL and/or Migrant learner</p>	<p>Academic Support Program</p>	<p>07/01/2014</p>	<p>06/30/2017</p>	<p>\$0</p>	<p>EL & Migrant District Contact EL & Migrant Personnel School Principals & Teachers</p>
<p>High School: PLCs</p>	<p>High School instructional coach will conduct professional learning in PLCs utilizing Edviation, KDE Media Portal, Educator Development</p>	<p>Professional Learning</p>	<p>09/05/2014</p>	<p>05/31/2016</p>	<p>\$0</p>	<p>High School Instructional Coach</p>
<p>High School: Seeking Gender Specific Professional Learning</p>	<p>We are actively seeking professional learning opportunities on gender specific learning strategies through GRREC, Webinars, professional magazines, media sources, books, etc. for teachers.</p>	<p>Professional Learning</p>	<p>07/01/2014</p>	<p>06/30/2016</p>	<p>\$0</p>	<p>DOSE Curriculum, RTI, PD Coach High School Principal, Assistant Principal & Teachers</p>

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TPGES/PPGES	TPGES/PPGES Russell County Schools vision for the Professional Growth and Effectiveness System (PGES) is to have every student taught by an effective teacher and every school led by an effective principal. The goal is to create a fair and equitable system to measure teacher and leader effectiveness and act as a catalyst for professional growth. This will be accomplished through professional learning opportunities and PLC meetings with the district educator effectiveness coach.	Professional Learning	07/01/2015	06/02/2016	\$0	Teachers Administration District Educator Effectiveness Coach
CCR Checklist	Migrant and EL Students will receive assistance in completing the CCR checklist and their ILP's.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$0	EL/Migrant Coordinator & Staff
Classroom Management	Provide professional learning to equip teachers with skills to better manage student conduct using resources such as Edviation/PD 360 and on-line PD through CIITS as needed. Also train teachers on how to develop behavior management plans for specific students by collaborating with school psychologist. Implement Positive Behavior Interventions & Supports (PBIS)	Professional Learning	08/11/2014	05/15/2016	\$0	Administration , Teachers, School Psychologist
Middle: GRREC Focus Planning Meeting	Middle and High School Principals, instructional Coaches, SE Department Heads, Focus Content Area Teacher Department Leads and Central Office Administrators will meet to develop a plan of action in place to utilize district and GRREC resources to improve teaching and learning to meet the needs of students with disabilities. This plan of action will be carried out and sequential meetings with identified staff above will meet when necessary.	Professional Learning	01/06/2015	06/30/2016	\$0	Middle and High School Principals, instructional Coaches, SE Department Heads, Focus Content Area Teacher Department Leads and Central Office Administrator s
Coordinate Course and Assessment Alignment 6-12	CTE Coordinator collaborates with school counselors, middle and high school principals and ATC principal	Career Preparation/Orientation	07/01/2015	06/30/2017	\$0	District CTE Coordinator School Principals School Counselors
Coordinate WIN Learning Program	Collaborate with school level coordinators to ensure fidelity of implementation of WIN Learning Program: job related soft skills; WIN Learning work keys academic readiness; strategic compass career inventory	Career Preparation/Orientation	07/01/2015	06/30/2017	\$0	CCR Counselor School Level Coordinators School Principals CIO LCATC Staff Teachers

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Elementary: Seeking Gender Specific Professional Learning	We are actively seeking professional learning opportunities on gender specific learning strategies through GRREC, Webinars, professional magazines, media sources, books, etc. for teachers	Professional Learning	07/01/2014	06/30/2016	\$0	DOSE Curriculum, RTI, PD, Director of Federal Programs Elementary Principals & Teachers
Professional Growth and Effectiveness System	PGES professional learning will occur throughout the year to ensure that teachers are trained and support is offered to learn about strategies that will increase students attainment of being college and career ready.	Professional Learning, Career Preparation/Orientation, Direct Instruction	06/01/2015	07/31/2016	\$0	District PGES POC District Effectiveness Coach Teachers Principals
RCMS Laker Literacy	Every Tuesday all students will be given the opportunity for content-literacy practice through a rotation schedule of all content and ENCORE areas. Students will complete a literacy activity to support the school wide initiative of increasing literacy skills.	Academic Support Program	01/05/2016	05/31/2016	\$0	Principal, teachers
Middle School: Linda Mood Bell Research Based Materials	Teachers will use materials and strategies from the Linda Mood Bell training last spring to improve academic achievement of students with disabilities in reading and math.	Direct Instruction	08/03/2015	05/31/2016	\$0	DOSE Special Education
FOCUS Careers	In partnership with LCADD, all seniors will create a profile in FOCUS Careers, which will allow them to find career opportunities, build a resume, and be linked to future employers.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$0	CCR Counselor LCADD Staff
Middle School: Promoting Learning with Disabled Students through Research Based Curriculum and Instruction	Students with disabilities will receive direct support through research based intervention services and programs in addition to their grade level core. Special Education teachers, classroom teachers, and RTI teachers will provide the targeted support across the educational settings.	Direct Instruction	07/01/2014	06/30/2016	\$0	DOSE, Curriculum, RTI, PD Coach, Director of Federal Programs Middle School Administrators, Teachers, & Staff
High School: Reduce Resource Settings	The high school will reduce the number of resource classes in the areas of science and social studies. This will allow for these students to receive content instruction from the teacher with help from the resource teacher.	Direct Instruction	07/01/2014	06/30/2016	\$0	High School Teachers High School Administration

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Mental Health Services	Russell County Schools will partner with Cumberland Family Medical to implement a Mental Health Service Expansion Behavioral Health Integration Grant that will provide our students with access to Licensed Clinical Social Workers and other mental health professionals.	Behavioral Support Program	01/01/2015	06/30/2017	\$0	Superintendent, Director of Pupil Personnel, Guidance Counselors, School Psychologist, Principals/Assistant Principals, School Nurses, Teachers, FRYSC
Staff & Student Training	School staff and students will be trained on proper emergency procedures to equip them with tools to respond to emergency situations, defending against threats (i.e. bullying, hostage situations, kidnapping, drills), etc. The district has invested in a new phone system that instantly connects all buildings and provides for district wide paging. A new system referred to as Special Warning and Response Mechanism (SWARM) alerts students, faculty, etc. to more effectively conduct reverse evacuations. The district has also implemented the STOP tipline through the KY Center for School Safety that affords students, parents and community members the opportunity to anonymously report bullying, violence or other risky behavior.	Other	08/11/2014	06/30/2015	\$0	Principals Teachers Staff
Cross Curricular Planning	CTE teachers will collaborate and coordinate with other content area and CTE program teachers to support student learning. Program Review work will be a collaborative effort between CTE teachers and other content areas teachers as well as administration.	Academic Support Program	07/01/2015	06/30/2017	\$0	District CTE Coordinator High School Principals & Teachers
RCHS - Plan-Do-Study-Act	Teachers will use PLC time to implement the PDSA process to project instructional unit and common assessments, discuss high yield strategies, analyze assessment results, and plan for students that aren't performing at the proficient level.	Professional Learning	01/04/2016	05/31/2016	\$0	Principals, Teachers, Instructional Coach
RCHS - Math PLC'S	Teachers will use PLC time to analyze both common assessments and benchmark testing results to get an idea of what percentage of students are performing at the novice level and to target these kids to move them forward.	Professional Learning	08/11/2015	05/31/2016	\$0	Principals, Teachers, Instructional Coach
Middle School: Individual Student Goal Setting	Special Education Teachers will meet with students on their caseloads to review assessment scores and set individual goals for state assessments.	Academic Support Program	01/06/2014	05/31/2016	\$0	DOSE Middle School Administrators Special Education Teachers

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RCMS - Key Core Process-Design and Deliver Quality Instruction	Create and follow up with vertically and horizontally aligned pacing/curriculum maps and district-wide lesson plan templates that include standards, essential questions, assessments, instructional strategies, accommodations and program review and PGES connections ensure all students have access to quality instruction.	Direct Instruction	08/11/2015	05/31/2016	\$0	Teachers, Instructional Coach, Principal, Teachers
Career Guidance	In partnership with LCADD, seniors were given a career interest survey to determine future career plans. Seniors were then narrowed down based on their future plans. Those individuals will receive individual career counseling to gather more information about financial assistance, education/training plans, and future career opportunities both locally and regionally.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$0	CCR Counselor LCADD Staff
Elementary: Strategies and Collaboration	DoSE will provide training to all elementary special education teachers during a scheduled planning day on instructional strategies and effective collaboration strategies.	Professional Learning	01/02/2015	06/30/2016	\$0	DoSE Special Ed. Teachers
CCR Transition Information	The CCR counselor will attend transition meetings for 12th grade ECE students to review career planning and provide information and resources on successful transition to post-secondary life.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$0	RCCHS College Career Counselor Principals ECE Teachers DoSE
Middle School: Classroom Follow-up	Administrators will conduct periodic learning checks to monitor classrooms for implementation of strategies to improve student learning with disabled students and give immediate feedback to teachers and staff.	Academic Support Program	07/01/2014	06/30/2016	\$0	Middle School Administrators
Elementary: Individual Student Goal Setting	Special Education teachers will meet with students on their caseloads to review assessment scores and set individual goals for state assessments.	Academic Support Program	09/12/2014	06/30/2016	\$0	DOSE School Administrators, and Special Education Teachers
Middle School: Intervening With Purpose	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.	Academic Support Program	05/16/2014	05/31/2016	\$0	DOSE District RTI Middle School Principals & Teachers
RCCHS - TPGES/OPGES - Highly Qualified Teachers and Other Professionals	Teachers and Other Professionals will utilize their Framework to improve their teaching which will in turn, improve student achievement and reduce the number of students scoring novice. Specifically, teachers will focus on Domains 1 and 3(Planning and Instruction) to ensure that quality planning, instruction, and assessments are occurring. Student data will be analyzed and monitored to drive instructional practices.	Other - TPGES/OPGES	08/11/2015	05/31/2016	\$0	Principals, Teachers, PGES POC

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ILP Planning	All students grades 6-12 will have individual/ small group counseling from school personnel to meet grade level ILP requirements and improve CCR alignment of student aspirations to career and academic planning (accommodations for students with disabilities- IEPs, Gifted & Talented-Gifted Service Plans & EL learners PSPs will be implemented). ILP planning is used for Special Education transitions.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$0	RCMS Principals, RCHS Principals, Counselors, Teachers, DOSE, District Gifted/Talented Admin. Migrant & EL District Contact EL Personnel
PPGES-Highly Qualified Leaders	Russell County School District will provide leaders with professional learning opportunities that will help them ensure that all students are being taught by highly effective teachers so that they will be college and career ready. Principals will use the knowledge gained through the professional learning to conduct walk-through observations, mini, and full observations. They will provide feedback to teachers through the post conference offering suggestions to improve any areas of concern.	Professional Learning, Career Preparation/Orientation, Direct Instruction	07/01/2015	06/30/2016	\$0	District PGES POC District Effectiveness Coach Principals
GRREC Focus Planning Meeting	Middle and High School Principals, instructional Coaches, SE Department Heads, Focus Content Area Teacher Department Leads and Central Office Administrators will meet to develop a plan of action in place to utilize district and GRREC resources to improve teaching and learning to meet the needs of students with disabilities. This plan of action will be carried out and sequential meetings with identified staff above will meet when necessary.	Professional Learning	01/06/2015	05/29/2015	\$0	Middle and High School Principals, instructional Coaches, SE Department Heads, Focus Content Area Teacher Department Leads and Central Office Administrators
Elementary - Key Core Process-Design and Deliver Quality Instruction	Create and follow up with vertically and horizontally aligned pacing/curriculum maps and district-wide lesson plan templates that include standards, essential questions, assessments, instructional strategies, accommodations and program review and PGES connections ensure all students have access to quality instruction.	Direct Instruction, Other - Planning	07/01/2015	06/30/2016	\$0	Principals, Teachers, PD Coordinator, Supervisor of Instruction, Instructional Coach, Effectiveness Coach

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Drug and Alcohol Prevention	School District Personnel including but not limited to principals, counselors, 21st Century Coordinators, and FRYSC personnel will collaborate with public service agencies such as Partners in Prevention and Lake Cumberland Health Department to prevent or offer support for drug and alcohol abuse with Russell County Students; Promote communication concerning drug and alcohol abuse and prevention strategies with students, parents, and community through local media, public service announcements, district and school webpages, district and school newsletters/flyers; provide assemblies and programs in support of drug and alcohol prevention and student support services for drug and alcohol abuse.	Behavioral Support Program	07/01/2014	06/30/2016	\$0	YSC Director FRYSC Director 21st Century Coordinator DPP Middle and High School Principals, Counselors, Nurses, Teachers Adanta Cumberland Family Medical SRO
TPGES/PPGES	TPGES/PPGES Russell County Schools vision for the Professional Growth and Effectiveness System (PGES) is to have every student taught by an effective teacher and every school led by an effective principal. The goal is to create a fair and equitable system to measure teacher and leader effectiveness and act as a catalyst for professional growth. This will be accomplished through professional learning opportunities and PLC meetings with the district educator effectiveness coach.	Professional Learning	07/01/2015	06/30/2016	\$0	Teachers Administration District Educator Effectiveness Coach
RCMS - Effectiveness Coach	Effectiveness coach is available to build capacity with teachers, principals and other professionals in regards to PGES including but not limited to student growth goals, professional growth plans, self-reflections and observations which are direct links to novice reduction.	Professional Learning, Direct Instruction	07/01/2015	06/30/2016	\$0	Effectiveness Coach, Teachers, Principals, Other Professionals
Elementary PPGES - Highly Qualified Leaders	Principals will focus on Performance Standard 1 to serve in the capacity as instructional leaders within the school. This will be reflected in their participation in PLC's, data analysis, and observation data to ensure that all students are receiving high level instruction within the classroom.	Other - PPGES	07/01/2015	06/30/2016	\$0	Principals, Superintendent, PGES POC, Effectiveness Coach
Middle School: Folder Review for Compliance Monitoring	The DoSE will implement folder review for compliance monitoring days with the assistance of GRREC consultants in order to ensure that appropriate IEPs are developed, adequate progress monitoring is being completed, and that specially designed instruction is meeting the needs of the student.	Professional Learning	01/05/2015	05/31/2016	\$0	DOSE Special Education Teachers

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Middle School: PGES	Educator Effectiveness Coach will meet with special education teachers to provide professional learning opportunities to support them with self-reflection, professional growth planning, developing student growth goals to help reduce the students who are at the novice level.	Professional Learning	08/03/2015	05/31/2016	\$0	Educator Effectiveness Coach Special Education Teachers PGES POC Middle School Instructional Coach
High School: Classroom Follow-up	Administrators will conduct periodic learning checks/walk-throughs to monitor classrooms for implementation of strategies to improve student learning with disabled students and give immediate feedback to teachers and staff.	Academic Support Program	07/01/2014	06/30/2016	\$0	High School Administrators
Preventative Interventions	Staff will provide behavioral interventions to teach students methods of how to handle conflict resolutions positively. Methods may include character education, conflict management, interventions, anti-bullying programs (assemblies, small group, classroom), suicide prevention programs, before and after school programs, referrals to school psychologists and Cumberland Family Medical (mental health personnel) other mental health agencies, etc.	Behavioral Support Program	08/11/2014	05/15/2016	\$0	Administrators, Counselors, Teachers, FRYSC, School Psychologist, Staff
Elementary - District PLC	Teachers will use District PLC time throughout the year to analyze both common assessments and benchmark testing results to get an idea of what percentage of students are performing at the Novice level and to target these kids to move them forward. Common Lesson Planning will be sure to include differentiated instruction to help ensure that students scoring novice are getting needed instruction.	Professional Learning, Direct Instruction	07/01/2015	06/30/2016	\$0	Principals, Teachers, Supervisor of Instruction, Instructional Coach, Effectiveness Coach
RGHS - Plan-Do-Study-Act	Teachers will use PLC time to implement the PDSA process to project instructional unit and common assessments, discuss high yield strategies, analyze assessment results, and plan for students that aren't performing at the proficient level.	Professional Learning	01/04/2016	05/31/2016	\$0	Principals, Teachers, Instructional Coach
High School: Promoting PLC Communication and Collaboration to Improve Learning	Provide PLC time for classroom, special education, and RTI teachers to meet frequently and review student data and monitor progress of students with disabilities and strategically plan for improvement	Academic Support Program	07/01/2014	06/30/2016	\$0	DOSE, Curriculum, RTI, PD Coach, High School Principal and Assistant Principals, & Teachers

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Teenage Pregnancy Support and Prevention	FRYSC and other school leadership will partner with local agencies such as the ARC Pregnancy Support Center and the Health Department to provide teenage pregnancy awareness and prevention activities; Communicate with students, parents, and community through but not limited to district and school webpages; local media; district and school newsletters/flyers	Behavioral Support Program	07/01/2014	06/30/2016	\$0	YCS Director FRYSC Director FRYSC District Contact CIO Middle and High School Principals, Counselors, Teachers and School Nurses
Personalized Learning Plan	Provide counseling to students in danger of dropping out and outlay a personalized learning plan to graduate and transition to be a productive citizen in society.	Career Preparation/Orientation	07/01/2014	06/30/2016	\$0	School Principals, Counselors, Teachers
Elementary: Intervening With Purpose	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. Easy CBM is funded through the district for K-2 while individual schools provide Easy CBM funding for grades 3-5 for special education students and students who receive RTI.	Academic Support Program	07/01/2014	06/30/2016	\$0	DOSE District RTI All School Administrators, General Education and Special Education Teachers
High School: Promoting Learning with Disabled Students through Research Based Curriculum and Instruction	Students with disabilities will receive direct support through research based intervention services and programs in addition to their grade level core. Special Education teachers and classroom teachers will provide the targeted support across the educational settings.	Direct Instruction	07/01/2014	06/30/2016	\$0	DOSE District Curriculum, RTI, PD Coach High School Principal and Assistant Principals, Teachers, Staff High School Instructional Coach
Elementary - TPGES/OPGES Highly Qualified Teachers	Teachers and other professionals will utilize their framework to improve teaching. Student achievement will in turn improve, while also reducing the number of students scoring novice. Specifically, teachers will focus on Domains 1 and 3(Planning and Instruction) to ensure that quality planning, instruction, and assessments are occurring. Student data will be analyzed and monitored to drive instructional practices.	Other - PGES	07/01/2015	06/30/2016	\$0	Ptincipals, Teachers, Effectiveness Coach, PGES POC, Instructional Coaches

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Middle: Promoting Academic Opportunities to Achieve CCR (ILP Completion)	Provide students opportunities with advisory staff to work on and complete ILP's.	Academic Support Program	08/11/2015	05/31/2016	\$0	District Curriculum & RTI Middle School Principals, CCR & Intervention Specialists
Teacher Needs Survey	To better accommodate teachers and their learning, surveys will be conducted to determine the needs and levels of technology skills of staff	Professional Learning	08/11/2014	06/15/2016	\$0	District Technology Coordinators, School Technology Coordinators, Principals, Teachers, and Instructional Assistants
Elementary - PPGES-Highy Qualified Leaders	Principals will focus on Performance Standard 1 to serve in the capacity as instructional leaders within the school. This will be reflected in their participation in PLC's, data analysis, and observation data to ensure that all students are receiving high level instruction within the classroom.	Other - PPGES	07/01/2015	06/30/2016	\$0	Principals, Superintendent, Effectiveness Coach, PPGES POC
Elementary: Promoting Learning with Disabled Students through Research Based Curriculum and Instruction	Students with disabilities will receive direct support through research based intervention services and programs in addition to their grade level core. Special Education teachers, classroom teachers, and RTI teachers will provide the targeted support across the educational settings.	Direct Instruction	07/01/2014	06/30/2016	\$0	DOSE Curriculum, RTI, PD Coach, Director of Federal Programs School Administrators, Teachers, Staff Elementary Instructional Coach
Intervening With Purpose	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 the 10th percentile and all students with disabilities.	Academic Support Program	08/11/2014	06/30/2016	\$0	DOSE District RTI Elementary Principals & Teachers Migrant/EL Staff RTI teachers

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Elementary - TPGES/OPGES Highly Qualified Teachers	Teachers and other professionals will utilize their Framework to improve teaching strategies which will in turn improve student achievement and reduce the number of students scoring novice. Specifically, teachers will focus on Domains 1 and 3(Planning and Instruction) to ensure that quality planning, instruction, and assessments are occurring. Student data will be analyzed and monitored to drive instructional practices.	Professional Learning, Direct Instruction	08/11/2015	05/31/2016	\$0	Principals, Teachers, Effectiveness Coach
Promotion of Parent and Student Information Regarding Career Planning and Opportunities	Raise awareness with students and parents of post-school opportunities for employment and education through transition meetings, district and school web pages, local media, district and school newsletters/flyers; encourage participation of parents and students in transitional planning meetings; utilize real world/real life guidance through WIN Learning.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$0	DOSE School Principals School Counselors RCHS CCRC Teachers
RCHS - PPGES - Highly Qualified Leaders	Principals will focus on Performance Standard 1 to serve in the capacity as instructional leaders within the school. This will be reflected in their participation in PLC's, data analysis, and observation data to ensure that all students are receiving high level instruction within the classroom.	Other - PPGES	08/11/2015	05/31/2016	\$0	Principals, Effectiveness Coach, PGES POC
Elementary - Effectiveness Coach	The district effectiveness coach works with teachers throughout the year on the processes including but not limited to self-reflection, professional growth plans, student growth goals, data analysis, creating pre and post assessments, creating rubrics, the Framework for Teaching. This positively affects academic achievement. As teachers practices improve, student achievement should in turn improve.	Professional Learning	07/01/2015	06/30/2016	\$0	Principals, Teachers, PGES POC, Effectiveness Coach
RCHS- Effectiveness Coach	The district effectiveness coach works with teachers throughout the year on the processes including but not limited to self-reflection, professional growth plans, student growth goals, data analysis, creating pre and post assessments, creating rubrics, the Framework for Teaching. This positively affects academic achievement. As teachers practices improve, student achievement should in turn improve.	Professional Learning, Academic Support Program, Direct Instruction	07/01/2015	06/30/2016	\$0	Effectiveness Coach, PGES POC, Principals, Teachers
High School: Co-Teaching Coaching Follow-Up	Special education teachers and general education co-teachers will receive co-teaching coaching follow-up observations and debriefs from GRREC consultant to focus on closing the gap between students with disabilities and students without disabilities.	Professional Learning	08/03/2015	05/31/2016	\$0	DOSE GRREC Consultant Special Ed. Teachers Regular Ed. Teachers (Co-Teaching)

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Elementary - District Initiatives	As part of a district initiative, teachers will develop math curriculum maps/pacing guides, develop common assessments, and develop lesson plans to ensure the level of the standards are met and that assessments are congruent to the standards.	Professional Learning, Direct Instruction, Other - Planning	07/01/2015	06/30/2016	\$0	Principals, Teachers, Supervisor of Instruction, Instructional Coach, Effectiveness Coach
Elementary - Effectiveness Coach	The district effectiveness coach works with teachers throughout the year on the processes including but not limited to self-reflection, professional growth plans, student growth goals, data analysis, creating pre and post assessments, creating rubrics, the Framework for Teaching. This positively affects academic achievement. As teachers practices improve, student achievement should in turn improve.	Professional Learning, Direct Instruction, Other - PGES	07/01/2015	06/30/2016	\$0	Principals, Teachers, Effectiveness Coach, PGES POC, PD Coordinator, Instructional Coach
RCHS - Key Core Process - District Initiative - Design and Deliver Quality Instruction	Create and follow up with vertically and horizontally aligned pacing/curriculum maps and district-wide lesson plan templates that include standards, essential questions, assessments, instructional strategies, accommodations and program review and PGES connections ensure all students have access to quality instruction.	Professional Learning, Academic Support Program, Direct Instruction	08/11/2015	05/31/2016	\$0	Principals, Teachers, Director of Instruction, Instructional Coach
RCMS - PPGES-Highly Qualified Leaders	Principals will focus on Performance Standard 1 to serve in the capacity as instructional leaders within the school. This will be reflected in their participation in PLC's, data analysis, and observation data to ensure that all students are receiving high level instruction within the classroom.	Other - PPGES	08/11/2015	04/26/2016	\$0	Principals, Effectiveness Coach, PGES POC
School wide discipline procedures	Review Board and SBDM policies regarding discipline procedures to provide the " universal core" for teachers and staff to have a baseline for providing consistent discipline expectations for staff and students through proactive approaches such as PBIS for staff and students.	Behavioral Support Program	01/02/2014	05/15/2016	\$0	Superintendent Director of Pupil Personnel School Resource Officer Principals Teachers Classified Staff SBDM
Elementary - RTI	RTI Teachers/Interventionalist will work with students one-on-one or small group using researched-based strategies and instruction to increase their reading ability to answer grade level comprehension questions. Programs used for RTI include but are not limited to Journeys reading series, Barton's Reading Program, RTI components, easyCBM, and Discovery Education probes.	Academic Support Program, Direct Instruction	08/11/2015	05/31/2016	\$0	Principals, Teachers, RTI teachers, RTI Coordinator

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Elementary - Linda Mood Bell Visualizing and Verbalizing	Visualizing and Verbalizing is a research-based program written by Linda Mood Bell. Teachers will learn strategies to help students' with disabilities comprehension skills.	Academic Support Program, Direct Instruction	08/11/2015	05/31/2016	\$0	Principals, Special Education Teachers
Elementary: Delivery of Instruction	Math teachers who attend the Conceptual Building Blocks training through GRREC are provided with a minimum of two personal observations and coaching sessions with GRREC Math Consultant, Jennifer Clemmons, and Russell County Schools Elementary Curriculum Coach, Tonya Rexroat, to reflect upon CBB implementation and refine its direct impact on students.	Direct Instruction	09/18/2015	05/31/2016	\$0	GRREC Math Consultant, Elementary Curriculum Coach, Teachers, Principals
Elementary - District Initiatives	As part of a district initiative, teachers will develop ELA curriculum maps/pacing guides, develop common assessments, and develop lesson plans to ensure the level of the standards are met and that assessments are congruent to the standards.	Direct Instruction, Other - Planning	07/01/2015	06/30/2016	\$0	Principals, Teachers, Director of Curriculum and Instruction, Instructional Coach, Effectiveness Coach, Title I Coordinator
CCR Intervention	Provide intervention support for students falling below benchmark on state assessment through pulling students for one-on-one or small group assistance during non core instruction; through curriculum embedded and extended school CCR test prep to improve deficit skills (WIN Learning, Work Keys, ASVAB, etc.)	Academic Support Program	09/08/2014	05/20/2016	\$0	High School Principals, Teachers, Extended School Staff District Curriculum, RTI, ESS District CTE Coordinator CCR Counselor (GRREC RTT) Instructional Coach YSC
Elementary: Math Intervention	Teachers regularly analyze formative assessment data to determine effectiveness of instructional strategies and how they have impacted student learning. Data is used to guide teachers in flexible grouping among students, with specific emphasis on students who have not achieved the learning objectives at a mastery level. Intervention occurs for students falling below mastery, and may consist of one-on-one or small group tutoring, math labs, extended school services, and/or extra support through Title services.	Academic Support Program	07/01/2015	06/30/2016	\$0	Teachers, Building Principals, Elementary Instructional Coach, ESS Teachers

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High School: Individual Student Goal Setting	Special Education teachers will be provided scheduled time to meet with students on their caseloads to review assessment scores and set individual goals for state assessments.	Academic Support Program	07/01/2014	06/30/2016	\$0	DOSE Principal Special Education Teachers
High School: PGES	Educator Effectiveness Coach will meet with special education teachers to provide professional learning opportunities to support them with self-reflection, professional growth planning, developing student growth goals to help reduce the students who are at the novice level.	Professional Learning	08/03/2015	05/31/2016	\$0	District Effectiveness Coach Principals Teachers HS Instructional Coach
Middle School: Engaging Students in Learning	Through purposeful grouping of students with disabilities, the visualizing and verbalizing program will serve as the fundamental instructional resource to engage students through a discernible pace and structure to provide an accurate cognitive challenge with the opportunity for student reflection with a literacy specialist.	Academic Support Program	08/11/2015	05/31/2016	\$0	Principal, Literacy Specialist
In-School Suspension	Schools will reallocate staff for in-school suspension program.	Behavioral Support Program	01/02/2014	05/15/2016	\$0	Administration and Teachers
Elementary: Communication and Parent Involvement	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.	Parent Involvement	07/01/2014	06/30/2016	\$0	Teachers and Principal
Total					\$0	

General Fund

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
District Personnel Training	Emergency personnel will train district personnel on emergency procedures to maintain a safe working and learning environment.	Other	08/11/2014	06/30/2015	\$1500	Superintendent Director of Pupil Personnel School Resource Officer School & District Safety Committees School Administration

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Elementary: Reading and Math Benchmarking and Progress Monitoring for Student Improvement	Conduct Discovery Education Benchmarks during Fall, Winter, and Spring. Follow up with Progress Monitoring for Students with Disabilities and Students Receiving RTI Services	Academic Support Program	07/01/2014	06/30/2016	\$10100	DOSE District RTI High, Middle, & Elementary Principals & Teachers
Promote Bully Free School Environments	Promote Bully Free school environments (including busses) through saturation of learning (i.e. assemblies, class counseling, intercom announcements; district and school webpages; community presenters, elementary coaching groups, district and school newsletters/flyers; local media; academic integration across the grade and content levels).	Behavioral Support Program	08/11/2014	06/30/2016	\$1000	School Principals, Counselors, and Teachers YSC Staff SRO FRC School Superintendent
Middle School: Reading and Math Benchmarking and Progress Monitoring for Student Improvement	Conduct Discovery Education benchmarking for all students in the Fall, Winter and Spring. Follow-up with progress monitoring for all students. In addition, students with disabilities will be progress monitored with AIMSweb reading and math probes.	Academic Support Program	07/01/2014	06/30/2016	\$3000	DOSE District RTI Middle School Principals & Teachers
Plan and Implement Operation Preparation College and Career Readiness Activities	Provide College and Career Readiness activities for all Russell County Middle & High School students (including all subgroups) to include but not limited to business, industry, CTE classrooms, ATC classrooms, and higher education campus tours; speakers from student leadership representing CTE and ATC careers (HOSA, FFA, DECA, Skills USA, etc.), business, industry, KDE; and higher education facilities including CTE; one on one and small group advising from local community, business, industry, higher education, and other educational leaders. College campus tours for Migrant/EL students raise awareness of post-secondary opportunities. High School students will be provided additional activities such as Career Fair, Parent FAFSA night, Open House Orientation, assist families in understanding the value of CCR, Work Keys testing, Career Mini One-Stop, FOCUS Careers, Work Ethics Seal Program, Guest speakers from various colleges, industries, and the Military will be invited to speak to students, College Admission Nights, etc. At the Middle School, parents are invited to a College and Career Readiness night.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$2000	CCR Counselor, Russell County High School and Middle School Counselors; Family Resource and Youth Services Center, Migrant/EL Staff, Club Advisors, LCADD

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Safe Schools Communication	Provide students, parents, and community members orientation or school safety procedures including but not limited to rules, procedures, behavior management systems, consequences, and intervention services prior to start of school. Communication strategies such as but not limited to orientation at open houses; media advertisements and public service announcements; district and school webpages; district and school newsletters/flyers; school assemblies; parent nights. In addition, the school has implemented an anonymous tip line to report violence, bullying, and forms of risky behaviors for parents, students, and community members. Special Warning and Response Mechanism (SWARM) has also been implemented at the middle and high school campus as well as one elementary school as an outside alarm system to more effectively conduct reverse evacuations. The district is working towards getting this system in place on all campus.	Career Preparation/Orientation	07/01/2014	12/07/2015	\$5000	School Superintendent Safe School Coordinator School Principals Counselors, Teachers SRO CIO
Safe and Secure School Environments	Update safe schools procedures. Provide safe and secure learning environments by developing and enforcing fair and equitable rules, procedures and behavior management systems. In addition, school bus drivers were trained on school bus safety drivers. The district will work towards implementing PBIS in all schools.	Behavioral Support Program	07/01/2014	06/30/2016	\$3000	School Superintendent Policies/Procedures School Principals, Counselors, Teachers School Psychologist School Resource Officer Director of Transportation
Total					\$25600	

Activity Summary by School

Below is a breakdown of activity by school.

All Schools

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Promote and Extend Operation Preparation Activities for grades P-12	Increase College and Career Readiness opportunities for all students grades P-12 through extended Operation Preparation activities in March; Will include updating ILPs and Transitional Planning, as well as College and Career informational slide shows, videos, and activities for all grade levels district wide.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$1000	Career and College Counselor DOSE/Gifted and Talented Migrant & EL District Contact FRYSC School Principals School Counselors KHEAA
Coordinate Course and Assessment Alignment 6-12	CTE Coordinator collaborates with school counselors, middle and high school principals and ATC principal	Career Preparation/Orientation	07/01/2015	06/30/2017	\$0	District CTE Coordinator School Principals School Counselors
CCR Networking	A communication network will be enhanced for school personnel to seek assistance from FRYSC, RTI Coordinator and CCR district and school coordinators to assist in providing resources and targeted interventions to meet specific needs of students in subpopulations to improve CCR attainment	Career Preparation/Orientation	07/01/2015	06/30/2017	\$0	RCHS CCR Counselor Migrant and EL District Contact FRYSC School Directors and Staff DOSE RTI/KSI Federal Programs
Teacher IEP Training	Ensure teachers receive training on the IEP development guidance document and monitor the use of the document.	Professional Learning	06/01/2014	06/30/2017	\$2000	DoSE GRREC Special Education Consultant

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Improve home to school and school to home communication	FRYSC Staff, Migrant Advocates, EL Staff will act as liaisons between the schools and families to include but not limited to translation services for ARC & PSP meetings, open house enrollments, newsletters, progress and grade reporting, School Messenger, school and district web page and other school related informational items; phone calls; home visits; parent meetings; parent nights; support of basic needs.	Parent Involvement	07/01/2014	06/30/2017	\$750	FRYSC, Migrant, EL District contact FRYSC School Directors Migrant Advocates EL Staff CIO
Promotion of Parent and Student Information Regarding Career Planning and Opportunities	Raise awareness with students and parents of post-school opportunities for employment and education through transition meetings, district and school web pages, local media, district and school newsletters/flyers; encourage participation of parents and students in transitional planning meetings; utilize real world/real life guidance through WIN Learning.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$0	DOSE School Principals School Counselors RCHS CCRC Teachers
Provide Awareness and Training	Provide specialized training and support to school personnel and parents in transitional planning and utilizing ILPs to its fullest extent for students with disabilities; teach students about transitional planning and encourage to participate; teach and encourage students how to utilize their ILPs and how to set goals, plan, and monitor their own progress; provide self advocacy training to students	Career Preparation/Orientation	07/01/2015	06/30/2017	\$0	DOSE School Principals School Counselors Special Education and Classroom Teachers
Promote Awareness and Utilize Government and Public Service Agencies in Transition and Career Planning for Students with Disabilities	Inform parents of available valuable community resources to afford successful transitional and career planning for their disabled students; invite and involve potential government and public service agencies in transition and career planning with students with disabilities; Involve parents in decisions regarding which agencies to involve in transitional planning for their disabled student.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$0	DOSE School Principals School Counselors Special Education and Classroom Teachers

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CCR Intervention Planning (RTI)	School personnel will analyze state assessment for ALL students and develop and implement an intervention plan of action for any student falling below state benchmark to include but not limited to extended school services; migrant or EL services; intervention courses or services (middle & high); RTI services (elementary); RTI services for students with disabilities for learning deficits not included in their IEP's; homeless resources; FRYSC services to reduce barriers that could be impacting learning.	Academic Support Program	07/01/2015	06/30/2017	\$5000	School Principals, Counselors, Teachers DAC Federal Programs, ESS & RTI Migrant, EL, Homeless Liaison & FRYSC District Contact
ILP Planning	All students grades 6-12 will have individual/ small group counseling from school personnel to meet grade level ILP requirements and improve CCR alignment of student aspirations to career and academic planning (accommodations for students with disabilities- IEPs, Gifted & Talented-Gifted Service Plans & EL learners PSPs will be implemented). ILP planning is used for Special Education transitions.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$0	RCMS Principals, RCHS Principals, Counselors, Teachers, DOSE, District Gifted/Talented Admin. Migrant & EL District Contact EL Personnel
Academic Support for the EL and/or Migrant Learner	EL and/or Migrant personnel will provide support to the classroom teacher to promote best practices in support of EL and Migrant learners; EL and/or Migrant personnel collaborate with classroom teachers and parents to complete PSPs and accommodate the needs of each EL and/or Migrant learner	Academic Support Program	07/01/2014	06/30/2017	\$0	EL & Migrant District Contact EL & Migrant Personnel School Principals & Teachers
Professional Development for EL & Migrant	Provide professional development and update training to EL and/or Migrant personnel; Provide training to classroom teachers on diverse learning needs of EL and/or Migrant Learners.	Academic Support Program	07/01/2014	06/30/2017	\$2500	EL District Contact District PD Coordinator
Reduce Barriers to Learning with EL and/or Migrant Learner	FRYSC and/or Migrant and/or EL personnel will collaborate and coordinate with school and public agencies to provide basic needs, mental and/or physical health needs and other academic support services that include summer camps, before/after school reading enrichment programs to reduce barriers to learning.	Academic Support Program	08/11/2014	06/30/2017	\$2700	FRYSC, EL & Migrant District Contact FRYSC, EL & Migrant Personnel 21st CCLC ESS Staff

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Promote Bully Free School Environments	Promote Bully Free school environments (including busses) through saturation of learning (i.e. assemblies, class counseling, intercom announcements; district and school webpages; community presenters, elementary coaching groups, district and school newsletters/flyers; local media; academic integration across the grade and content levels).	Behavioral Support Program	08/11/2014	06/30/2016	\$1000	School Principals, Counselors, and Teachers YSC Staff SRO FRC School Superintendent
Safe and Secure School Environments	Update safe schools procedures. Provide safe and secure learning environments by developing and enforcing fair and equitable rules, procedures and behavior management systems. In addition, school bus drivers were trained on school bus safety drivers. The district will work towards implementing PBIS in all schools.	Behavioral Support Program	07/01/2014	06/30/2016	\$3000	School Superintendent Policies/Procedures School Principals, Counselors, Teachers School Psychologist School Resource Officer Director of Transportation
Safe Schools Communication	Provide students, parents, and community members orientation or school safety procedures including but not limited to rules, procedures, behavior management systems, consequences, and intervention services prior to start of school. Communication strategies such as but not limited to orientation at open houses; media advertisements and public service announcements; district and school webpages; district and school newsletters/flyers; school assemblies; parent nights. In addition, the school has implemented an anonymous tip line to report violence, bullying, and forms of risky behaviors for parents, students, and community members. Special Warning and Response Mechanism (SWARM) has also been implemented at the middle and high school campus as well as one elementary school as an outside alarm system to more effectively conduct reverse evacuations. The district is working towards getting this system in place on all campus.	Career Preparation/Orientation	07/01/2014	12/07/2015	\$5000	School Superintendent Safe School Coordinator School Principals, Counselors, Teachers SRO CIO

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Career Awareness Activities	Students will be exposed to a Career Fair and guest speakers representing varied occupations. Opportunities for questions and advising for students will be provided. Students in gifted/talented will be provided career mentors.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$500	College and Career Counselor Principals, Counselors, & Teachers FRYSC Gifted & Talented
Collaborate with Local Law Enforcement Agencies	Provide a safe and secure learning environment by ensuring the best possible local crisis response to possible emergency situations. Russell County Board of Education will collaborate with local law enforcement agencies & First Responders, and KCSS to plan prevention and/or response to crisis situations.	Community Engagement	07/01/2014	06/30/2015	\$0	School Superintendent Safe Schools Coordinator SRO
Middle: Parent Involvement	Communicate with and provide parents opportunities to be informed and involved in school improvement planning, CCR planning, academic planning, event planning, student progress and academic planning, build knowledge of curriculum and learning expectations	Parent Involvement	07/01/2015	06/30/2016	\$4000	Director of Federal Programs School Principals & Teachers
In-School Suspension	Schools will reallocate staff for in-school suspension program.	Behavioral Support Program	01/02/2014	05/15/2016	\$0	Administration and Teachers
Classroom Management	Provide professional learning to equip teachers with skills to better manage student conduct using resources such as Edivation/PD 360 and on-line PD through CIITS as needed. Also train teachers on how to develop behavior management plans for specific students by collaborating with school psychologist. Implement Positive Behavior Interventions & Supports (PBIS)	Professional Learning	08/11/2014	05/15/2016	\$0	Administration, Teachers, School Psychologist
Leader in Me	Through a district-wide initiative, students will develop skills through the "Leader in Me" implementation to help them become better learners and leaders which in turn will improve their behavior and reduce referrals for discipline.	Behavioral Support Program	08/11/2014	05/15/2016	\$10000	"Leader in Me" Trainers, Green River Regional Educational Co-op, Administration, Teachers, FRYSC, and Students
Preventative Interventions	Staff will provide behavioral interventions to teach students methods of how to handle conflict resolutions positively. Methods may include character education, conflict management, interventions, anti-bullying programs (assemblies, small group, classroom), suicide prevention programs, before and after school programs, referrals to school psychologists and Cumberland Family Medical (mental health personnel) other mental health agencies, etc.	Behavioral Support Program	08/11/2014	05/15/2016	\$0	Administrators, Counselors, Teachers, FRYSC, School Psychologist, Staff

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District Personnel Training	Emergency personnel will train district personnel on emergency procedures to maintain a safe working and learning environment.	Other	08/11/2014	06/30/2015	\$1500	Superintendent Director of Pupil Personnel School Resource Officer School & District Safety Committees School Administration
Staff & Student Training	School staff and students will be trained on proper emergency procedures to equip them with tools to respond to emergency situations, defending against threats (i.e. bullying, hostage situations, kidnapping, drills), etc. The district has invested in a new phone system that instantly connects all buildings and provides for district wide paging. A new system referred to as Special Warning and Response Mechanism (SWARM) alerts students, faculty, etc. to more effectively conduct reverse evacuations. The district has also implemented the STOP tipline through the KY Center for School Safety that affords students, parents and community members the opportunity to anonymously report bullying, violence or other risky behavior.	Other	08/11/2014	06/30/2015	\$100000	Principals Teachers Staff
School wide discipline procedures	Review Board and SBDM policies regarding discipline procedures to provide the "universal core" for teachers and staff to have a baseline for providing consistent discipline expectations for staff and students through proactive approaches such as PBIS for staff and students.	Behavioral Support Program	01/02/2014	05/15/2016	\$0	Superintendent Director of Pupil Personnel School Resource Officer Principals Teachers Classified Staff SBDM
Behavior RTI	Schools will receive update training via faculty/staff meetings and professional development on effective implementation of behavior curriculum and the RTI behavior model.	Behavioral Support Program	01/02/2014	06/30/2015	\$3000	Curriculum Director Instructional Coaches Principals Counselors School Psychologist Teachers

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Professional Development	Provide Professional Learning for teachers through school and district PLC's, embedded PD/Planning, professional development, etc.	Professional Learning	08/11/2014	06/30/2016	\$26700	Principals, Teachers, Curriculum Coordinator, Migrant/EL District Coordinator
Teacher Needs Survey	To better accommodate teachers and their learning, surveys will be conducted to determine the needs and levels of technology skills of staff	Professional Learning	08/11/2014	06/15/2016	\$0	District Technology Coordinators, School Technology Coordinators, Principals, Teachers, and Instructional Assistants
Mental Health Services	Russell County Schools will partner with Cumberland Family Medical to implement a Mental Health Service Expansion Behavioral Health Integration Grant that will provide our students with access to Licensed Clinical Social Workers and other mental health professionals.	Behavioral Support Program	01/01/2015	06/30/2017	\$0	Superintendent, Director of Pupil Personnel, Guidance Counselors, School Psychologist, Principals/Assistant Principals, School Nurses, Teachers, FRYSC
Bus Driver Training	Discipline procedures will be developed and bus drivers trained to implement behavior intervention strategies as recommended by KY Center for School Safety.	Behavioral Support Program	07/01/2014	07/01/2016	\$0	Transportation Director Bus Drivers School Resource Officer Director of Pupil Personnel
High School: Special Education Conference	Attend CEC Conference to seek new strategies for student outcomes.	Professional Learning	11/22/2015	11/24/2015	\$2000	High School Special Education Teachers and DOSE

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Provide a panel to host a question/answer session of the opportunities available for high-ability students.	Involve parents, teachers and students in a panel discussion involving opportunities for high-ability students. Provide students the opportunity to visit the Gatton and/or Craft Academies.	Professional Learning, Academic Support Program, Community Engagement, Parent Involvement, Career Preparation/Orientation	01/04/2016	06/30/2017	\$200	G/T staff
Elementary: Conceptual Building Blocks	Teachers in grades K-5 are attending Conceptual Building Blocks training and implementation provided through the Green River Regional Education Cooperative (GRREC). CBB is delivered in three modules throughout the year (addition/subtraction, multiplication/division, and fractions).	Professional Learning, Direct Instruction	07/15/2015	05/31/2016	\$5000	Principals, Teachers, Instructional Coach, Director of Instruction
Elementary: Delivery of Instruction	Math teachers who attend the Conceptual Building Blocks training through GRREC are provided with a minimum of two personal observations and coaching sessions with GRREC Math Consultant, Jennifer Clemmons, and Russell County Schools Elementary Curriculum Coach, Tonya Rexroat, to reflect upon CBB implementation and refine its direct impact on students.	Direct Instruction	09/18/2015	05/31/2016	\$0	GRREC Math Consultant, Elementary Curriculum Coach, Teachers, Principals
Elementary: Linda Mood Bell Research Based Strategies and Materials	Teachers will use materials and strategies from Linda Mood Bell resources to improve academic achievement of students with disabilities in reading and math.	Direct Instruction	08/11/2015	05/31/2017	\$0	DOSE Special Ed. Teachers Selected Regular Ed. Teachers
Elementary: Data-Driven Lesson Planning	For the 2015-2016 school year, elementary math teachers will meet on two designated teacher plan days to develop math lessons per grade level with intentional focus on formative assessments, connections to 21st Century Learners, and student engagement. Lesson plans will include standards, essential questions, assessments, instructional strategies, accommodations, differentiation, and connection to program reviews and PGES when applicable. Lesson planning will follow a district-wide format and teachers will collaborate across schools to ensure that students receive lessons that meet rigorous content standards. Math content PLC's will be held once per month to refine lesson initiatives and assess the value of formative assessments and their congruence to learning targets. Vertical and horizontal alignment will occur during PLC time to ensure that pacing and curriculum maps are aligned to the congruence of the standards.	Direct Instruction	07/01/2015	06/30/2016	\$0	Teachers, Building Principals, Instructional Coach, Director of Curriculum and Instruction

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Elementary: Common Assessments	Teachers meet once per quarter to align Common Assessments to the congruence of the standards. Common Assessments are used as a formative measure to assess the rigor of standards in the instructional process and to differentiate student learning. Common Assessment results are also used to assist teachers in determining flexible grouping among students.	Academic Support Program	07/01/2015	06/30/2016	\$0	Teachers, Building Principals, Director of Curriculum and Instruction, Elementary Instructional Coach
Elementary: Math Intervention	Teachers regularly analyze formative assessment data to determine effectiveness of instructional strategies and how they have impacted student learning. Data is used to guide teachers in flexible grouping among students, with specific emphasis on students who have not achieved the learning objectives at a mastery level. Intervention occurs for students falling below mastery, and may consist of one-on-one or small group tutoring, math labs, extended school services, and/or extra support through Title services.	Academic Support Program	07/01/2015	06/30/2016	\$0	Teachers, Building Principals, Elementary Instructional Coach, ESS Teachers
Elementary: Math Software	Various supplemental and instructional support math software programs are utilized to reinforce deficit skills and decrease novice performance in math (Math Whizz, Moby Max, Quarter Mile Math, Easy CBM, etc..).	Technology	07/01/2015	06/30/2016	\$5000	Teachers, Building Principals, Interventionists, Director of Curriculum and Instruction, RTI Teachers
Elementary: Math RTI	Students are benchmarked three times per year using Discovery Education. Students who fall below the 10th percentile at each grade level benchmark, are referred for RTI services. Students in RTI will receive extra math services from RTI teachers and interventionists. RTI groupings remain fluid, and students can move in and out of the Tiers as needed. Students will receive progress monitoring on an individual basis to determine if interventions are successful or whether another intervention should be utilized.	Academic Support Program	07/01/2015	06/30/2016	\$0	Teachers, RTI Teachers, Interventionists, Building Principals
Professional Growth and Effectiveness System	PGES professional learning will occur throughout the year to ensure that teachers are trained and support is offered to learn about strategies that will increase students attainment of being college and career ready.	Professional Learning, Career Preparation/Orientation, Direct Instruction	06/01/2015	07/31/2016	\$0	District PGES POC District Effectiveness Coach Teachers Principals

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PPGES-Highly Qualified Leaders	Russell County School District will provide leaders with professional learning opportunities that will help them ensure that all students are being taught by highly effective teachers so that they will be college and career ready. Principals will use the knowledge gained through the professional learning to conduct walk-through observations, mini, and full observations. They will provide feedback to teachers through the post conference offering suggestions to improve any areas of concern.	Professional Learning, Career Preparation/Orientation, Direct Instruction	07/01/2015	06/30/2016	\$0	District PGES POC District Effectiveness Coach Principals
Total					\$180850	

Salem Elementary School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Promoting Foundational CCR in Primary Grades	Purchase and Implement CCR like NRT diagnostic assessment for grade K, 1, 2 (off grade testing). State Administrative Code for Testing with Inclusion of Special Populations is followed on all off grades testing. School personnel will analyze student data to guide curriculum and instructional planning and intervention services.	Academic Support Program	07/01/2015	06/30/2017	\$18000	Director of Federal Programs DAC Elementary School Principals, Counselors, and Teachers
Elementary: Primary K-2 Math and ELA Standards Mapping and Common Assessment Development and Lesson Planning	Provide release time a minimum of once each quarter, utilize PD/Planning dates in school calendar; and implement quarterly after school PLC time for all district K-2 teachers, primary special education teachers, EL, Migrant, & GTE staff to map standards; plan units and common assessments to complexity of the standards.	Professional Learning	07/01/2015	06/30/2016	\$6500	Director of Curriculum, PD, Federal Programs, Instructional Coach, Instructional Supervisor, DOSE & G&T Coordinator EL & Migrant Coordinator GRREC &/or KDE Literacy &/or Special Education Consultants Elem Principals & Teachers

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<p>Elementary: Grades 3-5 Math & ELA Curriculum Planning and Alignment, Standards Mapping, Instructional Strategic Planning, Common Assessment Development and Lesson Planning</p>	<p>Implement Grades 3-5 and Content Level PLCs during afterschool time, quarterly and during PD/Planning time for the purpose of curriculum planning, lesson planning, & alignment, standards mapping, instructional strategic planning, and common assessment development.</p>	<p>Professional Learning</p>	<p>07/01/2015</p>	<p>06/30/2016</p>	<p>\$7000</p>	<p>Director of Curriculum, PD, Federal Programs, Instructional Coaches, Instructional Supervisor, DOSE & G&T Coordinator EL & Migrant Coordinator GRREC &/or KDE Literacy &/or Special Education Consultants Elem Principals & Teachers</p>
<p>Elementary: Grade 3-5 ELA Professional Development in Developing Standards Based Unit, Common Assessments & Lesson Planning with Rigor and Congruent to the Complexity of the Standards</p>	<p>Provide Grade 3-5 ELA teachers, special education teachers, EL, Migrant & GTE staff professional development on building rigorous standards based units and assessments congruent to the complexity of the standards. Continue work in afternoon PLC time.</p>	<p>Professional Learning</p>	<p>07/01/2015</p>	<p>06/30/2016</p>	<p>\$4000</p>	<p>Director of Curriculum, PD, Federal Programs Instructional Supervisor DOSE EL & Migrant GRREC & KDE Literacy Consultants Elem Principals & Teachers</p>
<p>Elementary: Grades 3-5 KCAS Math Standards Mapping and Strategic Instructional Planning</p>	<p>Provide release time; after school PLC time, and PD time for Grades 3-5 math classrooms, special education, RTI, EL, Migrant, and GTE teachers to work with the Elementary Instructional Coach in Standards Based Mapping and Curriculum Planning.</p>	<p>Professional Learning</p>	<p>07/01/2015</p>	<p>06/30/2016</p>	<p>\$5000</p>	<p>Director of Curriculum, PD, Federal Programs Elementary Instructional Coach Elem Principals & Teachers DOSE & G&T EL & Migrant Coordinator Instructional Supervisor</p>

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Elementary: K-2 Math & ELA Standards Based Planning	Provide release time, afternoon PLC time, and PD/Planning time for K-2 classroom, SE, RTI, EL, Migrant, GTE teachers to pace Math & ELA standards to develop and implement standards based units, common assessments, and quarterly planning to communicate to parents & students	Academic Support Program	07/01/2015	06/30/2016	\$6000	Director of Curriculum, PD, Federal Programs Elementary Instructional Coach Elementary Principals & Teachers
Elementary: Grades 3-5 Math & ELA Standards Based Planning	Provide release time, afternoon PLC time, and PD/Planning time for grades 3-5 classroom, SE, RTI, EL, Migrant, and GTE teachers to pace Math & ELA standards to develop and implement standards based units, common assessments, and quarterly standards to communicate with parent & student	Academic Support Program	07/01/2015	06/30/2016	\$6000	Director of Curriculum, PD, Federal Programs Instructional Supervisor Elementary Instructional Coach Elem Principals and Teachers
Elementary: Professional Learning Plan	Provide professional development and planning days for ALL staff representing all students and subpopulations to analyze data and plan for school, classroom, gap, and individual student improvement--specifically plan how to meet the learning needs of the student population. Based on findings of needs assessment, schools can strategically allocate funding, plan for professional learning, guide curriculum and instructional planning and practices, and intentionally plan for interventions based on the individual learning needs of students.	Academic Support Program	07/01/2015	06/30/2016	\$7000	Director of Curriculum, PD, Federal Programs Instructional Supervisor Instructional Coaches Principals & Teachers DOSE & G&T EL & Migrant Coordinator

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Elementary: Extended School Learning Opportunities in Elementary Schools	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.	Academic Support Program	07/01/2014	06/30/2017	\$50000	District Curriculum, RTI, ESS District 21st Century School ESS Coordinators School 21st Century Coordinators Extended School Staff FRC 21st Century Staff Migrant G/T Staff
Elementary: Promoting PLC Communication and Collaboration to Improve Learning	Provide PLC time for classroom, special education, and RTI teachers to meet frequently and review student data and monitor progress of students and strategically plan for improvement	Academic Support Program	07/01/2014	06/30/2016	\$0	DOSE District Director of Curriculum and Instruction Principals & Teachers Elementary Instructional Coach
Elementary: Professional Development to Improve Learning for Students with Disabilities	Provide a variety of professional development to elementary staff such as but not limited to co-teaching, CCSS and CRA with Jennifer Clemmons and Rebecca Gaddie, Literacy PD from GRREC, On-Demand Writing with Abell and Atherton, Lindamood Bell Workshops, Conceptual Building Blocks for math, differentiated instruction, and aligning tasks to the individual learner. Provide targeted PD as needs or opportunities arise.	Professional Learning	07/01/2014	06/30/2016	\$32500	DOSE Director Curriculum, RTI, PD Coach, Director of Federal Programs Elementary Principals & Teachers Instructional Coaches
Elementary: Classroom Follow-up	Administrators and Curriculum Coach, Tonya Rexroat, will conduct periodic learning checks to monitor classrooms for implementation of strategies to improve student learning with disabled students and give immediate feedback to teachers and staff.	Academic Support Program	07/01/2014	06/30/2016	\$0	Administration Curriculum Coach Teachers

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Elementary: Promoting Learning with Disabled Students through Research Based Curriculum and Instruction	Students with disabilities will receive direct support through research based intervention services and programs in addition to their grade level core. Special Education teachers, classroom teachers, and RTI teachers will provide the targeted support across the educational settings.	Direct Instruction	07/01/2014	06/30/2016	\$0	DOSE Curriculum, RTI, PD Coach, Director of Federal Programs School Administrators, Teachers, Staff Elementary Instructional Coach
Elementary: Seeking Gender Specific Professional Learning	We are actively seeking professional learning opportunities on gender specific learning strategies through GRREC, Webinars, professional magazines, media sources, books, etc. for teachers	Professional Learning	07/01/2014	06/30/2016	\$0	DOSE Curriculum, RTI, PD, Director of Federal Programs Elementary Principals & Teachers
Elementary: Reading and Math Benchmarking and Progress Monitoring for Student Improvement	Conduct Discovery Education Benchmarks during Fall, Winter, and Spring. Follow up with Progress Monitoring for Students with Disabilities and Students Receiving RTI Services	Academic Support Program	07/01/2014	06/30/2016	\$21300	DOSE District RTI High, Middle, & Elementary Principals & Teachers
Elementary: Intervening With Purpose	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. Easy CBM is funded through the district for K-2 while individual schools provide Easy CBM funding for grades 3-5 for special education students and students who receive RTI.	Academic Support Program	07/01/2014	06/30/2016	\$0	DOSE District RTI All School Administrators, General Education and Special Education Teachers
Reading and Math Benchmarking and Progress Monitoring for Student Improvement	Discovery Education Benchmarking for grades 2-5 and Easy CBM grades K-2 Fall, Winter, and Spring. Follow up with Progress Monitoring for Low performing students with disabilities and students receiving RTI services	Academic Support Program	08/11/2014	06/30/2016	\$12000	DOSE District RTI Elementary Principals & Teachers RTI Staff Migrant/EL Staff

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Intervening With Purpose	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 the 10th percentile and all students with disabilities.	Academic Support Program	08/11/2014	06/30/2016	\$0	DOSE District RTI Elementary Principals & Teachers Migrant/EL Staff RTI teachers
Motivating Career Aspirations through 21st CCLC	Students will have the opportunity to participate in career related and/or leadership development and/or service learning/civic duty related clubs and activities through 21st Century Community Learning Centers	Career Preparation/Orientation	07/01/2015	06/30/2017	\$15000	District 21st Learning Center Coordinator 21st Century School Coordinators 21st Century Extended School Teachers and Staff
Elementary: Supportive Services for At Risk Students	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.	Other	07/01/2015	06/30/2016	\$2500	FRYSC, EL & Migrant District Contact FRYSC, EL & Migrant Personnel
Elementary: Parent Involvement	Communicate with and provide parents opportunities to be informed and involved in school improvement planning, academic planning, event planning, student progress and academic planning, build knowledge of curriculum and learning expectations, parent website - "Bluegrass Learning Services"	Parent Involvement	07/01/2015	06/30/2016	\$4500	Superintendent Director of Federal Programs DOSE Migrant & EL G&T School Principals & Teachers FRC
Elementary: Individual Student Goal Setting	Special Education teachers will meet with students on their caseloads to review assessment scores and set individual goals for state assessments.	Academic Support Program	09/12/2014	06/30/2016	\$0	DOSE School Administrators, and Special Education Teachers
Elementary: Communication and Parent Involvement	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.	Parent Involvement	07/01/2014	06/30/2016	\$0	Teachers and Principal

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District Wide Special Education Meetings	Special Education teachers will attend scheduled district-wide special education meetings to address compliance issues, review district's special education scores, and plan activities to promote student achievement.	Professional Learning	07/01/2014	06/30/2017	\$0	DOSE Special Education Teachers Instructional Coach
Elementary: School Psychologist	The School Psychologist will attend most eligibility ARC meetings to explain testing results and go over recommendations for parents and teachers to work with their child.	Policy and Process	07/01/2014	06/30/2016	\$60000	District Special Education Director, School Psychologist
Elementary: Parent Advisory Council -PAC	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 meeting per year. This is to guide regional programming.	Parent Involvement	07/01/2015	06/30/2016	\$500	Migrant/EL Coordinator and Staff
Elementary: Special Education Conference	Attend CEC Conference to seek new strategies for student outcomes	Professional Learning	11/23/2014	11/22/2017	\$8000	DoSE High School Special Education Teachers Middle School Special Education Teachers Elementary School Special Education Teachers
Elementary: Visible Learning by John Hatti	Attend training provided by GRREC. Ainsley Rose presentation of John Hatti's research on effect size.	Professional Learning	11/03/2014	11/11/2014	\$900	DOSE, Elementary, Middle, and High Curriculum Coaches, School Administrators, Special Education Teachers
ESS/21st Century Afterschool	Students in Hispanic population who are Migrant and/or EL students will be targeted to attend before and after-school programs to receive additional assistance in reading and math.	Academic Support Program	08/11/2014	06/30/2017	\$2500	ESS/21 Century Migrant/EL Staff
Summer Learning	Although all students will be invited, students identified as Hispanic will be targeted to attend summer enrichment classes offered by 21st CCLC.	Academic Support Program	08/11/2014	06/30/2016	\$2000	21st CCLC Staff Migrant/EL Staff

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Elementary: Data Teams/ Data Retreats	2014- 2015 District Elementary will participate in RTT (GRREC) data retreat to learn how to drill down multiple sources of data and narrow the focus to prioritize and guide improvement planning. The school teams will focus on building capacity to sustain the data analysis process in school level PLCs.	Professional Learning	09/29/2014	10/02/2014	\$8000	RTT District Contact Instructional Supervisor DOSE FRC Directors Elementary Principals GRREC/RTT Consultants Instructional Coach
Elementary: Research Based Strategies and Materials	Teachers will receive training and materials on implementing Linda Mood Bell Strategies to improve academic achievement of students with disabilities in reading and math.	Professional Learning	02/23/2015	05/31/2015	\$60000	DoSE Special Ed. Teachers Selected Regular Ed. Teachers
Elementary: Strategies and Collaboration	DoSE will provide training to all elementary special education teachers during a scheduled planning day on instructional strategies and effective collaboration strategies.	Professional Learning	01/02/2015	06/30/2016	\$0	DoSE Special Ed. Teachers

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Elementary: Building Writers with Abell & Atherton	<p>Part I - Teachers will learn new strategies and ideas to empower students as writers and the tools they need to be successful in writing. Teachers will learn a step by step approach for teaching students to be more independent writers, will be given modeled lessons and strategies, and learn a process for building engaging and challenging prompts in all content areas and grade levels.</p> <p>Part II - Teachers will examine the new On-Demand Scoring Guide and released work samples that exemplifies the performance standards. They will be presented with best practices for helping build competent writers. Paragraph development strategies will be given and mini-lesson ideas.</p> <p>Primary Writing - In this workshop, teachers will learn what primary writing looks like and how it develops, what the writing process looks like and how it develops, how to use organizers and manipulatives to help young writers, and how pictures books and other resources can be used to spark writing ideas.</p> <p>All teachers attending will come back and share ideas with their schools in PLC's and will use the strategies learned to improve our writing program.</p> <p>For the 2015 - 2016 School Year, several teachers 3-12 attended workshops provided by Abell and Atherton Educational Consulting, "Building the Writer Within."</p> <p>Teachers learned strategies for implementation of On Demand Writing in the primary grades to ensure that the necessary skills are acquired before state assessment in 5th grade. Teachers received strategies, resources, and lessons for teaching writing to all students.</p>	Professional Learning	02/10/2015	06/30/2016	\$2500	Writing Teachers Principals PD Coordinator
Elementary: Literacy PD through GRREC	Teachers will participate in several PD days offered by GRREC Literacy Consultant, Nancy Huston. The PD days will provide teachers with numerous opportunities to meet their individual needs for professional learning concerning classroom environment and centers K- 3, P-3 Foundation Skills and Phonemic Awareness.	Professional Learning	08/03/2015	06/01/2016	\$9500	ELA Teachers Principals PD Coordinator
TPGES/PPGES	TPGES/PPGES Russell County Schools vision for the Professional Growth and Effectiveness System (PGES) is to have every student taught by an effective teacher and every school led by an effective principal. The goal is to create a fair and equitable system to measure teacher and leader effectiveness and act as a catalyst for professional growth. This will be accomplished through professional learning opportunities and PLC meetings with the district educator effectiveness coach.	Professional Learning	07/01/2015	06/02/2016	\$0	Teachers Administration District Effectiveness Coach

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Elementary PGES	Educator Effectiveness Coach will meet with special education teachers to provide professional learning opportunities to support them with self-reflection, professional growth planning, developing student growth goals to help reduce the students who are at the novice level.	Professional Learning	08/03/2015	05/31/2016	\$0	Educator Effectiveness Coach Special Education Teachers PGES POC Elementary Instructional Coach
Elementary - RTI	RTI Teachers/Interventionalist will work with students one-on-one or small group using researched-based strategies and instruction to increase their reading ability to answer grade level comprehension questions. Programs used for RTI include but are not limited to Journeys reading series, Barton's Reading Program, RTI components, easyCBM, and Discovery Education probes.	Academic Support Program, Direct Instruction	08/11/2015	05/31/2016	\$0	Principals, Teachers, RTI teachers, RTI Coordinator
Elementary - Linda Mood Bell Visualizing and Verbalizing	Visualizing and Verbalizing is a research-based program written by Linda Mood Bell. Teachers will learn strategies to help students' with disabilities comprehension skills.	Academic Support Program, Direct Instruction	08/11/2015	05/31/2016	\$0	Principals, Special Education Teachers
Elementary - Reading with Technology	Students at the elementary level are provided with various opportunities to utilize technology with rich, research based instruction through various programs which include but are not limited to ReadingEggs, ReadingEggspress, and StarFall; all which provide a unique individualized education plan for each student allowing advanced students to progress quickly, while ensuring that students who need remediation get the extra instruction they need.	Academic Support Program	08/11/2015	05/31/2016	\$10000	Principals, Teachers, CIO
Elementary - District Initiatives	As part of a district initiative, teachers will develop ELA curriculum maps/pacing guides, develop common assessments, and develop lesson plans to ensure the level of the standards are met and that assessments are congruent to the standards.	Direct Instruction, Other - Planning	07/01/2015	06/30/2016	\$5000	Principals, Teachers, Director of Curriculum and Instruction, Instructional Coach, Effectiveness Coach, Title I Coordinator
Elementary - TPGES/OPGES Highly Qualified Teachers	Teachers and other professionals will utilize their Framework to improve teaching strategies which will in turn improve student achievement and reduce the number of students scoring novice. Specifically, teachers will focus on Domains 1 and 3(Planning and Instruction) to ensure that quality planning, instruction, and assessments are occurring. Student data will be analyzed and monitored to drive instructional practices.	Professional Learning, Direct Instruction	08/11/2015	05/31/2016	\$0	Principals, Teachers, Effectiveness Coach

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Elementary - PPGES-Highy Qualified Leaders	Principals will focus on Performance Standard 1 to serve in the capacity as instructional leaders within the school. This will be reflected in their participation in PLC's, data analysis, and observation data to ensure that all students are receiving high level instruction within the classroom.	Other - PPGES	07/01/2015	06/30/2016	\$0	Principals, Superintendent, Effectiveness Coach, PPGES POC
Elementary - Effectiveness Coach	The district effectiveness coach works with teachers throughout the year on the processes including but not limited to self-reflection, professional growth plans, student growth goals, data analysis, creating pre and post assessments, creating rubrics, the Framework for Teaching. This positively affects academic achievement. As teachers practices improve, student achievement should in turn improve.	Professional Learning	07/01/2015	06/30/2016	\$0	Principals, Teachers, PPGES POC, Effectiveness Coach
Elementary - District PLC	Teachers will use District PLC time throughout the year to analyze both common assessments and benchmark testing results to get an idea of what percentage of students are performing at the Novice level and to target these kids to move them forward. Common Lesson Planning will be sure to include differentiated instruction to help ensure that students scoring novice are getting needed instruction.	Professional Learning, Direct Instruction	07/01/2015	06/30/2016	\$0	Principals, Teachers, Supervisor of Instruction, Instructional Coach, Effectiveness Coach
Elementary - Novice Reduction Meeting	A team of teachers representing all content areas and grade levels, principals, instructional coach and district personnel worked through the KDE tools supported by a novice reduction coach to analyze the "as-is" state of the school and identify leverages and concerns for the school. As a result, activities were developed to reduce the number of novice students.	Professional Learning	11/09/2015	11/27/2015	\$1500	Principals, Teachers, Supervisor of Instruction, PD Coordinator, Title I Coordinator
Elementary - Key Core Process-Design and Deliver Quality Instruction	Create and follow up with vertically and horizontally aligned pacing/curriculum maps and district-wide lesson plan templates that include standards, essential questions, assessments, instructional strategies, accommodations and program review and PPGES connections ensure all students have access to quality instruction.	Direct Instruction, Other - Planning	07/01/2015	06/30/2016	\$0	Principals, Teachers, PD Coordinator, Supervisor of Instruction, Instructional Coach, Effectiveness Coach
Elementary -Building Writers with Abell and Atherton	ELA general education and collaborating special education teachers participated in a series of professional development offered by Abell & Atherton Educational Consultants that focused on implementing standards-based writing and reading lessons and assessments. Participants learned step by step approaches for teaching students to be more independent writers with challenging and engaging activities congruent to standards. Rubrics and student work samples were analyzed for performance standards as well.	Professional Learning, Academic Support Program	09/15/2015	11/16/2015	\$6000	Principals, Teachers, PD Coordinator, Title I Coordinator

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Elementary - District Initiatives	As part of a district initiative, teachers will develop math curriculum maps/pacing guides, develop common assessments, and develop lesson plans to ensure the level of the standards are met and that assessments are congruent to the standards.	Professional Learning, Direct Instruction, Other - Planning	07/01/2015	06/30/2016	\$0	Principals, Teachers, Supervisor of Instruction, Instructional Coach, Effectiveness Coach
Elementary - TPGES/OPGES Highly Qualified Teachers	Teachers and other professionals will utilize their framework to improve teaching. Student achievement will in turn improve, while also reducing the number of students scoring novice. Specifically, teachers will focus on Domains 1 and 3(Planning and Instruction) to ensure that quality planning, instruction, and assessments are occurring. Student data will be analyzed and monitored to drive instructional practices.	Other - PGES	07/01/2015	06/30/2016	\$0	Ptincipals, Teachers, Effectiveness Coach, PGES POC, Instructional Coaches
Elementary PPGES - Highly Qualified Leaders	Principals will focus on Performance Standard 1 to serve in the capacity as instructional leaders within the school. This will be reflected in their participation in PLC's, data analysis, and observation data to ensure that all students are receiving high level instruction within the classroom.	Other - PPGES	07/01/2015	06/30/2016	\$0	Principals, Superintendent, PGES POC, Effectiveness Coach
Elementary - District PLC	Teachers will use District PLC time throughout the year to analyze both common assessments and benchmark testing results to get an idea of what percentage of students are performing at the Novice level and to target these kids to move them forward. Common Lesson Planning will be sure to include differentiated instruction to help ensure that students scoring novice are getting needed instruction.	Professional Learning, Direct Instruction	07/01/2015	06/30/2016	\$0	Principals, Teachers, PD Coordinator, Supervisor of Instruction
Elementary - Effectiveness Coach	The district effectiveness coach works with teachers throughout the year on the processes including but not limited to self-reflection, professional growth plans, student growth goals, data analysis, creating pre and post assessments, creating rubrics, the Framework for Teaching. This positively affects academic achievement. As teachers practices improve, student achievement should in turn improve.	Professional Learning, Direct Instruction, Other - PGES	07/01/2015	06/30/2016	\$0	Principals, Teachers, Effectiveness Coach, PGES POC, PD Coordinator, Instructional Coach
Elementary - Novice Reduction Meeting	A team of teachers representing all content areas and grade levels, principals, instructional coach and district personnel worked through the KDE tools supported by a novice reduction coach to analyze the "as-is" state of the school and identify leverages and concerns for the school. As a result, activities were developed to reduce the number of novice students.	Professional Learning, Direct Instruction	09/15/2015	11/16/2015	\$0	Principals, Teachers, PD Coordinator, Supervisor of Instruction, DAC, Effectiveness Coach, Instructional Coaches
Total					\$373700	

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Russell Springs Elementary School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Promoting Foundational CCR in Primary Grades	Purchase and Implement CCR like NRT diagnostic assessment for grade K, 1, 2 (off grade testing). State Administrative Code for Testing with Inclusion of Special Populations is followed on all off grades testing. School personnel will analyze student data to guide curriculum and instructional planning and intervention services.	Academic Support Program	07/01/2015	06/30/2017	\$18000	Director of Federal Programs DAC Elementary School Principals, Counselors, and Teachers
Elementary: Primary K-2 Math and ELA Standards Mapping and Common Assessment Development and Lesson Planning	Provide release time a minimum of once each quarter, utilize PD/Planning dates in school calendar; and implement quarterly after school PLC time for all district K-2 teachers, primary special education teachers, EL, Migrant, & GTE staff to map standards; plan units and common assessments to complexity of the standards.	Professional Learning	07/01/2015	06/30/2016	\$6500	Director of Curriculum, PD, Federal Programs, Instructional Coach, Instructional Supervisor, DOSE & G&T Coordinator EL & Migrant Coordinator GRREC &/or KDE Literacy &/or Special Education Consultants Elem Principals & Teachers

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<p>Elementary: Grades 3-5 Math & ELA Curriculum Planning and Alignment, Standards Mapping, Instructional Strategic Planning, Common Assessment Development and Lesson Planning</p>	<p>Implement Grades 3-5 and Content Level PLCs during afterschool time, quarterly and during PD/Planning time for the purpose of curriculum planning, lesson planning, & alignment, standards mapping, instructional strategic planning, and common assessment development.</p>	<p>Professional Learning</p>	<p>07/01/2015</p>	<p>06/30/2016</p>	<p>\$7000</p>	<p>Director of Curriculum, PD, Federal Programs, Instructional Coaches, Instructional Supervisor, DOSE & G&T Coordinator EL & Migrant Coordinator GRREC &/or KDE Literacy &/or Special Education Consultants Elem Principals & Teachers</p>
<p>Elementary: Grade 3-5 ELA Professional Development in Developing Standards Based Unit, Common Assessments & Lesson Planning with Rigor and Congruent to the Complexity of the Standards</p>	<p>Provide Grade 3-5 ELA teachers, special education teachers, EL, Migrant & GTE staff professional development on building rigorous standards based units and assessments congruent to the complexity of the standards. Continue work in afternoon PLC time.</p>	<p>Professional Learning</p>	<p>07/01/2015</p>	<p>06/30/2016</p>	<p>\$4000</p>	<p>Director of Curriculum, PD, Federal Programs Instructional Supervisor DOSE EL & Migrant GRREC & KDE Literacy Consultants Elem Principals & Teachers</p>
<p>Elementary: Grades 3-5 KCAS Math Standards Mapping and Strategic Instructional Planning</p>	<p>Provide release time; after school PLC time, and PD time for Grades 3-5 math classrooms, special education, RTI, EL, Migrant, and GTE teachers to work with the Elementary Instructional Coach in Standards Based Mapping and Curriculum Planning.</p>	<p>Professional Learning</p>	<p>07/01/2015</p>	<p>06/30/2016</p>	<p>\$5000</p>	<p>Director of Curriculum, PD, Federal Programs Elementary Instructional Coach Elem Principals & Teachers DOSE & G&T EL & Migrant Coordinator Instructional Supervisor</p>

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Elementary: K-2 Math & ELA Standards Based Planning	Provide release time, afternoon PLC time, and PD/Planning time for K-2 classroom, SE, RTI, EL, Migrant, GTE teachers to pace Math & ELA standards to develop and implement standards based units, common assessments, and quarterly planning to communicate to parents & students	Academic Support Program	07/01/2015	06/30/2016	\$6000	Director of Curriculum, PD, Federal Programs Elementary Instructional Coach Elementary Principals & Teachers
Elementary: Grades 3-5 Math & ELA Standards Based Planning	Provide release time, afternoon PLC time, and PD/Planning time for grades 3-5 classroom, SE, RTI, EL, Migrant, and GTE teachers to pace Math & ELA standards to develop and implement standards based units, common assessments, and quarterly standards to communicate with parent & student	Academic Support Program	07/01/2015	06/30/2016	\$6000	Director of Curriculum, PD, Federal Programs Instructional Supervisor Elementary Instructional Coach Elem Principals and Teachers
Elementary: Professional Learning Plan	Provide professional development and planning days for ALL staff representing all students and subpopulations to analyze data and plan for school, classroom, gap, and individual student improvement--specifically plan how to meet the learning needs of the student population. Based on findings of needs assessment, schools can strategically allocate funding, plan for professional learning, guide curriculum and instructional planning and practices, and intentionally plan for interventions based on the individual learning needs of students.	Academic Support Program	07/01/2015	06/30/2016	\$7000	Director of Curriculum, PD, Federal Programs Instructional Supervisor Instructional Coaches Principals & Teachers DOSE & G&T EL & Migrant Coordinator

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Elementary: Extended School Learning Opportunities in Elementary Schools	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.	Academic Support Program	07/01/2014	06/30/2017	\$50000	District Curriculum, RTI, ESS District 21st Century School ESS Coordinators School 21st Century Coordinators Extended School Staff FRC 21st Century Staff Migrant G/T Staff
Elementary: Promoting PLC Communication and Collaboration to Improve Learning	Provide PLC time for classroom, special education, and RTI teachers to meet frequently and review student data and monitor progress of students and strategically plan for improvement	Academic Support Program	07/01/2014	06/30/2016	\$0	DOSE District Director of Curriculum and Instruction Principals & Teachers Elementary Instructional Coach
Elementary: Professional Development to Improve Learning for Students with Disabilities	Provide a variety of professional development to elementary staff such as but not limited to co-teaching, CCSS and CRA with Jennifer Clemmons and Rebecca Gaddie, Literacy PD from GRREC, On-Demand Writing with Abell and Atherton, Lindamood Bell Workshops, Conceptual Building Blocks for math, differentiated instruction, and aligning tasks to the individual learner. Provide targeted PD as needs or opportunities arise.	Professional Learning	07/01/2014	06/30/2016	\$32500	DOSE Director Curriculum, RTI, PD Coach, Director of Federal Programs Elementary Principals & Teachers Instructional Coaches
Elementary: Classroom Follow-up	Administrators and Curriculum Coach, Tonya Rexroat, will conduct periodic learning checks to monitor classrooms for implementation of strategies to improve student learning with disabled students and give immediate feedback to teachers and staff.	Academic Support Program	07/01/2014	06/30/2016	\$0	Administration Curriculum Coach Teachers

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Elementary: Promoting Learning with Disabled Students through Research Based Curriculum and Instruction	Students with disabilities will receive direct support through research based intervention services and programs in addition to their grade level core. Special Education teachers, classroom teachers, and RTI teachers will provide the targeted support across the educational settings.	Direct Instruction	07/01/2014	06/30/2016	\$0	DOSE Curriculum, RTI, PD Coach, Director of Federal Programs School Administrators, Teachers, Staff Elementary Instructional Coach
Elementary: Seeking Gender Specific Professional Learning	We are actively seeking professional learning opportunities on gender specific learning strategies through GRECT, Webinars, professional magazines, media sources, books, etc. for teachers	Professional Learning	07/01/2014	06/30/2016	\$0	DOSE Curriculum, RTI, PD, Director of Federal Programs Elementary Principals & Teachers
Elementary: Reading and Math Benchmarking and Progress Monitoring for Student Improvement	Conduct Discovery Education Benchmarks during Fall, Winter, and Spring. Follow up with Progress Monitoring for Students with Disabilities and Students Receiving RTI Services	Academic Support Program	07/01/2014	06/30/2016	\$21300	DOSE District RTI High, Middle, & Elementary Principals & Teachers
Elementary: Intervening With Purpose	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. Easy CBM is funded through the district for K-2 while individual schools provide Easy CBM funding for grades 3-5 for special education students and students who receive RTI.	Academic Support Program	07/01/2014	06/30/2016	\$0	DOSE District RTI All School Administrators, General Education and Special Education Teachers
Reading and Math Benchmarking and Progress Monitoring for Student Improvement	Discovery Education Benchmarking for grades 2-5 and Easy CBM grades K-2 Fall, Winter, and Spring. Follow up with Progress Monitoring for Low performing students with disabilities and students receiving RTI services	Academic Support Program	08/11/2014	06/30/2016	\$12000	DOSE District RTI Elementary Principals & Teachers RTI Staff Migrant/EL Staff

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Intervening With Purpose	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 the 10th percentile and all students with disabilities.	Academic Support Program	08/11/2014	06/30/2016	\$0	DOSE District RTI Elementary Principals & Teachers Migrant/EL Staff RTI teachers
Motivating Career Aspirations through 21st CCLC	Students will have the opportunity to participate in career related and/or leadership development and/or service learning/civic duty related clubs and activities through 21st Century Community Learning Centers	Career Preparation/Orientation	07/01/2015	06/30/2017	\$15000	District 21st Learning Center Coordinator 21st Century School Coordinators 21st Century Extended School Teachers and Staff
Elementary: Supportive Services for At Risk Students	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.	Other	07/01/2015	06/30/2016	\$2500	FRYSC, EL & Migrant District Contact FRYSC, EL & Migrant Personnel
Elementary: Parent Involvement	Communicate with and provide parents opportunities to be informed and involved in school improvement planning, academic planning, event planning, student progress and academic planning, build knowledge of curriculum and learning expectations, parent website - "Bluegrass Learning Services"	Parent Involvement	07/01/2015	06/30/2016	\$4500	Superintendent Director of Federal Programs DOSE Migrant & EL G&T School Principals & Teachers FRC
Elementary: Individual Student Goal Setting	Special Education teachers will meet with students on their caseloads to review assessment scores and set individual goals for state assessments.	Academic Support Program	09/12/2014	06/30/2016	\$0	DOSE School Administrators, and Special Education Teachers
Elementary: Communication and Parent Involvement	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.	Parent Involvement	07/01/2014	06/30/2016	\$0	Teachers and Principal

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District Wide Special Education Meetings	Special Education teachers will attend scheduled district-wide special education meetings to address compliance issues, review district's special education scores, and plan activities to promote student achievement.	Professional Learning	07/01/2014	06/30/2017	\$0	DOSE Special Education Teachers Instructional Coach
Elementary: School Psychologist	The School Psychologist will attend most eligibility ARC meetings to explain testing results and go over recommendations for parents and teachers to work with their child.	Policy and Process	07/01/2014	06/30/2016	\$60000	District Special Education Director, School Psychologist
Elementary: Parent Advisory Council -PAC	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 meeting per year. This is to guide regional programming.	Parent Involvement	07/01/2015	06/30/2016	\$500	Migrant/EL Coordinator and Staff
Elementary: Special Education Conference	Attend CEC Conference to seek new strategies for student outcomes	Professional Learning	11/23/2014	11/22/2017	\$8000	DoSE High School Special Education Teachers Middle School Special Education Teachers Elementary School Special Education Teachers
Elementary: Visible Learning by John Hatti	Attend training provided by GRREC. Ainsley Rose presentation of John Hatti's research on effect size.	Professional Learning	11/03/2014	11/11/2014	\$900	DOSE, Elementary, Middle, and High Curriculum Coaches, School Administrators, Special Education Teachers
ESS/21st Century Afterschool	Students in Hispanic population who are Migrant and/or EL students will be targeted to attend before and after-school programs to receive additional assistance in reading and math.	Academic Support Program	08/11/2014	06/30/2017	\$2500	ESS/21 Century Migrant/EL Staff
Summer Learning	Although all students will be invited, students identified as Hispanic will be targeted to attend summer enrichment classes offered by 21st CCLC.	Academic Support Program	08/11/2014	06/30/2016	\$2000	21st CCLC Staff Migrant/EL Staff

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Elementary: Data Teams/ Data Retreats	2014- 2015 District Elementary will participate in RTT (GRREC) data retreat to learn how to drill down multiple sources of data and narrow the focus to prioritize and guide improvement planning. The school teams will focus on building capacity to sustain the data analysis process in school level PLCs.	Professional Learning	09/29/2014	10/02/2014	\$8000	RTT District Contact Instructional Supervisor DOSE FRC Directors Elementary Principals GRREC/RTT Consultants Instructional Coach
Elementary: Research Based Strategies and Materials	Teachers will receive training and materials on implementing Linda Mood Bell Strategies to improve academic achievement of students with disabilities in reading and math.	Professional Learning	02/23/2015	05/31/2015	\$60000	DoSE Special Ed. Teachers Selected Regular Ed. Teachers
Elementary: Strategies and Collaboration	DoSE will provide training to all elementary special education teachers during a scheduled planning day on instructional strategies and effective collaboration strategies.	Professional Learning	01/02/2015	06/30/2016	\$0	DoSE Special Ed. Teachers

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<p>Elementary: Building Writers with Abell & Atherton</p>	<p>Part I - Teachers will learn new strategies and ideas to empower students as writers and the tools they need to be successful in writing. Teachers will learn a step by step approach for teaching students to be more independent writers, will be given modeled lessons and strategies, and learn a process for building engaging and challenging prompts in all content areas and grade levels. Part II - Teachers will examine the new On-Demand Scoring Guide and released work samples that exemplifies the performance standards. They will be presented with best practices for helping build competent writers. Paragraph development strategies will be given and mini-lesson ideas. Primary Writing - In this workshop, teachers will learn what primary writing looks like and how it develops, what the writing process looks like and how it develops, how to use organizers and manipulatives to help young writers, and how pictures books and other resources can be used to spark writing ideas. All teachers attending will come back and share ideas with their schools in PLC's and will use the strategies learned to improve our writing program. For the 2015 - 2016 School Year, several teachers 3-12 attended workshops provided by Abell and Atherton Educational Consulting, "Building the Writer Within." Teachers learned strategies for implementation of On Demand Writing in the primary grades to ensure that the necessary skills are acquired before state assessment in 5th grade. Teachers received strategies, resources, and lessons for teaching writing to all students.</p>	<p>Professional Learning</p>	<p>02/10/2015</p>	<p>06/30/2016</p>	<p>\$2500</p>	<p>Writing Teachers Principals PD Coordinator</p>
<p>Elementary: Literacy PD through GRREC</p>	<p>Teachers will participate in several PD days offered by GRREC Literacy Consultant, Nancy Huston. The PD days will provide teachers with numerous opportunities to meet their individual needs for professional learning concerning classroom environment and centers K- 3, P-3 Foundation Skills and Phonemic Awareness.</p>	<p>Professional Learning</p>	<p>08/03/2015</p>	<p>06/01/2016</p>	<p>\$9500</p>	<p>ELA Teachers Principals PD Coordinator</p>
<p>Elementary: CCSS and CRA</p>	<p>teachers will attend three Conceptual Building Block modules(addition/subtraction, multiplication/division, fractions)Jennifer Clemmons, GRREC Math Consultant will meet with teachers to help them learn strategies that will help students develop a deep understanding of mathematical concepts in numbers and fractions. They will help them develop how to develop concrete teaching strategies. She will meet with teachers to help plan, coach, and co-teach lessons that incorporate Conceptual Building Blocks.</p>	<p>Professional Learning</p>	<p>07/01/2015</p>	<p>06/30/2016</p>	<p>\$3500</p>	<p>PD Coordinator Math Teachers GRREC</p>

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TPGES/PPGES	TPGES/PPGES Russell County Schools vision for the Professional Growth and Effectiveness System (PGES) is to have every student taught by an effective teacher and every school led by an effective principal. The goal is to create a fair and equitable system to measure teacher and leader effectiveness and act as a catalyst for professional growth. This will be accomplished through professional learning opportunities and PLC meetings with the district educator effectiveness coach.	Professional Learning	07/01/2015	06/02/2016	\$0	Teachers Administration District Effectiveness Coach
Elementary PGES	Educator Effectiveness Coach will meet with special education teachers to provide professional learning opportunities to support them with self-reflection, professional growth planning, developing student growth goals to help reduce the students who are at the novice level.	Professional Learning	08/03/2015	05/31/2016	\$0	Educator Effectiveness Coach Special Education Teachers PGES POC Elementary Instructional Coach
Elementary - RTI	RTI Teachers/Interventionalist will work with students one-on-one or small group using researched-based strategies and instruction to increase their reading ability to answer grade level comprehension questions. Programs used for RTI include but are not limited to Journeys reading series, Barton's Reading Program, RTI components, easyCBM, and Discovery Education probes.	Academic Support Program, Direct Instruction	08/11/2015	05/31/2016	\$0	Principals, Teachers, RTI teachers, RTI Coordinator
Elementary - Linda Mood Bell Visualizing and Verbalizing	Visualizing and Verbalizing is a research-based program written by Linda Mood Bell. Teachers will learn strategies to help students' with disabilities comprehension skills.	Academic Support Program, Direct Instruction	08/11/2015	05/31/2016	\$0	Principals, Special Education Teachers
Elementary - Reading with Technology	Students at the elementary level are provided with various opportunities to utilize technology with rich, research based instruction through various programs which include but are not limited to ReadingEggs, ReadingEggspress, and StarFall; all which provide a unique individualized education plan for each student allowing advanced students to progress quickly, while ensuring that students who need remediation get the extra instruction they need.	Academic Support Program	08/11/2015	05/31/2016	\$10000	Principals, Teachers, CIO
Elementary - District Initiatives	As part of a district initiative, teachers will develop ELA curriculum maps/pacing guides, develop common assessments, and develop lesson plans to ensure the level of the standards are met and that assessments are congruent to the standards.	Direct Instruction, Other - Planning	07/01/2015	06/30/2016	\$5000	Principals, Teachers, Director of Curriculum and Instruction, Instructional Coach, Effectiveness Coach, Title I Coordinator

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Elementary - TPGES/OPGES Highly Qualified Teachers	Teachers and other professionals will utilize their Framework to improve teaching strategies which will in turn improve student achievement and reduce the number of students scoring novice. Specifically, teachers will focus on Domains 1 and 3(Planning and Instruction) to ensure that quality planning, instruction, and assessments are occurring. Student data will be analyzed and monitored to drive instructional practices.	Professional Learning, Direct Instruction	08/11/2015	05/31/2016	\$0	Principals, Teachers, Effectiveness Coach
Elementary - PPGES-Highly Qualified Leaders	Principals will focus on Performance Standard 1 to serve in the capacity as instructional leaders within the school. This will be reflected in their participation in PLC's, data analysis, and observation data to ensure that all students are receiving high level instruction within the classroom.	Other - PPGES	07/01/2015	06/30/2016	\$0	Principals, Superintendent, Effectiveness Coach, PGES POC
Elementary - Effectiveness Coach	The district effectiveness coach works with teachers throughout the year on the processes including but not limited to self-reflection, professional growth plans, student growth goals, data analysis, creating pre and post assessments, creating rubrics, the Framework for Teaching. This positively affects academic achievement. As teachers practices improve, student achievement should in turn improve.	Professional Learning	07/01/2015	06/30/2016	\$0	Principals, Teachers, PGES POC, Effectiveness Coach
Elementary - District PLC	Teachers will use District PLC time throughout the year to analyze both common assessments and benchmark testing results to get an idea of what percentage of students are performing at the Novice level and to target these kids to move them forward. Common Lesson Planning will be sure to include differentiated instruction to help ensure that students scoring novice are getting needed instruction.	Professional Learning, Direct Instruction	07/01/2015	06/30/2016	\$0	Principals, Teachers, Supervisor of Instruction, Instructional Coach, Effectiveness Coach
Elementary - Novice Reduction Meeting	A team of teachers representing all content areas and grade levels, principals, instructional coach and district personnel worked through the KDE tools supported by a novice reduction coach to analyze the "as-is" state of the school and identify leverages and concerns for the school. As a result, activities were developed to reduce the number of novice students.	Professional Learning	11/09/2015	11/27/2015	\$1500	Principals, Teachers, Supervisor of Instruction, PD Coordinator, Title I Coordinator
Elementary - Key Core Process-Design and Deliver Quality Instruction	Create and follow up with vertically and horizontally aligned pacing/curriculum maps and district-wide lesson plan templates that include standards, essential questions, assessments, instructional strategies, accommodations and program review and PGES connections ensure all students have access to quality instruction.	Direct Instruction, Other - Planning	07/01/2015	06/30/2016	\$0	Principals, Teachers, PD Coordinator, Supervisor of Instruction, Instructional Coach, Effectiveness Coach

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Elementary -Building Writers with Abell and Atherton	ELA general education and collaborating special education teachers participated in a series of professional development offered by Abell & Atherton Educational Consultants that focused on implementing standards-based writing and reading lessons and assessments. Participants learned step by step approaches for teaching students to be more independent writers with challenging and engaging activities congruent to standards. Rubrics and student work samples were analyzed for performance standards as well.	Professional Learning, Academic Support Program	09/15/2015	11/16/2015	\$6000	Principals, Teachers, PD Coordinator, Title I Coordinator
Elementary - District Initiatives	As part of a district initiative, teachers will develop math curriculum maps/pacing guides, develop common assessments, and develop lesson plans to ensure the level of the standards are met and that assessments are congruent to the standards.	Professional Learning, Direct Instruction, Other - Planning	07/01/2015	06/30/2016	\$0	Principals, Teachers, Supervisor of Instruction, Instructional Coach, Effectiveness Coach
Elementary - TPGES/OPGES Highly Qualified Teachers	Teachers and other professionals will utilize their framework to improve teaching. Student achievement will in turn improve, while also reducing the number of students scoring novice. Specifically, teachers will focus on Domains 1 and 3(Planning and Instruction) to ensure that quality planning, instruction, and assessments are occurring. Student data will be analyzed and monitored to drive instructional practices.	Other - PGES	07/01/2015	06/30/2016	\$0	Ptincipals, Teachers, Effectiveness Coach, PGES POC, Instructional Coaches
Elementary PPGES - Highly Qualified Leaders	Principals will focus on Performance Standard 1 to serve in the capacity as instructional leaders within the school. This will be reflected in their participation in PLC's, data analysis, and observation data to ensure that all students are receiving high level instruction within the classroom.	Other - PPGES	07/01/2015	06/30/2016	\$0	Principals, Superintendent, PGES POC, Effectiveness Coach
Elementary - District PLC	Teachers will use District PLC time throughout the year to analyze both common assessments and benchmark testing results to get an idea of what percentage of students are performing at the Novice level and to target these kids to move them forward. Common Lesson Planning will be sure to include differentiated instruction to help ensure that students scoring novice are getting needed instruction.	Professional Learning, Direct Instruction	07/01/2015	06/30/2016	\$0	Principals, Teachers, PD Coordinator, Supervisor of Instruction
Elementary - Effectiveness Coach	The district effectiveness coach works with teachers throughout the year on the processes including but not limited to self-reflection, professional growth plans, student growth goals, data analysis, creating pre and post assessments, creating rubrics, the Framework for Teaching. This positively affects academic achievement. As teachers practices improve, student achievement should in turn improve.	Professional Learning, Direct Instruction, Other - PGES	07/01/2015	06/30/2016	\$0	Principals, Teachers, Effectiveness Coach, PGES POC, PD Coordinator, Instructional Coach

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Elementary - Novice Reduction Meeting	A team of teachers representing all content areas and grade levels, principals, instructional coach and district personnel worked through the KDE tools supported by a novice reduction coach to analyze the "as-is" state of the school and identify leverages and concerns for the school. As a result, activities were developed to reduce the number of novice students.	Professional Learning, Direct Instruction	09/15/2015	11/16/2015	\$0	Principals, Teachers, PD Coordinator, Supervisor of Instruction, DAC, Effectiveness Coach, Instructional Coaches
Total					\$377200	

Russell County Middle School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
College and Career Readiness Counselor	Provide one on one/small group career counseling to Russell County High School students and small/group college and career readiness activities/counseling to Russell County Middle School students. Migrant/EL, Special Ed, FRYSC Staff will work in small groups/individually with middle and high school students to complete a CCR checklist (Migrant/EL) and ILP's.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$50000	College and Career Readiness Counselor RCHS Principals RCHS Counselor RCMS Principal RCMS Counselor Russell County Migrant/EL Staff Special Ed Staff FRYSC Staff High School Staff

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<p>Plan and Implement Operation Preparation College and Career Readiness Activities</p>	<p>Provide College and Career Readiness activities for all Russell County Middle & High School students (including all subgroups) to include but not limited to business, industry, CTE classrooms, ATC classrooms, and higher education campus tours; speakers from student leadership representing CTE and ATC careers (HOSA, FFA, DECA, Skills USA, etc.), business, industry, KDE; and higher education facilities including CTE; one on one and small group advising from local community, business, industry, higher education, and other educational leaders. College campus tours for Migrant/EL students raise awareness of post-secondary opportunities. High School students will be provided additional activities such as Career Fair, Parent FAFSA night, Open House Orientation, assist families in understanding the value of CCR, Work Keys testing, Career Mini One-Stop, FOCUS Careers, Work Ethics Seal Program, Guest speakers from various colleges, industries, and the Military will be invited to speak to students, College Admission Nights, etc. At the Middle School, parents are invited to a College and Career Readiness night.</p>	<p>Career Preparation/Orientation</p>	<p>07/01/2015</p>	<p>06/30/2017</p>	<p>\$6800</p>	<p>CCR Counselor, Russell County High School and Middle School Counselors; Family Resource and Youth Services Center, Migrant/EL Staff, Club Advisors, LCADD</p>
<p>Career Pathway Orientation and Awareness</p>	<p>Provide overview and support materials and resources to counselors, teachers, parents, and students. Spanish language materials distributed to high school Migrant and EL parents.</p>	<p>Career Preparation/Orientation</p>	<p>07/01/2015</p>	<p>06/30/2017</p>	<p>\$1100</p>	<p>College and Career Readiness Counselor FRYSC Migrant/EL Staff RCMS/RCHS Counselors Agriculture Department Head NJROTC Department Vocational School Staff Middle School CCR Representative</p>
<p>Coordinate WIN Learning Program</p>	<p>Collaborate with school level coordinators to ensure fidelity of implementation of WIN Learning Program: job related soft skills; WIN Learning work keys academic readiness; strategic compass career inventory</p>	<p>Career Preparation/Orientation</p>	<p>07/01/2015</p>	<p>06/30/2017</p>	<p>\$0</p>	<p>CCR Counselor School Level Coordinators School Principals CIO LCATC Staff Teachers</p>

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College and Career Diagnostic Assessment	Provide off grade practice Explore Testing to 6th, 7th, and 8th grade students in the winter/spring. School personnel will analyze test data to guide curriculum and instructional planning including intervention for students scoring below and above benchmark for personalized learning. State Administrative Code for Testing with Inclusion of Special Populations is followed on all off grades testing.	Academic Support Program	07/01/2015	06/30/2017	\$8000	RCMS Staff including Gifted/Talented, Special Education, Migrant/EL
CCR Intervention Planning for RCMS	Provide remediation in reading and math for students falling below benchmark using research based materials such as IXL, Moby Max, and ALEKS.	Academic Support Program	07/01/2015	06/30/2017	\$4500	Middle School Principals, Counselors, and Teachers Federal Programs District Gifted/Talented Administration
Inspiring Career Pathways	Provide students opportunities to participate in CTE related clubs, competitions, trips, and leadership positions.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$6000	District CTE Coordinator High School Principals and Teachers Homeless Liaison RCMS Teachers and Principals
Teenage Pregnancy Support and Prevention	FRYSC and other school leadership will partner with local agencies such as the ARC Pregnancy Support Center and the Health Department to provide teenage pregnancy awareness and prevention activities; Communicate with students, parents, and community through but not limited to district and school webpages; local media; district and school newsletters/flyers	Behavioral Support Program	07/01/2014	06/30/2016	\$0	YCS Director FRYSC Director FRYSC District Contact CIO Middle and High School Principals, Counselors, Teachers and School Nurses

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<p>Reduce Dropout Rate Through Truancy Diversion Program</p>	<p>Director of Pupil Personnel will collaborate with students & families; SRO; school principals, teachers, counselors; outside agencies, CDW; and as last resort the court system to hold students accountable and motivate school attendance. Develop a plan of action to include removing barriers to school attendance and ultimately academic performance. Plan components can include but not limited to counseling services; FRYSC services; outside agency services; extended school services; one on one career advising/ ILP review and planning</p>	<p>Behavioral Support Program</p>	<p>07/01/2014</p>	<p>06/30/2016</p>	<p>\$1000</p>	<p>DPP SRO YSC Director FRYSC Director Middle & High School Principals, Counselors, Teachers ESS Coordinator</p>
<p>Personalized Learning Plan</p>	<p>Provide counseling to students in danger of dropping out and outlay a personalized learning plan to graduate and transition to be a productive citizen in society.</p>	<p>Career Preparation/Orientation</p>	<p>07/01/2014</p>	<p>06/30/2016</p>	<p>\$0</p>	<p>School Principals, Counselors, Teachers</p>
<p>Responding to Students' Academic Intervention Needs</p>	<p>Provide intervention course (s) to be part of daily schedules or schedule intervention services such as Tier II/Tier III RTI research or evidence based curriculum and instructional strategies or extended school, before/after school services/tutoring; migrant and/or EL services; IEP review and academic intervention planning ARC meetings; and Odyssey Learning credit recovery program participation.</p>	<p>Academic Support Program</p>	<p>08/11/2014</p>	<p>06/30/2016</p>	<p>\$8000</p>	<p>School Principals, Counselors, Teachers District ESS & RTI Coordinator Migrant & EL District Contact DOSE, FRC, 21st Coordinator.</p>
<p>Drug and Alcohol Prevention</p>	<p>School District Personnel including but not limited to principals, counselors, 21st Century Coordinators, and FRYSC personnel will collaborate with public service agencies such as Partners in Prevention and Lake Cumberland Health Department to prevent or offer support for drug and alcohol abuse with Russell County Students; Promote communication concerning drug and alcohol abuse and prevention strategies with students, parents, and community through local media, public service announcements, district and school webpages, district and school newsletters/flyers; provide assemblies and programs in support of drug and alcohol prevention and student support services for drug and alcohol abuse.</p>	<p>Behavioral Support Program</p>	<p>07/01/2014</p>	<p>06/30/2016</p>	<p>\$0</p>	<p>YSC Director FRYSC Director 21st Century Coordinator DPP Middle and High School Principals, Counselors, Nurses, Teachers Adanta Cumberland Family Medical SRO</p>

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Middle: Grades 6-8 Math & ELA Curriculum Planning and Alignment, Standards Mapping, Instructional Strategic Planning, Common Assessment Development	Implement Grades 6-8 Grade and Content Level PLCs during release time, afterschool PLC time, and school calendar embedded PD/Planning time for the purpose of curriculum planning & alignment, standards mapping, instructional strategic planning, common assessment development. Utilize district lesson plan/pacing guide templates to create products	Professional Learning	07/01/2015	06/30/2016	\$7500	Director of Curriculum, PD, Federal Programs Instructional Supervisor Middle School Instructional Coach Middle Principals & Teachers
Middle: Research Based College & Career Ready Rigorous KCAS ELA Program	Provide updated Springboard training for new update program built from the new, more rigorous, complex common core standards and developed to promote College and Career Readiness Success. The program includes rigorous instructional strategies and task congruent to the new ELA standards.	Professional Learning	07/01/2015	06/30/2016	\$5250	Director of Curriculum, PD, Federal Programs Instructional Supervisor Middle School Instructional Coach Middle ELA Teachers
Middle: Cambridge Educational Services Off Grade CCR Explore Off Grade Testing	Implement Cambridge Explore Assessment and Purchase Scoring and Reporting for 6-8 Off Grade Testing. Analyze data for Curriculum, Instructional, and Intervention Planning. Utilize Data for Student Awareness and Individual Goal Setting.	Academic Support Program	07/01/2015	06/30/2016	\$8000	Director of Federal Programs 6-8 Principals, Counselors, and Teachers
Middle: Cambridge Educational Services CCR Intervention Program	6-8 grade students scoring below or above CCR Explore Benchmark in 6-8 assessment in reading and math will receive intervention services based on specific skill deficits. Interventions will be implemented by classroom teachers, special education teachers, EL, Migrant, GTE, CCR, RTI, ESS Waiver intervention staff.	Academic Support Program	07/01/2015	06/30/2016	\$16000	Middle Principal & Teachers
Middle: Promoting Academic Opportunities to Achieve CCR (ILP Completion)	Provide students opportunities with advisory staff to work on and complete ILP's.	Academic Support Program	08/11/2015	05/31/2016	\$0	District Curriculum & RTI Middle School Principals, CCR & Intervention Specialists

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Middle: Professional Learning Plan	Allow professional development and planning days for ALL staff representing all students and subpopulations to analyse data and plan for school, classroom, gap, and individual student improvement- specifically plan how to meet the learning needs of the student population. Based on findings of needs assessment, schools can strategically allocate funding, plan for professional learning, guide curriculum and instructional planning and practices, and intentionally plan for interventions based on the individual learning needs of students.	Academic Support Program	07/01/2015	06/30/2016	\$7000	Director of Curriculum, PD, Federal Programs Instructional Supervisor Instructional Coach Principals & Teachers DOSE & G&T EL & Migrant Coordinator
Middle: Extended School Learning Opportunities in Middle School	Provide tutoring, small group learning, study skills, homework assistance, and enrichment opportunities to build confidence and self worth; motivate learning; and improve academic performance in before school, after-school, Migrant, G/T and 21st CCLC summer camps	Academic Support Program	07/01/2015	06/30/2016	\$10000	District Curriculum, RTI, ESS District 21st Century Coordinator School ESS Coordinator School 21st Century Coordinator Extended School Staff 21st Century Staff Migrant/EL G/T Staff
Middle: Data Retreat/Data Teams Middle	2014- 2015 Middle School will participate in RTT (GRREC) data retreat 9-29-14 thru 10-2-14 to learn how to drill down multiple sources of data and narrow the focus to prioritize and guide improvement planning. The school teams will use what they learned as an ongoing process continue to focus on building capacity to sustain the data analysis process in school level PLCs .	Professional Learning	09/29/2014	05/31/2016	\$3000	RTT Point of Contact Instructional Supervisor DOSE Instructional Coach GRREC/RTT Consultants Middle School Principals & Teachers

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Middle School: Promoting PLC Communication and Collaboration to Improve Learning	Provide PLC time for classroom, special education, and RTI teachers to meet frequently and review student data and monitor progress of students with disabilities and strategically plan for improvement.	Academic Support Program	01/04/2016	05/31/2016	\$3500	DOSE Curriculum, RTI, PD, Director of Federal Programs Middle School Principal and Assistant Principal, Instructional Coach & Teachers
Middle School: Promoting Learning with Disabled Students through Research Based Curriculum and Instruction	Students with disabilities will receive direct support through research based intervention services and programs in addition to their grade level core. Special Education teachers, classroom teachers, and RTI teachers will provide the targeted support across the educational settings.	Direct Instruction	07/01/2014	06/30/2016	\$0	DOSE, Curriculum, RTI, PD Coach, Director of Federal Programs Middle School Administrators, Teachers, & Staff
Middle School: Professional Development to Improve Learning for Students with Disabilities	Provide a variety of professional development to middle school staff such as but not limited to co-teaching, CCSS and CRA with Jennifer Clemmons, Literacy PD from GRREC including Teach Me to Read, On-Demand Writing with Abell and Atherton, Lindamood Bell Workshops, Conceptual Building Blocks for math, Design Thinking, differentiated instruction, and aligning tasks to the individual learner. Provide targeted PD as needs or opportunities arise.	Professional Learning	07/01/2014	06/30/2016	\$16500	DOSE, Curriculum, RTI, PD, Director of Federal Programs, Middle School Principal and Assistant Principal, Instructional Coach & Teachers, GRREC Consultants
Middle School: Classroom Follow-up	Administrators will conduct periodic learning checks to monitor classrooms for implementation of strategies to improve student learning with disabled students and give immediate feedback to teachers and staff.	Academic Support Program	07/01/2014	06/30/2016	\$0	Middle School Administrators
Middle School: Classroom Follow-up	Administrators will conduct periodic learning checks/walk-through to monitor classrooms for implementation of strategies to improve student learning including disabled students and give immediate feedback to teachers and staff.	Academic Support Program	07/01/2014	06/30/2016	\$0	Administration

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Middle School: Gender Specific Professional Learning	We are actively seeking professional learning opportunities on gender specific learning strategies through GRREC, Webinars, professional magazines, media sources, books, etc. for teachers.	Professional Learning	01/04/2016	06/30/2017	\$0	DOSE Curriculum, RTI, PD, Director of Federal Programs Middle School Principal & Teachers
Middle School: Reading and Math Benchmarking and Progress Monitoring for Student Improvement	Conduct Discovery Education benchmarking for all students in the Fall, Winter and Spring. Follow-up with progress monitoring for all students. In addition, students with disabilities will be progress monitored with AIMSweb reading and math probes.	Academic Support Program	07/01/2014	06/30/2016	\$6350	DOSE District RTI Middle School Principals & Teachers
Middle School: Intervening With Purpose	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.	Academic Support Program	05/16/2014	05/31/2016	\$0	DOSE District RTI Middle School Principals & Teachers
Motivating Career Aspirations through 21st CCLC	Students will have the opportunity to participate in career related and/or leadership development and/or service learning/civic duty related clubs and activities through 21st Century Community Learning Centers	Career Preparation/Orientation	07/01/2015	06/30/2017	\$15000	District 21st Learning Center Coordinator 21st Century School Coordinators 21st Century Extended School Teachers and Staff
Middle School - Communication and Parent Involvement	Communicate with parents the results of Discovery Education Benchmarking and invite parents to become involved in student goal setting.	Parent Involvement	08/24/2015	04/01/2016	\$0	Teachers & Principal
Middle School: Individual Student Goal Setting	Special Education Teachers will meet with students on their caseloads to review assessment scores and set individual goals for state assessments.	Academic Support Program	01/06/2014	05/31/2016	\$0	DOSE Middle School Administrators Special Education Teachers
District Wide Special Education Meetings	Special Education teachers will attend scheduled district-wide special education meetings to address compliance issues, review district's special education scores, and plan activities to promote student achievement.	Professional Learning	07/01/2014	06/30/2017	\$0	DOSE Special Education Teachers Instructional Coach

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PASS Program	The GRECC Behavior Consultant will visit the middle and high schools to provide information to staff members on implementing the PASS Program which proactively addresses behavior to improve academics.	Behavioral Support Program	01/19/2015	06/30/2015	\$0	DOSE RCHS & RCMS Principals RCHS and RCMS Teachers
Elementary: Parent Advisory Council -PAC	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 meeting per year. This is to guide regional programming.	Parent Involvement	07/01/2015	06/30/2016	\$500	Migrant/EL Coordinator and Staff
Middle: Parent Advisory Council -PAC	The Migrant Education Program (MEP) has a PAC council that meets 3 times a year to aid in decision making activities. One parent representative attends two regional PAC sessions a year. This aids in regional migrant programming activities.	Parent Involvement	08/11/2014	06/30/2016	\$300	Migrant/EL coordinator and staff
ESS/21st Century Afterschool	Students in Hispanic population who are Migrant and/or EL students will be targeted to attend before and after-school programs to receive additional assistance in reading and math.	Academic Support Program	08/11/2014	06/30/2017	\$2500	ESS/21 Century Migrant/EL Staff
Summer Learning	Although all students will be invited, students identified as Hispanic will be targeted to attend summer enrichment classes offered by 21st CCLC.	Academic Support Program	08/11/2014	06/30/2016	\$2000	21st CCLC Staff Migrant/EL Staff
Middle School: Individual Student Goal Setting	Special Education teachers will meet with students on their caseloads to review assessment scores and set individual goals for state assessments.	Academic Support Program	10/12/2015	05/31/2016	\$0	DOSE, School Administrators, and Special Education Teachers
Middle School: School Psychologist	The School Psychologist will attend most eligibility ARC meetings and to explain testing results and go over recommendations for parents and teachers to work with their child.	Policy and Process	07/01/2015	07/29/2016	\$60000	DOSE, School Psychologist
Middle School: Special Education Conference	Attend CEC conference to seek new strategies for student outcomes.	Professional Learning	11/22/2015	11/24/2015	\$5000	Special Education Teachers, DOSE
Middle School: Visible Learning by John Hatti	Ainsley Rose Presentation of John Hatti's research on effect size. Attend trainings provided by GRREC	Professional Learning	11/03/2014	11/11/2014	\$900	DOSE, Middle School Administrators, Middle School Curriculum Coaches
Middle School: PBIS Training and Implementation	Administrators and Teachers will receive initial and continuous training from KY-CID and Co-op Consultants in order to implement PBIS. SWIS is also being utilized with PBIS implementation.	Behavioral Support Program	05/28/2014	06/30/2016	\$300	Middle School Administrators, Faculty & Staff

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Middle School: KDE Compliance/Outcomes	Special Education teachers will attend trainings provided by KDE special education consultants to develop a deeper understanding of the connections between compliance and increasing student achievement.	Professional Learning	08/11/2015	05/31/2016	\$2000	DOSE Special Education Teachers
Middle School: Folder Review for Compliance Monitoring	The DoSE will implement folder review for compliance monitoring days with the assistance of GRREC consultants in order to ensure that appropriate IEPs are developed, adequate progress monitoring is being completed, and that specially designed instruction is meeting the needs of the student.	Professional Learning	01/05/2015	05/31/2016	\$0	DOSE Special Education Teachers
Middle School: Research Based Strategies and Materials	Teachers will receive training and materials on implementing Linda Mood Bell Strategies to improve academic achievement of students with disabilities in reading and math.	Professional Learning	02/23/2015	03/06/2015	\$60000	DOSE Special Education Teachers Selected Regular Education Teachers
Middle: GRREC Focus Planning Meeting	Middle and High School Principals, instructional Coaches, SE Department Heads, Focus Content Area Teacher Department Leads and Central Office Administrators will meet to develop a plan of action in place to utilize district and GRREC resources to improve teaching and learning to meet the needs of students with disabilities. This plan of action will be carried out and sequential meetings with identified staff above will meet when necessary.	Professional Learning	01/06/2015	06/30/2016	\$0	Middle and High School Principals, instructional Coaches, SE Department Heads, Focus Content Area Teacher Department Leads and Central Office Administrators
Middle: Building Writers with Abell & Atherton	Part I - Teachers will learn new strategies and ideas to empower students as writers and the tools they need to be successful in writing. Teachers will learn a step by step approach for teaching students to be more independent writers, will be given modeled lessons and strategies, and learn a process for building engaging and challenging prompts in all content areas and grade levels. Part II - Teachers will examine the new On-Demand Scoring Guide and released work samples that exemplifies the performance standards. They will be presented with best practices for helping build competent writers. Paragraph development strategies will be given and mini-lesson ideas. Strategies and information learned by participants will then be brought back and shared with other school staff in PLC's. The strategies learned will be used in teaching to help strengthen our writing program.	Professional Learning	02/10/2015	06/30/2016	\$5000	Writing Teachers Principals District PD Coordinator

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Odysseyware	Training was held for several high school, middle school, and district personnel, including homebound instructors, to provide support for implementing the use of the additional 500 Odysseyware slots purchased for alternative learning options. Curriculum coaches will offer additional support throughout the year as needed.	Professional Learning, Academic Support Program	09/01/2015	06/30/2017	\$19000	Principals and Counselors Curriculum Coaches Athletic Director Regular Education Special Education Teachers District Curriculum Coordinator Director of Pupil Personnel
Middle School: Research Based Materials	High Noon Books, a research-based high interest low leveled reading book starter kit was purchased for students to encourage reading and improve comprehension and fluency.	Academic Support Program	08/11/2015	05/31/2016	\$560	Special Education Teachers, DOSE
Middle School: Visualizing and Verbalizing Program	The visualizing and verbalizing program develops concept imagery as a basis for comprehension and higher order thinking. Students with disabilities receive this daily in addition to reading and writing curriculum. Instruction is provided by a literacy specialist.	Direct Instruction	08/11/2015	05/31/2016	\$18710	DOSE, Principal, Literacy Specialist
Middle School: Engaging Students in Learning	Through purposeful grouping of students with disabilities, the visualizing and verbalizing program will serve as the fundamental instructional resource to engage students through a discernible pace and structure to provide an accurate cognitive challenge with the opportunity for student reflection with a literacy specialist.	Academic Support Program	08/11/2015	05/31/2016	\$0	Principal, Literacy Specialist
Middle School: Co-Teaching Coaching Follow-up	Special education and general education co-teachers will receive co-teaching coaching follow-up observations and debriefs from GRREC consultant to focus on closing the gap between students with disabilities and students without disabilities.	Professional Learning	12/07/2015	02/05/2016	\$0	Principal, Special Education and General Education Teachers, GRREC Consultant
TPGES/PPGES	TPGES/PPGES Russell County Schools vision for the Professional Growth and Effectiveness System (PGES) is to have every student taught by an effective teacher and every school led by an effective principal. The goal is to create a fair and equitable system to measure teacher and leader effectiveness and act as a catalyst for professional growth. This will be accomplished through professional learning opportunities and PLC meetings with the district educator effectiveness coach.	Professional Learning	07/01/2015	06/02/2016	\$0	Teachers Administration District Educator Effectiveness Coach

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Middle School: Linda Mood Bell Research Based Materials	Teachers will use materials and strategies from the Linda Mood Bell training last spring to improve academic achievement of students with disabilities in reading and math.	Direct Instruction	08/03/2015	05/31/2016	\$0	DOSE Special Education
Middle School: PGES	Educator Effectiveness Coach will meet with special education teachers to provide professional learning opportunities to support them with self-reflection, professional growth planning, developing student growth goals to help reduce the students who are at the novice level.	Professional Learning	08/03/2015	05/31/2016	\$0	Educator Effectiveness Coach Special Education Teachers PGES POC Middle School Instructional Coach
RCMS STAR/AR	RCMS students will use the STAR/AR program within the Library Media Center to monitor reading levels and set personal goals based on STAR level/Lexile equivalency to increase proficiency. Students will use the AR program as a research based means to assist in meeting this goal. Additionally, gap students will receive their own books to take home and read with parents to further promote literacy.	Academic Support Program	08/11/2015	05/31/2016	\$9942	Principal, Teachers, Library Media Specialist, SBDM
RCMS Visualizing and Verbalizing	The visualizing and verbalizing program develops concept imagery as a basis for comprehension and higher order thinking. Students with disabilities receive this daily in addition to reading and writing core curriculum. Instruction is provided by a literacy specialist.	Academic Support Program	08/11/2015	05/31/2016	\$16000	Principal, Literacy Specialist
RCMS Laker Literacy	Every Tuesday all students will be given the opportunity for content-literacy practice through a rotation schedule of all content and ENCORE areas. Students will complete a literacy activity to support the school wide initiative of increasing literacy skills.	Academic Support Program	01/05/2016	05/31/2016	\$0	Principal, teachers
RCMS - Novice Reduction Meeting	A team of teachers representing all content areas and grade levels, principals, instructional coach and district personnel worked through the KDE tools supported by a novice reduction coach to analyze the "as-is" state of the school and identify leverages and concerns for the school. As a result, activities were developed to reduce the number of novice students.	Professional Learning	10/27/2015	11/19/2015	\$100	Director of Professional Development, Principals, Instructional Coach, Teachers
RCMS - Key Core Process-Design and Deliver Quality Instruction	Create and follow up with vertically and horizontally aligned pacing/curriculum maps and district-wide lesson plan templates that include standards, essential questions, assessments, instructional strategies, accommodations and program review and PGES connections ensure all students have access to quality instruction.	Direct Instruction	08/11/2015	05/31/2016	\$0	Teachers, Instructional Coach, Principal, Teachers

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RCMS - Building Writers with Abell and Atherton	Grades 6-8 ELA general education and collaborating special education teachers participated in a series of professional development offered by Abell & Atherton Educational Consultants that focused on implementing standards-based writing and reading lessons and assessments. Participants learned step by step approaches for teaching students to be more independent writers with challenging and engaging activities congruent to standards. Rubrics and student work samples were analyzed for performance standards as well.	Professional Learning	09/15/2015	11/16/2015	\$8275	General and Special Education Teachers, Instructional Coach, District PD Coordinator, Principal
RCMS - Assessment Literacy	GRREC math consultant, Jennifer Clemmons, is collaborating with RCMS math teachers on analyzing common core and designing coherent instructional assessments congruent to standards	Academic Support Program	11/24/2015	05/31/2016	\$5500	GRREC Consultant, Teachers, Instructional Coach, Principal
RCMS - Effectiveness Coach	Effectiveness Coach is available to build capacity with teachers, principals, and other professionals in regards to PGES including but not limited to student growth goals, professional growth plans, self-reflections and observations which are direct links to novice reduction.	Professional Learning, Academic Support Program	07/01/2015	06/30/2016	\$0	Effectiveness Coach, Teachers, Principals, Other professionals
RCMS - Novice Reduction Meeting	A team of teachers representing all content areas and grade levels, principals, instructional coach and district personnel worked through the KDE tools supported by a novice reduction coach to analyze the "as-is" state of the school and identify leverages and concerns for the school. As a result, activities were developed to reduce the number of novice students.	Professional Learning	10/27/2015	11/19/2015	\$100	Director of Professional Development, Principals, Instructional Coach, Teachers
RCMS - Design and Delivery of Instruction	District Initiatives that include the creation of and follow-up with vertically and horizontally aligned pacing/curriculum maps and district-wide lesson plan templates that include standards, essential questions, assessments, instructional strategies, accommodations, program review and PGES connections ensure all students have access to quality instruction.	Direct Instruction	08/04/2015	05/31/2016	\$0	Teachers, Instructional Coach, Principals, Director of Instruction
RCMS - Conceptual Building Blocks Math Cadre	General education, special education teachers and instructional coach will develop a deep conceptual understanding of the core components of standards and learn strategies for teaching content and differentiating instruction for a student-centered classroom.	Professional Learning, Direct Instruction	10/26/2015	02/05/2016	\$4225	Math teachers, Instructional Coach, Principal
RCMS - Effectiveness Coach	Effectiveness coach is available to build capacity with teachers, principals and other professionals in regards to PGES including but not limited to student growth goals, professional growth plans, self-reflections and observations which are direct links to novice reduction.	Professional Learning, Direct Instruction	07/01/2015	06/30/2016	\$0	Effectiveness Coach, Teachers, Principals, Other Professionals

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RCMS - TPGES/OPGES-Highly Qualified Teachers and Educators	Teachers will utilize the Framework for Teaching to improve student achievement and reduce the number of students scoring novice. Specifically, teachers will focus on Domains 1 and 3(Planning and Instruction) to ensure that quality planning, instruction, and assessments are occurring. Student data will be analyzed and monitored to drive instructional practices.	Professional Learning, Direct Instruction	08/11/2015	05/31/2016	\$0	Teachers, Principals, Effectiveness Coach, Director of Instruction, PGES POC
RCMS - PPGES-Highly Qualified Leaders	Principals will focus on Performance Standard 1 to serve in the capacity as instructional leaders within the school. This will be reflected in their participation in PLC's, data analysis, and observation data to ensure that all students are receiving high level instruction within the classroom.	Academic Support Program	08/11/2015	05/31/2016	\$0	Principals
RCMS - TPGES/OPGES-Highly Qualified Teachers and Educators	Teachers and Other Professionals will utilize their Frameworks to improve teaching which will in turn improve student achievement and reduce the number of students scoring novice. Specifically, teachers will focus on Domains 1 and 3(Planning and Instruction) to ensure that quality planning, instruction, and assessments are occurring. Student data will be analyzed and monitored to drive instructional practices.	Other - TPGES/OPGES	08/11/2015	05/31/2016	\$0	Principals, Teachers, Other Professionals, Effectiveness Coach, PGES POC
RCMS - PPGES-Highly Qualified Leaders	Principals will focus on Performance Standard 1 to serve in the capacity as instructional leaders within the school. This will be reflected in their participation in PLC's, data analysis, and observation data to ensure that all students are receiving high level instruction within the classroom.	Other - PPGES	08/11/2015	04/26/2016	\$0	Principals, Effectiveness Coach, PGES POC
RCMS - Reading Resources	Provide research based reading books for evidence based learning.	Other - High NoonBooks	07/01/2015	06/30/2016	\$600	DOSE Principal Teachers
RCMS - Reading Resources	Provide research based reading books for evidence based learning.	Other - High NoonBooks	07/01/2015	06/30/2016	\$600	DOSE Principals Teachers
Total					\$405612	

Russell County High School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
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College and Career Readiness Counselor	Provide one on one/small group career counseling to Russell County High School students and small/group college and career readiness activities/counseling to Russell County Middle School students. Migrant/EL, Special Ed, FRYSC Staff will work in small groups/individually with middle and high school students to complete a CCR checklist (Migrant/EL) and ILP's.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$50000	College and Career Readiness Counselor RCHS Principals RCHS Counselor RCMS Principal RCMS Counselor Russell County Migrant/EL Staff Special Ed Staff FRYSC Staff High School Staff
Plan and Implement Operation Preparation College and Career Readiness Activities	Provide College and Career Readiness activities for all Russell County Middle & High School students (including all subgroups) to include but not limited to business, industry, CTE classrooms, ATC classrooms, and higher education campus tours; speakers from student leadership representing CTE and ATC careers (HOSA, FFA, DECA, Skills USA, etc.), business, industry, KDE; and higher education facilities including CTE; one on one and small group advising from local community, business, industry, higher education, and other educational leaders. College campus tours for Migrant/EL students raise awareness of post-secondary opportunities. High School students will be provided additional activities such as Career Fair, Parent FAFSA night, Open House Orientation, assist families in understanding the value of CCR, Work Keys testing, Career Mini One-Stop, FOCUS Careers, Work Ethics Seal Program, Guest speakers from various colleges, industries, and the Military will be invited to speak to students, College Admission Nights, etc. At the Middle School, parents are invited to a College and Career Readiness night.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$6800	CCR Counselor, Russell County High School and Middle School Counselors; Family Resource and Youth Services Center, Migrant/EL Staff, Club Advisors, LCADD

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Career Pathway Orientation and Awareness	Provide overview and support materials and resources to counselors, teachers, parents, and students. Spanish language materials distributed to high school Migrant and EL parents.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$1100	College and Career Readiness Counselor FRYSC Migrant/EL Staff RCMS/RCHS Counselors Agriculture Department Head NJROTC Department Vocational School Staff Middle School CCR Representative
Coordinate WIN Learning Program	Collaborate with school level coordinators to ensure fidelity of implementation of WIN Learning Program: job related soft skills; WIN Learning work keys academic readiness; strategic compass career inventory	Career Preparation/Orientation	07/01/2015	06/30/2017	\$0	CCR Counselor School Level Coordinators School Principals CIO LCATC Staff Teachers
Career Guidance	In partnership with LCADD, seniors were given a career interest survey to determine future career plans. Seniors were then narrowed down based on their future plans. Those individuals will receive individual career counseling to gather more information about financial assistance, education/training plans, and future career opportunities both locally and regionally.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$0	CCR Counselor LCADD Staff
Training for Parents of Students with Special Needs	Provide training for parents/guardians of students with disabilities. Topics to be included are: Infinite Campus Parent Portal, Behavior Management, Outside Agencies (Voc. Rehab, Social Security, Job Corp, etc.) with a Q & A session	Parent Involvement	01/04/2016	05/31/2017	\$1000	DoSE School Psychologist Russell Co. High School Special Ed. Staff YSC

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Career and College Readiness Preparation for High School to Include Transitional Grade 9	PLAN assessment will be given in the to 9th grade students. ACT will be given to the 10th grade in the spring. School personnel will analyze test data to guide curriculum and instructional planning including intervention for students scoring below and above benchmark. State Administrative Code for Testing with Inclusion of Special Populations is followed on all off grades testing.	Academic Support Program	07/01/2015	06/30/2017	\$7000	Director of Federal Programs RCHS Administration and Staff
Career Readiness Intervention Planning	To improve skill deficits for all students and sub-populations, provide WIN Learning Career planning and intervention computer-based learning, as well as extended school test prep in the following areas: KOSSA, Work Keys and ASVAB.	Academic Support Program	07/01/2015	06/30/2017	\$2500	District CTE Coordinator ESS Director Migrant & EL District Contact DOSE High School Principals, Counselors, Teachers College and Career Counselor
CCR Intervention Planning (ACT)	COMPASS test prep and utilize ASVAB Test Prep for all high school students with an emphasis on 12th grade.	Academic Support Program	07/01/2015	06/30/2017	\$0	School Principal Teachers ESS Director
Professional Development for CTE	Provide CTE teachers with meaningful professional development through conferences and update trainings.	Professional Learning	07/01/2015	06/30/2017	\$5000	CTE Coordinator Title II Coordinator
Cross Curricular Planning	CTE teachers will collaborate and coordinate with other content area and CTE program teachers to support student learning. Program Review work will be a collaborative effort between CTE teachers and other content areas teachers as well as administration.	Academic Support Program	07/01/2015	06/30/2017	\$0	District CTE Coordinator High School Principals & Teachers
Inspiring Career Pathways	Provide students opportunities to participate in CTE related clubs, competitions, trips, and leadership positions.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$6000	District CTE Coordinator High School Principals and Teachers Homeless Liaison RCMS Teachers and Principals
Career Preparation through CTE	Provide CTE classrooms, teachers, and students with the advanced equipment and sustainable resources available to be prepared to compete for career opportunities post secondary.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$10000	District CTE Coordinator

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FOCUS Careers	In partnership with LCADD, all seniors will create a profile in FOCUS Careers, which will allow them to find career opportunities, build a resume, and be linked to future employers.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$0	CCR Counselor LCADD Staff
Teenage Pregnancy Support and Prevention	FRYSC and other school leadership will partner with local agencies such as the ARC Pregnancy Support Center and the Health Department to provide teenage pregnancy awareness and prevention activities; Communicate with students, parents, and community through but not limited to district and school webpages; local media; district and school newsletters/flyers	Behavioral Support Program	07/01/2014	06/30/2016	\$0	YCS Director FRYSC Director FRYSC District Contact CIO Middle and High School Principals, Counselors, Teachers and School Nurses
Offer Real Life, Real World, Work Based Learning Career Opportunities to Motivate Staying in School	Offer CCR counseling and seek to provide work-based learning opportunities when matched to student aspirations specifically targeting students in danger of dropping out of school. Work-based learning opportunities such as CTE/ATC cooperative work-based learning will be utilized when business and industry partners are available and willing to support students participation.	Career Preparation/Orientation	07/01/2014	05/31/2016	\$5000	District CTE Coordinator High School and LCATC Principals CTE/ATC Teachers
Reduce Dropout Rate Through Truancy Diversion Program	Director of Pupil Personnel will collaborate with students & families; SRO; school principals, teachers, counselors; outside agencies, CDW; and as last resort the court system to hold students accountable and motivate school attendance. Develop a plan of action to include removing barriers to school attendance and ultimately academic performance. Plan components can include but not limited to counseling services; FRYSC services; outside agency services; extended school services; one on one career advising/ ILP review and planning	Behavioral Support Program	07/01/2014	06/30/2016	\$1000	DPP SRO YSC Director FRYSC Director Middle & High School Principals, Counselors, Teachers ESS Coordinator
Personalized Learning Plan	Provide counseling to students in danger of dropping out and outlay a personalized learning plan to graduate and transition to be a productive citizen in society.	Career Preparation/Orientation	07/01/2014	06/30/2016	\$0	School Principals, Counselors, Teachers

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Responding to Students' Academic Intervention Needs	Provide intervention course (s) to be part of daily schedules or schedule intervention services such as Tier II/Tier III RTI research or evidence based curriculum and instructional strategies or extended school,before/after school services/tutoring; migrant and/or EL services; IEP review and academic intervention planning ARC meetings; and Odyssey Learning credit recovery program participation.	Academic Support Program	08/11/2014	06/30/2016	\$8000	School Principals, Counselors, Teachers District ESS & RTI Coordinator Migrant & EL District Contact DOSE,FRC, 21st Coordinator.
Drug and Alcohol Prevention	School District Personnel including but not limited to principals, counselors, 21st Century Coordinators, and FRYSC personnel will collaborate with public service agencies such as Partners in Prevention and Lake Cumberland Health Department to prevent or offer support for drug and alcohol abuse with Russell County Students; Promote communication concerning drug and alcohol abuse and prevention strategies with students, parents, and community through local media, public service announcements, district and school webpages, district and school newsletters/flyers; provide assemblies and programs in support of drug and alcohol prevention and student support services for drug and alcohol abuse.	Behavioral Support Program	07/01/2014	06/30/2016	\$0	YSC Director FRYSC Director 21st Century Coordinator DPP Middle and High School Principals, Counselors, Nurses, Teachers Adanta Cumberland Family Medical SRO
High School Math & ELA Curriculum Planning and Alignment, Standards Mapping, Instructional Strageic Planning, Common Assessment Development	Provide ELA & Math Content Level PLCs during release time, afterschool PLC time, and PD/Planning days for the purpose of curriculum planning & alignment, standards mapping, instructional strategic planning, common assessment development.	Professional Learning	07/01/2015	06/30/2017	\$6000	Director of Curriculum, PD, Federal Programs, Instructional Supervisor, Instructional Coach, High Principals & Teachers
Professional learning for successful implementation of high complex ELA/CCR program	Provide updated professional learning to assist new teachers with the successful implementation of the Springboard curriculum.	Professional Learning	07/01/2015	06/30/2017	\$1500	High School Principals, Instructional Coach & ELA teachers

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CCR Assessment for Off Grades	Implement off grade testing for juniors (ACT), sophomores (ACT) and freshmen (PLAN) through Cambridge Educational Services to track college readiness and determine intervention instructional needs.	Academic Support Program	07/01/2015	06/30/2017	\$11000	Director of Curriculum, PD, Federal Programs, Instructional Supervisor High School Principals Counselors, and Teachers, Instructional Coach
Extended School Learning Opportunities in High School School	Provide tutoring, small group learning, study skills, homework assistance, and Career and College Readiness test prep to build confidence and self worth; motivate learning; improve academic performance and College and Career Readiness	Other	07/01/2015	06/30/2017	\$15000	District Curriculum, RTI, ESS, Title VI School ESS Coordinator Extended School Staff NJROTC Program Instructors Instructional Coach Migrant Staff G/T Staff
Professional Learning Plan	Allow professional development and planning days for ALL staff representing all students and subpopulations to analyse data and plan for school, classroom, gap, and individual student improvement- specifically plan how to meet the learning needs of the student population. Based on findings of needs assessment, schools can strategically allocate funding, plan for professional learning, guide curriculum and instructional planning and practices, and intentionally plan for interventions based on the individual learning needs of students.	Professional Learning	07/01/2015	06/30/2017	\$3500	Director of Curriculum, PD, Federal Programs, Instructional Supervisor, Instructional Coach, Principals & Teachers, DOSE & G&T, EL & Migrant Coordinator, Instructional Coach

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CCR Intervention	Provide intervention support for students falling below benchmark on state assessment through pulling students for one-on-one or small group assistance during non core instruction; through curriculum embedded and extended school CCR test prep to improve deficit skills (WIN Learning, Work Keys, ASVAB, etc.)	Academic Support Program	09/08/2014	05/20/2016	\$0	High School Principals, Teachers, Extended School Staff District Curriculum, RTI, ESS District CTE Coordinator CCR Counselor (GRREC RTT) Instructional Coach YSC
High School: Promoting PLC Communication and Collaboration to Improve Learning	Provide PLC time for classroom, special education, and RTI teachers to meet frequently and review student data and monitor progress of students with disabilities and strategically plan for improvement	Academic Support Program	07/01/2014	06/30/2016	\$0	DOSE, Curriculum, RTI, PD Coach, High School Principal and Assistant Principals, & Teachers
High School: Promoting Learning with Disabled Students through Research Based Curriculum and Instruction	Students with disabilities will receive direct support through research based intervention services and programs in addition to their grade level core. Special Education teachers and classroom teachers will provide the targeted support across the educational settings.	Direct Instruction	07/01/2014	06/30/2016	\$0	DOSE District Curriculum, RTI, PD Coach High School Principal and Assistant Principals, Teachers, Staff High School Instructional Coach

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High School: Professional Development to Improve Learning for Students with Disabilities	.Provide a variety of professional development to high school staff such as but not limited to co-teaching, PD from GRREC, On-Demand Writing with Abell and Atherton, Lindamood Bell Workshops, differentiated instruction, and aligning tasks to the individual learner. Provide targeted PD as needs or opportunities arise.	Professional Learning	07/01/2014	06/01/2016	\$20500	DOSE District Curriculum, RTI, PD Coach High School Principal, Assistant Principals & Teachers Instructional Coaches
High School: Classroom Follow-up	Administrators will conduct periodic learning checks/walk-throughs to monitor classrooms for implementation of strategies to improve student learning with disabled students and give immediate feedback to teachers and staff.	Academic Support Program	07/01/2014	06/30/2016	\$0	High School Administrators
High School: Seeking Gender Specific Professional Learning	We are actively seeking professional learning opportunities on gender specific learning strategies through GRREC, Webinars, professional magazines, media sources, books, etc. for teachers.	Professional Learning	07/01/2014	06/30/2016	\$0	DOSE Curriculum, RTI, PD Coach High School Principal, Assistant Principal & Teachers
Career Support with Subpopulations	Students from various sub-groups and students that are at-risk have been offered career information from former RCHS students through assemblies and field trips to local and regional businesses and industries. This opportunity will help students gain information about potential employment following high school. Provide support and intervention services to GT students by offering distance learning classes and Odyssey Ware Virtual Platform, before, during and/or after the school day. Provide professional development for teachers of GT students to improve services, provide resources and increase awareness of specific needs of gifted and talented students.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$3500	DoSE CCR Counselor ECE Teachers Principals GT Staff Highly Effective Teachers ESS
Parent Involvement	Communicate with and provide parents opportunities to be informed and involved in school improvement planning, CCR planning, academic planning, event planning, student progress and academic planning, build knowledge of curriculum and learning expectations; including the distribution of college materials in Spanish to parents of high school students.	Parent Involvement	07/01/2015	06/30/2017	\$1500	School Principals & Teachers, CCR Counselor (GRREC) Migrant/EL Staff YSC

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Persistence to Graduation	Russell County School District Drop-Out Prevention Committee will meet to target students at risk of dropping out. Personalized learning opportunities will be made available in the form of virtual learning. Performance based and work-based learning opportunities will also be utilized to accommodate individual student needs.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$19000	Drop-Out Prevention Committee
High School: Individual Student Goal Setting	Special Education teachers will be provided scheduled time to meet with students on their caseloads to review assessment scores and set individual goals for state assessments.	Academic Support Program	07/01/2014	06/30/2016	\$0	DOSE Principal Special Education Teachers
District Wide Special Education Meetings	Special Education teachers will attend scheduled district-wide special education meetings to address compliance issues, review district's special education scores, and plan activities to promote student achievement.	Professional Learning	07/01/2014	06/30/2017	\$0	DOSE Special Education Teachers Instructional Coach
PASS Program	The GRECC Behavior Consultant will visit the middle and high schools to provide information to staff members on implementing the PASS Program which proactively addresses behavior to improve academics.	Behavioral Support Program	01/19/2015	06/30/2015	\$0	DOSE RCHS & RCMS Principals RCHS and RCMS Teachers
CCR Checklist	Migrant and EL Students will receive assistance in completing the CCR checklist and their ILP's.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$0	EL/Migrant Coordinator & Staff
Elementary: Parent Advisory Council -PAC	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 meeting per year. This is to guide regional programming.	Parent Involvement	07/01/2015	06/30/2016	\$500	Migrant/EL Coordinator and Staff
ESS/21st Century Afterschool	Students in Hispanic population who are Migrant and/or EL students will be targeted to attend before and after-school programs to receive additional assistance in reading and math.	Academic Support Program	08/11/2014	06/30/2017	\$2500	ESS/21 Century Migrant/EL Staff
Summer Learning	Although all students will be invited, students identified as Hispanic will be targeted to attend summer enrichment classes offered by 21st CCLC.	Academic Support Program	08/11/2014	06/30/2016	\$2000	21st CCLC Staff Migrant/EL Staff
High School: Greater Student Outcomes	Regular Education Teachers and Special Education Teachers participate in the GRREC Network to learn new learning strategies to promote greater student outcomes.	Professional Learning	09/08/2014	05/31/2016	\$1000	Regular Education Teachers Special Education Teachers District Curriculum Coordinator

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High School: GRREC Network	Teachers will attend the GRREC Social Studies Network to learn literacy strategies in the content area for Social Studies.	Professional Learning	08/11/2014	06/30/2015	\$1000	Regular and Special Education Teachers District Curriculum Coordinator
High School: PLCs	High School instructional coach will conduct professional learning in PLCs utilizing Edivation, KDE Media Portal, Educator Development	Professional Learning	09/05/2014	05/31/2016	\$0	High School Instructional Coach
CCR Attainment for All	Provide various opportunities to assist students and teachers to increase College and Career Readiness. Examples are Breakfast Club ACT Reading Practice, KOSSA Breakfast Club, Cambridge Practice ACT, ACT Test Prep Sessions, ACT Teacher Department Consultations, Gifted & Talented ACT Prep for Middle School and High School Students. Specifically, middle schools that are going to take the ACT as part of the DUKE University Talent Search	Academic Support Program	08/11/2014	06/30/2017	\$15000	Director of Curriculum and Instruction RCHS Principals and Teachers RCMS Administration Instructional Coach Youth Service Center Director Gifted & Talented Staff
CCR Transition Information	The CCR counselor will attend transition meetings for 12th grade ECE students to review career planning and provide information and resources on successful transition to post-secondary life.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$0	RCHS College Career Counselor Principals ECE Teachers DoSE
High School: School Psychologist	The school Psychologist will attend most eligibility ARC meetings and to explain testing results and go over recommendations for parents and teachers to work with their child.	Policy and Process	07/01/2014	06/30/2016	\$55000	DOSE
High School: Reduce Resource Settings	The high school will reduce the number of resource classes in the areas of science and social studies. This will allow for these students to receive content instruction from the teacher with help from the resource teacher.	Direct Instruction	07/01/2014	06/30/2016	\$0	High School Teachers High School Administration

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High School: Linda Mood Bell Research Based Strategies and Materials	Teachers will receive training and materials on implementing Linda Mood Bell Strategies to improve academic achievement of students with disabilities in reading and math.	Professional Learning	02/23/2015	03/06/2015	\$10000	DOSE Special Education Teachers Selected Regular Education Teachers
High School: Visible Learning by John Hatti	Attend training provided by GRREC. Ainsley Rose presentation of John Hatti's research on effect size.	Professional Learning	11/03/2014	11/11/2014	\$900	DOSE Instructional Coaches School Administration Special Education Teachers
GRREC Focus Planning Meeting	Middle and High School Principals, instructional Coaches, SE Department Heads, Focus Content Area Teacher Department Leads and Central Office Administrators will meet to develop a plan of action in place to utilize district and GRREC resources to improve teaching and learning to meet the needs of students with disabilities. This plan of action will be carried out and sequential meetings with identified staff above will meet when necessary.	Professional Learning	01/06/2015	05/29/2015	\$0	Middle and High School Principals, instructional Coaches, SE Department Heads, Focus Content Area Teacher Department Leads and Central Office Administrators
Abell & Atherton Training	ELA teachers will attend Sylvia Abel training on strategies that will help close the achievement gap in writing and improve our overall writing performance for all students which in turn will help our reading/literacy achievement. Participants will come back to the school and share the knowledge and strategies learned with others in the school during PLC's. The strategies learned will help improve our writing program.	Professional Learning	07/01/2015	06/30/2017	\$3500	ELA Teachers Principals PD Coordinator

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Individual Graduation Plans	School and district representatives meet once monthly to identify students who at at-risk of not graduating. Individual student conferences were held with the school counselor and school principal, and individual graduation plans were developed and signed (if students were under 18, their parents signed as well). Class schedules were altered, including the use of virtual learning and software programs.	Academic Support Program	08/11/2015	06/30/2017	\$1000	High School Principals and Counselors Vocational School Principal Athletic Director Regular Education and Special Education Teachers District Curriculum Coordinator Title I Coodinator DOSE Director of Pupil Personnel Superintende nt of School
Credit Recovery Plans	School and district representatives meet once monthly to identify students who at at-risk of failing. School counselor and school principal meet with the students identified to formulate a credit recovery plan. This includes changing schedules and using on-line classes when necessary.	Academic Support Program	08/11/2015	06/30/2017	\$1000	High School Principals and Counselors Vocational School Principal Athletic Director Regular Education and Special Education Teachers District Curriculum Coordinator DOSE Title I Coordinator Director of Pupil Personnel Superintende nt

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Odysseyware	Training was held for several high school, middle school, and district personnel, including homebound instructors, to provide support for implementing the use of the additional 500 Odysseyware slots purchased for alternative learning options. Curriculum coaches will offer additional support throughout the year as needed.	Professional Learning, Academic Support Program	09/01/2015	06/30/2017	\$19000	Principals and Counselors Curriculum Coaches Athletic Director Regular Education Special Education Teachers District Curriculum Coordinator Director of Pupil Personnel
Interventionist	Two highly qualified substitutes are facilitating a credit recovery class for students who have an alternative schedule. These teachers unlock and grade assignments, assist students in setting weekly goals, monitor progress, reward students when goals are achieved, facilitate schedules, and provide individual instruction as needed.	Academic Support Program, Behavioral Support Program	09/01/2015	06/30/2017	\$20000	School Principal and Counselor Athletic Director Vocational School Principal Interventionists
High School: PGES	Educator Effectiveness Coach will meet with special education teachers to provide professional learning opportunities to support them with self-reflection, professional growth planning, developing student growth goals to help reduce the students who are at the novice level.	Professional Learning	08/03/2015	05/31/2016	\$0	District Effectiveness Coach Principals Teachers HS Instructional Coach
Expanded Summer School	Summer school will be expanded to include opportunities for grades 9-11 to provide more opportunity for credit recovery.	Academic Support Program	04/11/2016	06/30/2017	\$5000	High School Principals, Counselors, and Teachers
Special Education	ECE teachers have students on their caseload to offer consultation and remediation on their instructional level. This period serves as an intervention class for these students to help them move towards college and career readiness.	Academic Support Program	07/01/2015	06/30/2017	\$0	Principals DoSE Teachers
High School: On-Line Learning	Students will have the option of recovering/completing high school credits through Odyssey Ware, WINN Learning etc..	Academic Support Program, Technology	08/01/2015	05/31/2016	\$8000	DOSE HS Special Ed Teachers HS Administrators

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High School: Career Support with Subpopulations	Students from various subgroups and students who are at risk have been offered career information from former RCHS graduates through assemblies and field trips to local and regional businesses and industries. This opportunity will help students gain information about potential employment following high school following high school.	Career Preparation/Orientation	08/03/2015	05/31/2016	\$1000	DOSE Special Education Teachers School Administration Local Business'
Alternate Learning Routes	The addition of an extra ECE staff member will provide the opportunity for students to access alternate education opportunities such as virtual learning, work-based and performance based experience credits. This personalized learning opportunity will serve as a means to help prevent student drop-outs and to increase our graduation rate and CCR in our ECE population.	Academic Support Program	11/16/2015	06/30/2017	\$50000	DoSE Principal ECE Teacher
TPGES/PPGES	TPGES/PPGES Russell County Schools vision for the Professional Growth and Effectiveness System (PGES) is to have every student taught by an effective teacher and every school led by an effective principal. The goal is to create a fair and equitable system to measure teacher and leader effectiveness and act as a catalyst for professional growth. This will be accomplished through professional learning opportunities and PLC meetings with the district educator effectiveness coach.	Professional Learning	07/01/2015	06/30/2016	\$0	Teachers Administration District Educator Effectiveness Coach
High School: Collaboration/Resource/Additional Staff	Students with Disabilities are placed in collaborative classrooms based on performance levels. Students with Disabilities who struggle in regular education environment in reading and math receive more individualized instruction within the resource room setting. Additional Certified Staff was hired to accommodate the Special Education population and needs.	Direct Instruction	08/03/2015	05/31/2016	\$20000	ELA Department ECE Department Administration Counselors DOSE
High School: ESS	Extended School Services are offered before and after school hours for students who need one on one assistance to improve reading performance, comprehension, or math comprehension strategies.	Tutoring	08/03/2015	05/31/2016	\$16000	ELA Department Math Department ESS Coordinator
High School: Learning Lab for Reading and Math	Students that are significantly behind benchmark in reading and/or math receive quality remediation through research based soft ware programs to meet them at their point of need. Programs use dare reading plus and ALEKS math.	Academic Support Program	08/03/2015	05/31/2016	\$11715	RCHS Learning Lab RTT Coordinator/P OC Teachers CIO

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High School: Co-Teaching Coaching Follow-Up	Special education teachers and general education co-teachers will receive co-teaching coaching follow-up observations and debriefs from GRREC consultant to focus on closing the gap between students with disabilities and students without disabilities.	Professional Learning	08/03/2015	05/31/2016	\$0	DOSE GRREC Consultant Special Ed. Teachers Regular Ed. Teachers (Co-Teaching)
High School: Additional Technology/Lap Tops	28 Laptops will be purchased for students with disabilities classrooms for progress monitoring, classroom and benchmark assessments.	Technology	12/08/2015	05/31/2016	\$27200	DOSE Title Coordinator Special Education Teachers
RCHS - Reading Learning Labs	Students that are significantly behind in the area of reading receive a remedial class using research based software to improve their reading level and comprehension. Students with IEPs have Learning Lab with their case manager to use this program as well as instructional level direct instruction.	Academic Support Program, Direct Instruction	08/11/2015	05/31/2016	\$7000	Principals, GRREC, Instructional Coach, Teachers, District CIO
RCHS - Laker Literacy	Timed reading passages will be completed weekly for students to improve in the area of reading comprehension in an effort to reduce students scoring in novice. Teachers will provide interventions for students who are consistently scoring novice.	Academic Support Program	08/11/2015	05/31/2016	\$0	Teachers, Principals, Instructional Coach
RCHS - PLC's	Teachers will use PLC time to analyze both common assessments and benchmark testing results to get an idea of what percentage of students are performing at the novice level and to target these kids to move them forward.	Professional Learning	08/11/2015	05/31/2016	\$0	Teachers, Principals, Instructional Coach
RCHS - Plan-Do-Study-Act	Teachers will use PLC time to implement the PDSA process to project instructional unit and common assessments, discuss high yield strategies, analyze assessment results, and plan for students that aren't performing at the proficient level.	Professional Learning	01/04/2016	05/31/2016	\$0	Principals, Teachers, Instructional Coach
RCHS - Key Core Process - District Initiative - Design and Deliver Quality Instruction	Create and follow up with vertically and horizontally aligned pacing/curriculum maps and district-wide lesson plan templates that include standards, essential questions, assessments, instructional strategies, accommodations and program review and PGES connections ensure all students have access to quality instruction.	Professional Learning, Direct Instruction	08/11/2015	05/31/2016	\$0	Principals, Teachers, Director of Instruction, PD Coordinator
RCHS - TPGES/OPGES - Highly Qualified Teachers and Other Professionals	Teachers and Other Professionals will utilize their Framework to improve their teaching which will in turn, improve student achievement and reduce the number of students scoring novice. Specifically, teachers will focus on Domains 1 and 3(Planning and Instruction) to ensure that quality planning, instruction, and assessments are occurring. Student data will be analyzed and monitored to drive instructional practices.	Other - TPGES/OPGES	08/11/2015	05/31/2016	\$0	Principals, Teachers, PGES POC

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<p> RCHS - PPGES - Highly Qualified Leaders </p>	<p> Principals will focus on Performance Standard 1 to serve in the capacity as instructional leaders within the school. This will be reflected in their participation in PLC's, data analysis, and observation data to ensure that all students are receiving high level instruction within the classroom. </p>	<p> Other - PPGES </p>	<p> 08/11/2015 </p>	<p> 05/31/2016 </p>	<p> \$0 </p>	<p> Principals, Effectiveness Coach, PGES POC </p>
<p> RCHS - Effectiveness Coach </p>	<p> The district effectiveness coach works with teachers throughout the year on the processes including but not limited to self-reflection, professional growth plans, student growth goals, data analysis, creating pre and post assessments, creating rubrics, the Framework for Teaching. This positively affects academic achievement. As teachers practices improve, student achievement should in turn improve. </p>	<p> Professional Learning, Direct Instruction </p>	<p> 07/01/2015 </p>	<p> 06/30/2016 </p>	<p> \$0 </p>	<p> Effectiveness Coach, PGES POC </p>
<p> RCHS - Math Learning Labs </p>	<p> Students that are significantly behind in the area of reading receive a remedial class using research based software to improve their performance in math. Students with IEP's have Learning Lab with their case manager to use this program as well as Instructional level direct instruction. </p>	<p> Academic Support Program, Direct Instruction </p>	<p> 08/11/2015 </p>	<p> 05/31/2016 </p>	<p> \$7000 </p>	<p> Principals, Teachers, Instructional Coach, GRREC, District CIO </p>
<p> RCHS - Plan-Do-Study-Act </p>	<p> Teachers will use PLC time to implement the PDSA process to project instructional unit and common assessments, discuss high yield strategies, analyze assessment results, and plan for students that aren't performing at the proficient level. </p>	<p> Professional Learning </p>	<p> 01/04/2016 </p>	<p> 05/31/2016 </p>	<p> \$0 </p>	<p> Principals, Teachers, Instructional Coach </p>
<p> RCHS - Math PLC'S </p>	<p> Teachers will use PLC time to analyze both common assessments and benchmark testing results to get an idea of what percentage of students are performing at the novice level and to target these kids to move them forward. </p>	<p> Professional Learning </p>	<p> 08/11/2015 </p>	<p> 05/31/2016 </p>	<p> \$0 </p>	<p> Principals, Teachers, Instructional Coach </p>
<p> RCHS - Key Core Process - District Initiative - Design and Deliver Quality Instruction </p>	<p> Create and follow up with vertically and horizontally aligned pacing/curriculum maps and district-wide lesson plan templates that include standards, essential questions, assessments, instructional strategies, accommodations and program review and PGES connections ensure all students have access to quality instruction. </p>	<p> Professional Learning, Academic Support Program, Direct Instruction </p>	<p> 08/11/2015 </p>	<p> 05/31/2016 </p>	<p> \$0 </p>	<p> Principals, Teachers, Director of Instruction, Instructional Coach </p>
<p> RCHS- Effectiveness Coach </p>	<p> The district effectiveness coach works with teachers throughout the year on the processes including but not limited to self-reflection, professional growth plans, student growth goals, data analysis, creating pre and post assessments, creating rubrics, the Framework for Teaching. This positively affects academic achievement. As teachers practices improve, student achievement should in turn improve. </p>	<p> Professional Learning, Academic Support Program, Direct Instruction </p>	<p> 07/01/2015 </p>	<p> 06/30/2016 </p>	<p> \$0 </p>	<p> Effectiveness Coach, PGES POC, Principals, Teachers </p>

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<p>RCBS - TPGES/OPGES - Highly Qualified Teachers and Other Professionals</p>	<p>Teachers and Other Professionals will utilize their framework to improve teaching, which in turn will improve student achievement and reduce the number of students scoring novice. Specifically, teachers will focus on Domains 1 and 3(Planning and Instruction) to ensure that quality planning, instruction, and assessments are occurring. Student data will be analyzed and monitored to drive instructional practices.</p>	<p>Professional Learning, Direct Instruction</p>	<p>12/14/2015</p>	<p>05/31/2016</p>	<p>\$0</p>	<p>Principals, Teachers, PGES POC, Effectiveness Coach</p>
<p>RCBS - PPGES -Highly Qualified Teachers and Other Professionals</p>	<p>Principals will focus on Performance Standard 1 to serve in the capacity as instructional leaders within the school. This will be reflected in their participation in PLC's, data analysis, and observation data to ensure that all students are receiving high level instruction within the classroom.</p>	<p>Other - PPGES</p>	<p>08/11/2015</p>	<p>05/31/2016</p>	<p>\$0</p>	<p>Principals, PGES, POC, Effectiveness Coach</p>
<p>RCBS - Collaboration/Resource/Addit ional Staff</p>	<p>Students in danger of failing or dropping out of school will receive more individualized instruction within this resource setting. Additional staff was hired to accommodate the student population and needs</p>	<p>Direct Instruction</p>	<p>08/11/2015</p>	<p>05/31/2017</p>	<p>\$20000</p>	<p>Teachers, Principals, ECE Department, Counselors, Title I Coordinator</p>
<p>RCBS - Collaboration/Resource/Addit ional Staff</p>	<p>Students in danger of failing or dropping out of school will receive more individualized instruction within this resource setting. Additional staff was hired to accommodate the student population and needs</p>	<p>Direct Instruction</p>	<p>08/11/2015</p>	<p>05/31/2016</p>	<p>\$20000</p>	<p>Principals, Teachers, ECE Department, Counselors, Title I Coordinator</p>
<p>Special Education Interventionalist Hired</p>	<p>Hire a Special Education Interventionist for the purpose of providing one-on-one and small group personalized learning and credit recovery for students with disabilities.</p>	<p>Direct Instruction</p>	<p>12/01/2015</p>	<p>06/30/2016</p>	<p>\$40000</p>	<p>DOSE Principal Superintende nt</p>
Total					<p>\$550215</p>	

Jamestown Elementary School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
<p>Promoting Foundational CCR in Primary Grades</p>	<p>Purchase and Implement CCR like NRT diagnostic assessment for grade K, 1, 2 (off grade testing). State Administrative Code for Testing with Inclusion of Special Populations is followed on all off grades testing. School personnel will analyze student data to guide curriculum and instructional planning and intervention services.</p>	<p>Academic Support Program</p>	<p>07/01/2015</p>	<p>06/30/2017</p>	<p>\$18000</p>	<p>Director of Federal Programs DAC Elementary School Principals, Counselors, and Teachers</p>

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<p>Elementary: Primary K-2 Math and ELA Standards Mapping and Common Assessment Development and Lesson Planning</p>	<p>Provide release time a minimum of once each quarter, utilize PD/Planning dates in school calendar; and implement quarterly after school PLC time for all district K-2 teachers, primary special education teachers, EL, Migrant, & GTE staff to map standards; plan units and common assessments to complexity of the standards.</p>	<p>Professional Learning</p>	<p>07/01/2015</p>	<p>06/30/2016</p>	<p>\$6500</p>	<p>Director of Curriculum, PD, Federal Programs, Instructional Coach, Instructional Supervisor, DOSE & G&T Coordinator EL & Migrant Coordinator GRREC &/or KDE Literacy &/or Special Education Consultants Elem Principals & Teachers</p>
<p>Elementary: Grades 3-5 Math & ELA Curriculum Planning and Alignment, Standards Mapping, Instructional Strategic Planning, Common Assessment Development and Lesson Planning</p>	<p>Implement Grades 3-5 and Content Level PLCs during afterschool time, quarterly and during PD/Planning time for the purpose of curriculum planning, lesson planning, & alignment, standards mapping, instructional strategic planning, and common assessment development.</p>	<p>Professional Learning</p>	<p>07/01/2015</p>	<p>06/30/2016</p>	<p>\$7000</p>	<p>Director of Curriculum, PD, Federal Programs, Instructional Coaches, Instructional Supervisor, DOSE & G&T Coordinator EL & Migrant Coordinator GRREC &/or KDE Literacy &/or Special Education Consultants Elem Principals & Teachers</p>

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<p>Elementary: Grade 3-5 ELA Professional Development in Developing Standards Based Unit, Common Assessments & Lesson Planning with Rigor and Congruent to the Complexity of the Standards</p>	<p>Provide Grade 3-5 ELA teachers, special education teachers, EL, Migrant & GTE staff professional development on building rigorous standards based units and assessments congruent to the complexity of the standards. Continue work in afternoon PLC time.</p>	<p>Professional Learning</p>	<p>07/01/2015</p>	<p>06/30/2016</p>	<p>\$4000</p>	<p>Director of Curriculum, PD, Federal Programs Instructional Supervisor DOSE EL & Migrant GRREC & KDE Literacy Consultants Elem Principals & Teachers</p>
<p>Elementary: Grades 3-5 KCAS Math Standards Mapping and Strategic Instructional Planning</p>	<p>Provide release time; after school PLC time, and PD time for Grades 3-5 math classrooms, special education, RTI, EL, Migrant, and GTE teachers to work with the Elementary Instructional Coach in Standards Based Mapping and Curriculum Planning.</p>	<p>Professional Learning</p>	<p>07/01/2015</p>	<p>06/30/2016</p>	<p>\$5000</p>	<p>Director of Curriculum, PD, Federal Programs Elementary Instructional Coach Elem Principals & Teachers DOSE & G&T EL & Migrant Coordinator Instructional Supervisor</p>
<p>Elementary: K-2 Math & ELA Standards Based Planning</p>	<p>Provide release time, afternoon PLC time, and PD/ Planning time for K-2 classroom, SE, RTI, EL, Migrant, GTE teachers to pace Math & ELA standards to develop and implement standards based units, common assessments, and quarterly planning to communicate to parents & students</p>	<p>Academic Support Program</p>	<p>07/01/2015</p>	<p>06/30/2016</p>	<p>\$6000</p>	<p>Director of Curriculum, PD, Federal Programs Elementary Instructional Coach Elementary Principals & Teachers</p>
<p>Elementary: Grades 3-5 Math & ELA Standards Based Planning</p>	<p>Provide release time, afternoon PLC time, and PD/Planning time for grades 3-5 classroom, SE, RTI, EL, Migrant, and GTE teachers to pace Math & ELA standards to develop and implement standards based units, common assessments, and quarterly standards to communicate with parent & student</p>	<p>Academic Support Program</p>	<p>07/01/2015</p>	<p>06/30/2016</p>	<p>\$6000</p>	<p>Director of Curriculum, PD, Federal Programs Instructional Supervisor Elementary Instructional Coach Elem Principals and Teachers</p>

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Elementary: Professional Learning Plan	Provide professional development and planning days for ALL staff representing all students and subpopulations to analyze data and plan for school, classroom, gap, and individual student improvement--specifically plan how to meet the learning needs of the student population. Based on findings of needs assessment, schools can strategically allocate funding, plan for professional learning, guide curriculum and instructional planning and practices, and intentionally plan for interventions based on the individual learning needs of students.	Academic Support Program	07/01/2015	06/30/2016	\$7000	Director of Curriculum, PD, Federal Programs Instructional Supervisor Instructional Coaches Principals & Teachers DOSE & G&T EL & Migrant Coordinator
Elementary: Extended School Learning Opportunities in Elementary Schools	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.	Academic Support Program	07/01/2014	06/30/2017	\$50000	District Curriculum, RTI, ESS District 21st Century School ESS Coordinators School 21st Century Coordinators Extended School Staff FRC 21st Century Staff Migrant G/T Staff
Elementary: Promoting PLC Communication and Collaboration to Improve Learning	Provide PLC time for classroom, special education, and RTI teachers to meet frequently and review student data and monitor progress of students and strategically plan for improvement	Academic Support Program	07/01/2014	06/30/2016	\$0	DOSE District Director of Curriculum and Instruction Principals & Teachers Elementary Instructional Coach

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Elementary: Professional Development to Improve Learning for Students with Disabilities	Provide a variety of professional development to elementary staff such as but not limited to co-teaching, CCSS and CRA with Jennifer Clemmons and Rebecca Gaddie, Literacy PD from GRREC, On-Demand Writing with Abell and Atherton, Lindamood Bell Workshops, Conceptual Building Blocks for math, differentiated instruction, and aligning tasks to the individual learner. Provide targeted PD as needs or opportunities arise.	Professional Learning	07/01/2014	06/30/2016	\$32500	DOSE Director Curriculum, RTI, PD Coach, Director of Federal Programs Elementary Principals & Teachers Instructional Coaches
Elementary: Classroom Follow-up	Administrators and Curriculum Coach, Tonya Rexroat, will conduct periodic learning checks to monitor classrooms for implementation of strategies to improve student learning with disabled students and give immediate feedback to teachers and staff.	Academic Support Program	07/01/2014	06/30/2016	\$0	Administration Curriculum Coach Teachers
Elementary: Promoting Learning with Disabled Students through Research Based Curriculum and Instruction	Students with disabilities will receive direct support through research based intervention services and programs in addition to their grade level core. Special Education teachers, classroom teachers, and RTI teachers will provide the targeted support across the educational settings.	Direct Instruction	07/01/2014	06/30/2016	\$0	DOSE Curriculum, RTI, PD Coach, Director of Federal Programs School Administrators, Teachers, Staff Elementary Instructional Coach
Elementary: Seeking Gender Specific Professional Learning	We are actively seeking professional learning opportunities on gender specific learning strategies through GRREC, Webinars, professional magazines, media sources, books, etc. for teachers	Professional Learning	07/01/2014	06/30/2016	\$0	DOSE Curriculum, RTI, PD, Director of Federal Programs Elementary Principals & Teachers
Elementary: Reading and Math Benchmarking and Progress Monitoring for Student Improvement	Conduct Discovery Education Benchmarks during Fall, Winter, and Spring. Follow up with Progress Monitoring for Students with Disabilities and Students Receiving RTI Services	Academic Support Program	07/01/2014	06/30/2016	\$21300	DOSE District RTI High, Middle, & Elementary Principals & Teachers

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Elementary: Intervening With Purpose	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. Easy CBM is funded through the district for K-2 while individual schools provide Easy CBM funding for grades 3-5 for special education students and students who receive RTI.	Academic Support Program	07/01/2014	06/30/2016	\$0	DOSE District RTI All School Administrator s, General Education and Special Education Teachers
Reading and Math Benchmarking and Progress Monitoring for Student Improvement	Discovery Education Benchmarking for grades 2-5 and Easy CBM grades K-2 Fall, Winter, and Spring. Follow up with Progress Monitoring for Low performing students with disabilities and students receiving RTI services	Academic Support Program	08/11/2014	06/30/2016	\$12000	DOSE District RTI Elementary Principals & Teachers RTI Staff Migrant/EL Staff
Intervening With Purpose	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 the 10th percentile and all students with disabilities.	Academic Support Program	08/11/2014	06/30/2016	\$0	DOSE District RTI Elementary Principals & Teachers Migrant/EL Staff RTI teachers
Motivating Career Aspirations through 21st CCLC	Students will have the opportunity to participate in career related and/or leadership development and/or service learning/civic duty related clubs and activities through 21st Century Community Learning Centers	Career Preparation/Orientation	07/01/2015	06/30/2017	\$15000	District 21st Learning Center Coordinator 21st Century School Coordinators 21st Century Extended School Teachers and Staff
Elementary: Supportive Services for At Risk Students	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.	Other	07/01/2015	06/30/2016	\$2500	FRYSC, EL & Migrant District Contact FRYSC, EL & Migrant Personnel

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Elementary: Parent Involvement	Communicate with and provide parents opportunities to be informed and involved in school improvement planning, academic planning, event planning, student progress and academic planning, build knowledge of curriculum and learning expectations, parent website - "Bluegrass Learning Services"	Parent Involvement	07/01/2015	06/30/2016	\$4500	Superintendent Director of Federal Programs DOSE Migrant & EL G&T School Principals & Teachers FRC
Elementary: Individual Student Goal Setting	Special Education teachers will meet with students on their caseloads to review assessment scores and set individual goals for state assessments.	Academic Support Program	09/12/2014	06/30/2016	\$0	DOSE School Administrators, and Special Education Teachers
Elementary: Communication and Parent Involvement	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.	Parent Involvement	07/01/2014	06/30/2016	\$0	Teachers and Principal
District Wide Special Education Meetings	Special Education teachers will attend scheduled district-wide special education meetings to address compliance issues, review district's special education scores, and plan activities to promote student achievement.	Professional Learning	07/01/2014	06/30/2017	\$0	DOSE Special Education Teachers Instructional Coach
Elementary: School Psychologist	The School Psychologist will attend most eligibility ARC meetings to explain testing results and go over recommendations for parents and teachers to work with their child.	Policy and Process	07/01/2014	06/30/2016	\$60000	District Special Education Director, School Psychologist
Elementary: Parent Advisory Council -PAC	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 meeting per year. This is to guide regional programming.	Parent Involvement	07/01/2015	06/30/2016	\$500	Migrant/EL Coordinator and Staff

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Elementary: Special Education Conference	Attend CEC Conference to seek new strategies for student outcomes	Professional Learning	11/23/2014	11/22/2017	\$8000	DoSE High School Special Education Teachers Middle School Special Education Teachers Elementary School Special Education Teachers
Elementary: Visible Learning by John Hatti	Attend training provided by GRREC. Ainsley Rose presentation of John Hatti's research on effect size.	Professional Learning	11/03/2014	11/11/2014	\$900	DOSE, Elementary, Middle, and High Curriculum Coaches, School Administrators, Special Education Teachers
ESS/21st Century Afterschool	Students in Hispanic population who are Migrant and/or EL students will be targeted to attend before and after-school programs to receive additional assistance in reading and math.	Academic Support Program	08/11/2014	06/30/2017	\$2500	ESS/21 Century Migrant/EL Staff
Summer Learning	Although all students will be invited, students identified as Hispanic will be targeted to attend summer enrichment classes offered by 21st CCLC.	Academic Support Program	08/11/2014	06/30/2016	\$2000	21st CCLC Staff Migrant/EL Staff
Elementary: Data Teams/ Data Retreats	2014- 2015 District Elementary will participate in RTT (GRREC) data retreat to learn how to drill down multiple sources of data and narrow the focus to prioritize and guide improvement planning. The school teams will focus on building capacity to sustain the data analysis process in school level PLCs.	Professional Learning	09/29/2014	10/02/2014	\$8000	RTT District Contact Instructional Supervisor DOSE FRC Directors Elementary Principals GRREC/RTT Consultants Instructional Coach

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Elementary: Research Based Strategies and Materials	Teachers will receive training and materials on implementing Linda Mood Bell Strategies to improve academic achievement of students with disabilities in reading and math.	Professional Learning	02/23/2015	05/31/2015	\$60000	DoSE Special Ed. Teachers Selected Regular Ed. Teachers
Elementary: Strategies and Collaboration	DoSE will provide training to all elementary special education teachers during a scheduled planning day on instructional strategies and effective collaboration strategies.	Professional Learning	01/02/2015	06/30/2016	\$0	DoSE Special Ed. Teachers
Elementary: Building Writers with Abell & Atherton	<p>Part I - Teachers will learn new strategies and ideas to empower students as writers and the tools they need to be successful in writing. Teachers will learn a step by step approach for teaching students to be more independent writers, will be given modeled lessons and strategies, and learn a process for building engaging and challenging prompts in all content areas and grade levels.</p> <p>Part II - Teachers will examine the new On-Demand Scoring Guide and released work samples that exemplifies the performance standards. They will be presented with best practices for helping build competent writers. Paragraph development strategies will be given and mini-lesson ideas.</p> <p>Primary Writing - In this workshop, teachers will learn what primary writing looks like and how it develops, what the writing process looks like and how it develops, how to use organizers and manipulatives to help young writers, and how pictures books and other resources can be used to spark writing ideas.</p> <p>All teachers attending will come back and share ideas with their schools in PLC's and will use the strategies learned to improve our writing program.</p> <p>For the 2015 - 2016 School Year, several teachers 3-12 attended workshops provided by Abell and Atherton Educational Consulting, "Building the Writer Within." Teachers learned strategies for implementation of On Demand Writing in the primary grades to ensure that the necessary skills are acquired before state assessment in 5th grade. Teachers received strategies, resources, and lessons for teaching writing to all students.</p>	Professional Learning	02/10/2015	06/30/2016	\$2500	Writing Teachers Principals PD Coordinator
Elementary: Literacy PD through GRREC	Teachers will participate in several PD days offered by GRREC Literacy Consultant, Nancy Huston. The PD days will provide teachers with numerous opportunities to meet their individual needs for professional learning concerning classroom environment and centers K- 3, P-3 Foundation Skills and Phonemic Awareness.	Professional Learning	08/03/2015	06/01/2016	\$9500	ELA Teachers Principals PD Coordinator

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Elementary: CCSS and CRA	teachers will attend three Conceptual Building Block modules(addition/subtraction, multiplication/division, fractions)Jennifer Clemmons, GRREC Math Consultant will meet with teachers to help them learn strategies that will help students develop a deep understanding of mathematical concepts in numbers and fractions. They will help them develop how to develop concrete teaching strategies. She will meet with teachers to help plan, coach, and co-teach lessons that incorporate Conceptual Building Blocks.	Professional Learning	07/01/2015	06/30/2016	\$3500	PD Coordinator Math Teachers GRREC
TPGES/PPGES	TPGES/PPGES Russell County Schools vision for the Professional Growth and Effectiveness System (PGES) is to have every student taught by an effective teacher and every school led by an effective principal. The goal is to create a fair and equitable system to measure teacher and leader effectiveness and act as a catalyst for professional growth. This will be accomplished through professional learning opportunities and PLC meetings with the district educator effectiveness coach.	Professional Learning	07/01/2015	06/02/2016	\$0	Teachers Administration District Effectiveness Coach
Elementary PGES	Educator Effectiveness Coach will meet with special education teachers to provide professional learning opportunities to support them with self-reflection, professional growth planning, developing student growth goals to help reduce the students who are at the novice level.	Professional Learning	08/03/2015	05/31/2016	\$0	Educator Effectiveness Coach Special Education Teachers PGES POC Elementary Instructional Coach
Elementary - RTI	RTI Teachers/Interventionalist will work with students one-on-one or small group using researched-based strategies and instruction to increase their reading ability to answer grade level comprehension questions. Programs used for RTI include but are not limited to Journeys reading series, Barton's Reading Program, RTI components, easyCBM, and Discovery Education probes.	Academic Support Program, Direct Instruction	08/11/2015	05/31/2016	\$0	Principals, Teachers, RTI Coodinator
Elementary - STAR Reading	STAR Reading is a web-based program for all students to assess their reading levels. After taking the STAR test each student is placed on an individualized reading level. Teacher's can monitor student progress to check for student growth. Teachers use this data to target and track students who are reading well below grade level who are in danger of scoring novice in reading. JES-2925-other RSES-7682-state funds SES-1000 -other	Academic Support Program	08/11/2015	05/31/2016	\$11607	Principals, Teachers

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Elementary - Linda Mood Bell Visualizing and Verbalizing	Visualizing and Verbalizing is a research-based program written by Linda Mood Bell. Teachers will learn strategies to help students' with disabilities comprehension skills.	Academic Support Program, Direct Instruction	08/11/2015	05/31/2016	\$0	Principals, Special Education Teachers
Elementary - Reading with Technology	Students at the elementary level are provided with various opportunities to utilize technology with rich, research based instruction through various programs which include but are not limited to ReadingEggs, ReadingEggspress, and StarFall; all which provide a unique individualized education plan for each student allowing advanced students to progress quickly, while ensuring that students who need remediation get the extra instruction they need.	Academic Support Program	08/11/2015	05/31/2016	\$10000	Principals, Teachers, CIO
Elementary - District Initiatives	As part of a district initiative, teachers will develop ELA curriculum maps/pacing guides, develop common assessments, and develop lesson plans to ensure the level of the standards are met and that assessments are congruent to the standards.	Direct Instruction, Other - Planning	07/01/2015	06/30/2016	\$5000	Principals, Teachers, Director of Curriculum and Instruction, Instructional Coach, Effectiveness Coach, Title I Coordinator
Elementary - TPGES/OPGES Highly Qualified Teachers	Teachers and other professionals will utilize their Framework to improve teaching strategies which will in turn improve student achievement and reduce the number of students scoring novice. Specifically, teachers will focus on Domains 1 and 3(Planning and Instruction) to ensure that quality planning, instruction, and assessments are occurring. Student data will be analyzed and monitored to drive instructional practices.	Professional Learning, Direct Instruction	08/11/2015	05/31/2016	\$0	Principals, Teachers, Effectiveness Coach
Elementary - PPGES-Highly Qualified Leaders	Principals will focus on Performance Standard 1 to serve in the capacity as instructional leaders within the school. This will be reflected in their participation in PLC's, data analysis, and observation data to ensure that all students are receiving high level instruction within the classroom.	Other - PPGES	07/01/2015	06/30/2016	\$0	Principals, Superintendent, Effectiveness Coach, PPGES POC
Elementary - Effectiveness Coach	The district effectiveness coach works with teachers throughout the year on the processes including but not limited to self-reflection, professional growth plans, student growth goals, data analysis, creating pre and post assessments, creating rubrics, the Framework for Teaching. This positively affects academic achievement. As teachers practices improve, student achievement should in turn improve.	Professional Learning	07/01/2015	06/30/2016	\$0	Principals, Teachers, PPGES POC, Effectiveness Coach

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Elementary - District PLC	Teachers will use District PLC time throughout the year to analyze both common assessments and benchmark testing results to get an idea of what percentage of students are performing at the Novice level and to target these kids to move them forward. Common Lesson Planning will be sure to include differentiated instruction to help ensure that students scoring novice are getting needed instruction.	Professional Learning, Direct Instruction	07/01/2015	06/30/2016	\$0	Principals, Teachers, Supervisor of Instruction, Instructional Coach, Effectiveness Coach
Elementary - Novice Reduction Meeting	A team of teachers representing all content areas and grade levels, principals, instructional coach and district personnel worked through the KDE tools supported by a novice reduction coach to analyze the "as-is" state of the school and identify leverages and concerns for the school. As a result, activities were developed to reduce the number of novice students.	Professional Learning	11/09/2015	11/27/2015	\$1500	Principals, Teachers, Supervisor of Instruction, PD Coordinator, Title I Coordinator
Elementary - Key Core Process-Design and Deliver Quality Instruction	Create and follow up with vertically and horizontally aligned pacing/curriculum maps and district-wide lesson plan templates that include standards, essential questions, assessments, instructional strategies, accommodations and program review and PGES connections ensure all students have access to quality instruction.	Direct Instruction, Other - Planning	07/01/2015	06/30/2016	\$0	Principals, Teachers, PD Coordinator, Supervisor of Instruction, Instructional Coach, Effectiveness Coach
Elementary -Building Writers with Abell and Atherton	ELA general education and collaborating special education teachers participated in a series of professional development offered by Abell & Atherton Educational Consultants that focused on implementing standards-based writing and reading lessons and assessments. Participants learned step by step approaches for teaching students to be more independent writers with challenging and engaging activities congruent to standards. Rubrics and student work samples were analyzed for performance standards as well.	Professional Learning, Academic Support Program	09/15/2015	11/16/2015	\$6000	Principals, Teachers, PD Coordinator, Title I Coordinator
Elementary - District Initiatives	As part of a district initiative, teachers will develop math curriculum maps/pacing guides, develop common assessments, and develop lesson plans to ensure the level of the standards are met and that assessments are congruent to the standards.	Professional Learning, Direct Instruction, Other - Planning	07/01/2015	06/30/2016	\$0	Principals, Teachers, Supervisor of Instruction, Instructional Coach, Effectiveness Coach
Elementary - TPGES/OPGES Highly Qualified Teachers	Teachers and other professionals will utilize their framework to improve teaching. Student achievement will in turn improve, while also reducing the number of students scoring novice. Specifically, teachers will focus on Domains 1 and 3(Planning and Instruction) to ensure that quality planning, instruction, and assessments are occurring. Student data will be analyzed and monitored to drive instructional practices.	Other - PGES	07/01/2015	06/30/2016	\$0	Principals, Teachers, Effectiveness Coach, PGES POC, Instructional Coaches

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Elementary PPGES - Highly Qualified Leaders	Principals will focus on Performance Standard 1 to serve in the capacity as instructional leaders within the school. This will be reflected in their participation in PLC's, data analysis, and observation data to ensure that all students are receiving high level instruction within the classroom.	Other - PPGES	07/01/2015	06/30/2016	\$0	Principals, Superintendent, PGES POC, Effectiveness Coach
Elementary - District PLC	Teachers will use District PLC time throughout the year to analyze both common assessments and benchmark testing results to get an idea of what percentage of students are performing at the Novice level and to target these kids to move them forward. Common Lesson Planning will be sure to include differentiated instruction to help ensure that students scoring novice are getting needed instruction.	Professional Learning, Direct Instruction	07/01/2015	06/30/2016	\$0	Principals, Teachers, PD Coordinator, Supervisor of Instruction
Elementary - Effectiveness Coach	The district effectiveness coach works with teachers throughout the year on the processes including but not limited to self-reflection, professional growth plans, student growth goals, data analysis, creating pre and post assessments, creating rubrics, the Framework for Teaching. This positively affects academic achievement. As teachers practices improve, student achievement should in turn improve.	Professional Learning, Direct Instruction, Other - PGES	07/01/2015	06/30/2016	\$0	Principals, Teachers, Effectiveness Coach, PGES POC, PD Coordinator, Instructional Coach
Elementary - Novice Reduction Meeting	A team of teachers representing all content areas and grade levels, principals, instructional coach and district personnel worked through the KDE tools supported by a novice reduction coach to analyze the "as-is" state of the school and identify leverages and concerns for the school. As a result, activities were developed to reduce the number of novice students.	Professional Learning, Direct Instruction	09/15/2015	11/16/2015	\$0	Principals, Teachers, PD Coordinator, Supervisor of Instruction, DAC, Effectiveness Coach, Instructional Coaches
Total					\$388807	

KDE Needs Assessment

Introduction

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

Data Analysis

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

Are the Policies and Procedures we have in place for improvement been effective? Is there data to back up improvements? If not, what additional changes need to take place?

Based upon 2014-15 test results, Russell County was recognized as a proficient school district scoring in the top 12th percentile of Kentucky School Districts. Russell County School District has improved from a "Needs Improvement" school district with four "focus" areas to a Proficient School District (just a percentile point away from a distinguished school district status) and has eliminated three "Focus Gap Areas." Russell County Schools strives to achieve a distinguished school district rating and only needs a 1.2 gain to achieve this. Our overall score of 69.3 ranks in the 89 percentile of schools in Kentucky. Russell County High School moved from the 68 percentile to the 85 percentile in just one year and is only 1.4 points away from a distinguished rating with no focus areas. At the end of the 2014-2015 school year, we have 109 graduates achieving college ready status and 144 achieving career ready status with 75% achieving both college and career readiness (exceeding the state average of 67%). The high school met the 5 year cohort graduation but fell short by only 1.4 points for the 4 year cohort graduation rate. Russell County Middle School achieved "proficient progressing status" for the first time ever for the 2014-2015 school year. Two areas of focus - math and language arts - were eliminated with reading being the only area of focus remaining. In addition, delivery targets in Social Studies were met. Russell Springs Elementary School also achieved "proficient progressing status for the 2014-2015 school year. Student performance in primary went up considerably based upon the Stanford 10. Student achievement in 3rd through 5th grade math also increased significantly to meet the state delivery targets in math. Jamestown Elementary School maintained the school's proficient rating. Jamestown Elementary School's students exceeded the over-all state delivery target in math which was an instructional priority for the school. Salem Elementary School was pleased with the school's status change from last year's needs improvement to progressing for the 2014-2015 school year. Salem Elementary School had less than 17.5% of students scoring novice in any content area. Additionally, all of Russell County Schools are scoring above the state averages and all are scoring above the 50th percentile. There are less than 10 points difference between overall raw scores of all the schools contributing to the overall district scores of 69.3: RCHS 74.0, RCMS 66.5, RSES 68.4, JES 67.7, and SES 64.2.

What are the current strategies that have been effective?

In an effort to reduce barriers to learning and to improve CCR and graduation rates, our DPP, High School Administration - Counselors and staff, RTT GRREC CCR Counselor, District CTE Coordinator, LCATC Principal and staff, local businesses and industry have all worked together to make students be successful.

We have implemented several district initiatives over the past couple of years that have been very beneficial in ensuring that our curriculum is vertically and horizontally aligned with the CCSS in all classrooms. Common Assessments has been developed through district PLC's. A district wide template has been used by all teachers for the 2015-2016 school year in an effort to ensure that lesson planning is an intentional process that is well thought through, aligned with CCSS and common across the district.

Professional Learning opportunities have been focused on strategies to improve teaching and learning in reading and writing. Teachers across the district have participated in writing PD with Abell and Atherton, Math PD with GRREC and consultants learning the CRA method.

Teachers are also focused on novice reduction for the 2015-2016 school year. Professional Learning, data analysis, and benchmarks test
SY 2015-2016

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have all been centered around "naming and claiming" the students who are at the novice level.

How do we ensure that all stakeholders are a part of school and district improvement planning, data analysis, budgets, and program reviews?

Stakeholder public meetings, SBDM meetings, surveys, use of one call system to inform parents of meetings and surveys.

How do our students compare with surrounding school districts?

Russell County School District is classified as a Proficient School District ranked in the top 12 percentile of Kentucky School Districts. Scoring in the 89th percentile, we were only one percentile point away from being at the "High Performing" reward status. And we were only 1.2 percent away from achieving a "Distinguished School District" rating. We are very proud of improving from a "Needs Improvement" with four focus areas to a "Proficient" school district and eliminating three focus areas. We have one school who has one focus area to work on in the coming year.

Boyle Co 6

Pulaski Co 11

Glasgow Independent 22

Somerset Independent 32

Cumberland Co 34

Casey Co 36

Warren Co 48

Barren Co 63

Russell Co 65

Bowling Green Independent 70

Garrard Co 81

McCreary Co 89

Metcalfe Co 92

Lincoln Co 99

Green Co 103

Campbellsville Independent 104

Wayne Co 115

Rockcastle Co 123

Taylor Co 130

Adair Co 135

Areas of Strengths

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

Russell County School District has many strengths that we are proud to discuss. The following are areas of celebration for Russell County.

*Based on the 2015-2016 KY School Report Card, Russell County increased our Overall Accountability Performance from 66.0 to 69.3.

*We met our AMO goal and met our Participation Rate as a district

*Students who are College and Career Ready (CCR) percentage increased from 89.6% to 96.5 %. Which is 17.5% higher than the state.

Accountability Performance:

HS 2014- 69.8 to 2015 - 74.0

MS 2014 - 61.8 to 2015 - 66.5

Elementary 2014 - 66.4 to 2015 - 67.4

Three focus areas were closed during the 2014-2015 school year. Two focus areas, math and language mechanics were closed at the middle school. One focus area, social studies, was closed at the high school.

Schools meeting their AMO

RCHS

RCMS

RSES

SES

4 out of our 5 schools are classified as either proficient or proficient progressing schools.

RCHS - Proficient

RCMS - Proficient/Progressing

RSES - Proficient/Progressing

JES - Proficient

The district conducted a Title I Survey via Survey Monkey and had 1015 parents respond. We want to create a caring environment in our schools and that was evident by 95.31% of parents stating that their child feels comfortable about attending our schools. Over 90% of parents felt positively about materials that are sent home being easy to understand. 90% or 968 parents of students in our school district felt that they are kept informed of activities that are happening in the schools. 96.25% of parents themselves feel comfortable and welcome in our schools. 93% or 903 parents say that they do receive clear information regarding their child's academic progress. 92.36% of parents report that they have been provided an opportunity to and feel comfortable with communicating with principals and other administrative staff. Lastly, 95.1% of parents reported that they are satisfied with the Title I program at their child's school.

Our TELL survey results showed that overall, 89% feel that their school is a good place to work and learn. 93.9% of staff state that they have autonomy to make decisions about instructional delivery. 96.5% of staff report that they are encouraged to try new things to improve instruction. These are very positive statements about how our teachers feel that they are the instructional leaders of their classrooms. 90% of teachers feel that an appropriate amount of time is spent on professional development at their schools. Over 84% of teachers feel positive about professional development and how it enhances their ability to implement instructional strategies to improve student learning. All questions about leadership at the schools received an 80% or higher positive answer. The questions ranged from having a shared vision to supporting teachers to things like how teachers feel about their observations.

Based on the 2014-2015 School Report Card Learning Environment Report, 2,086 parents had at least one teacher conference. This is 349 more conferences than were held last year. Our teachers have an average of 13.7 years of experience. 100% of our computers meet the state minimum requirement standards. The average student to teacher ratio is 16:1. All of our parents receive a copy of the district discipline code. Our average district ADA/ADM Report from 2014-2015, was 94.32%. The Elementary Average was 95.79%. The middle school average was 94.67%. The high school average was 92.58%.

We are very proud of what we have accomplished this school year and we want to sustain these advancements and progress. We are continually progress monitoring through benchmark and other data to ensure that what are doing to improve student learning is working.

Opportunities for Improvement

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

Areas in need of improvement for the district, are overcoming barriers to learning for our students with disability, continually progress monitoring student data to guide instruction and build character among the students and having them take responsibility for their academic and personal actions.

Although there is an emphasis on our GAP disability group, there is a greater focus on novice reduction strategies for all subgroups not meeting proficiency. Teachers and Administrators met to analyze the "as-is" state of their school using the Key Core Processes provided in the White Paper from KDE. After honest conversation and input from all stakeholders, a concern of focus was agreed upon as a school to create purposeful and meaningful activities to reduce the number of students performing at the novice level.

The Middle and High Schools are using the Plan-Do-Study-Act model in their PLCs this school year, teachers are focusing on assessment literacy, high-yield instructional strategies and congruency with standards to ensure student mastery for all students. At the elementary level, instructional coaches are meeting with teachers to help "name and claim" the students scoring at the novice level and offering support with research-based strategies to reduce the novice. RTI and interventions are in place at all schools to intervene at the students point of need.

Some schools are holding mentor meetings. A conference was scheduled with each student to discuss scores and specific suggestions and ideas to help students achieve passing scores in these areas. Suggestions included the importance of regular attendance, organizational tools, ESS, homework assistance, use of the IXL, Moby Max, STAR or other intervention programs, improved note taking, skills for test preparation, completing make-up work, Accelerated Reading requirements and the importance of turning in all assignments.

Russell County School District will continue to involve stakeholders to strategize ways to reduce barriers to the gap. There is always opportunity for growing personal relationships with students, families and the community. Through PBIS and college and career readiness programs through grade-level and school-wide assemblies and before and after-school activities to promote character education and leadership qualities in students, there is hope of instilling a greater sense of pride in our students for self and school, thus, positively affecting culture and the overall outcome of our future citizens.

The area that received the lowest averages from the TELL are that of Professional Development. While all areas for professional development were higher than 2013. It received the lowest overall averages. Administration will consider the results in the area of professional development when choosing opportunities for teachers to attend.

One of our elementary schools went from a proficient school to a needs improvement/progressing school. This school has a plan in place to increase academic achievement and student growth which will help them get back to the proficient classification. One area of focus is to improve the quality of instruction and planning of more rigorous activities. To address this need teachers participate in planned professional development. All teachers in each grade level have common plan time for PLC meetings and collaboration. School wide a standards based curriculum is in place with Go Math! And Journey's Reading. Discovery

Education is used to assess standards being met and provides teachers with a variety of resources to implement common core state standards and aide in the planning of more rigorous activities. This year we have also implemented several web based programs that assess the students on their level and provides individualized instruction such as Math Seeds, Math Whizz, EasyCBM, and STAR early literacy.

Rockin On Reading is our school wide reading program that is in place for all students to read at or above their grade level daily. This places
SY 2015-2016

all students on their own individual reading level and differentiates instruction among students.

Oversight and Monitoring

Describe your processes and interventions for monitoring continuous improvement.

Improvement Strategies and the reduction of students scoring novice will be reviewed and monitored a minimum of quarterly to spot check and make necessary revisions to our plan. Stakeholders (students, staff, parents, community) will have the opportunity to participate and provide feedback representing the various perspectives. New data from multiple sources will be reviewed and analyzed to ensure continual improvement can be achieved. Updates will be provided allowing for input routinely at SBDM and BOE meetings along with other community and stakeholder meetings and forums. Internal and external program reviews will also take place throughout the district to ensure fidelity with scoring processes.

Conclusion

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

Next steps for areas of concern

Improvement Priority 1) The priority gap area in which the district is intentionally focused is for students with disabilities in reading and math. We feel improving literacy will impact improvement in all the content areas as using literacy strategies in content area reading is an effective schools research based intervention and will improve learning with all students. Through use of a combination of district and grant funding sources, we have allocated a considerable amount of funding to purchase research/evidence based reading supplemental programs and provide high quality professional development in literacy such as early literacy strategies for primary in phonemic awareness, language, vocabulary, comprehension as well as many other professional learning opportunities for all grades in interpreting text, differentiating and personalizing reading instruction/intervention and more. GRREC RTT has provided numerous Literacy workshops for a variety of topics and grade levels at no cost to our district for registration. GRREC RTT funding allows for \$7.50 per child to be spent each year in reading and math intervention software. This is an additional support that can be found in the individual school improvement plans.

Improvement Priority 2) The district's priority academic focus to improve teaching and learning for ALL STUDENTS is in reading and math. Math is in the area in most need of improvement. We have allocated a considerable amount of district and grant resources for meaningful professional development in CRA sequencing and conceptual learning. We have partnered with GRREC in building human capacity and strengthening the core in math to include conceptual learning with instructional strategies to personalize learning. We plan to purchase the necessary supplemental research/evidenced based supplemental resources needed as well as provide intentional professional development to strengthen our core teaching. Our district is a participant in GRREC Math Consultants on ensuring conceptual learning in math is taking place across the district. GRREC RTT funding allows for \$7.50 per child to be spent each year in reading and math intervention software. This is an additional support that can be found in the individual school improvement plans. We will also evaluate and Monitor Novice Reduction - this will be done by analyzing data from Discovery Education Benchmarks, easy CBM data, STAR and STAR early literacy, RTI, progress monitoring, and common assessments. Data will drive instruction. Adjustments to instruction will be made as needed to meet the needs of the students. Interventions will be put into place and progress monitoring will be done by the classroom teachers and/or RTI personnel. Professional Development will be offered if needed to any teachers who feels that new learning is needed to gain strategies to improve instruction.

Improvement strategies for 1 and 2 listed above will also improve the lowest areas of feedback on the TELL, Advanced Education Stakeholder Survey and the Student Voice Survey as the strategies would parallel the areas of growth identified on these three surveys: Improving teaching and learning presentations and professional learning for adults to a deeper knowledge; providing intentional content area and needs based professional learning; improving teaching and learning for students to a deeper knowledge by providing more student engagement and real world/real life opportunities for learning and engaging students.

Improvement strategy 3) Improve student learning by providing a comfortable learning and working environment with mutual respect and behavior. Through GRREC RTT, the Russell County School District is implementing "Leader in Me", "Seven Habits" or what the middle school has named "Project Lead", and "Seven Habits of Highly Effective Teens". Tremendous amounts of professional learning have been provided in addition to frequent and intentional coaching and PLCs to follow-up and continue to grow in the development of highly effective learners and leaders. Russell County Middle School, Russell Springs Elementary, and Jamestown Elementary are implementing "PBIS", a Positive Behavior Intervention System, to provide teachers and students training and support in achieving a positive and respectful learning SY 2015-2016

environment that encourages camaraderie with student to student relationships and student to staff relationships. Russell County High School is in the orientation process and plans to implement in the 2016-2017 school year. It is the goal of the district to have PBIS in place for P-12 by 2017- 2018 school year. The PASS program will be initiated and orientation provided for a "possible" pilot school for 2016- 2017. PASS is a "Positive Approach to Student Success program for students that are in need of behavior intervention to be able to succeed in the regular classroom. All three programs can be integrated and will build a strong foundation for character development, respectful behavior, and developing highly successful students.

Improvement strategies will be reviewed and monitored a minimum of quarterly to spot check and make necessary revisions to our plan. Stakeholders (students, staff, parents, community) will have the opportunity to participate and provide feedback representing the various perspectives. New data (multiple sources) will be reviewed and analyzed to ensure continual improvement can be achieved.

Compliance and Accountability - Districts

Introduction

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

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

Planning and Accountability Requirements

The district ensures that teachers are equitably distributed throughout the district to ensure that all students are college and career ready. Equitable distribution: poor and minority students are not taught at higher rates than other students by inexperienced, unqualified, or out-of-field teachers.

Goal 1:

Increase the percentage of students who are College and/or Career Ready from 75.1 to 78.1 by 2016

Measurable Objective 1:

collaborate to increase the transition rate for students with disabilities by 15% by 06/30/2017 as measured by the Kentucky Post School Outcomes data..

Strategy1:

District Facilitation of Individual Students with Disabilities Transitional and Career Planning - Support educational leadership, parents, and students in transitional planning and implementation; afford students with disabilities opportunities to reach their fullest educational and career potential.

Category: Career Readiness Pathways

Research Cited:

Activity - Provide Awareness and Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide specialized training and support to school personnel and parents in transitional planning and utilizing ILPs to its fullest extent for students with disabilities; teach students about transitional planning and encourage to participate; teach and encourage students how to utilize their ILPs and how to set goals, plan, and monitor their own progress; provide self advocacy training to students	Career Preparation/ Orientation	07/01/2015	06/30/2017	\$0 - No Funding Required	DOSE School Principals School Counselors Special Education and Classroom Teachers

Activity - CCR Transition Information	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The CCR counselor will attend transition meetings for 12th grade ECE students to review career planning and provide information and resources on successful transition to post-secondary life.	Career Preparation/ Orientation	07/01/2015	06/30/2017	\$0 - No Funding Required	RCCHS College Career Counselor Principals ECE Teachers DoSE

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Activity - Alternate Learning Routes	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The addition of an extra ECE staff member will provide the opportunity for students to access alternate education opportunities such as virtual learning, work-based and performance based experience credits. This personalized learning opportunity will serve as a means to help prevent student drop-outs and to increase our graduation rate and CCR in our ECE population.	Academic Support Program	11/16/2015	06/30/2017	\$50000 - IDEA	DoSE Principal ECE Teacher

Activity - Promote Awareness and Utilize Government and Public Service Agencies in Transition and Career Planning for Students with Disabilities	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Inform parents of available valuable community resources to afford successful transitional and career planning for their disabled students; invite and involve potential government and public service agencies in transition and career planning with students with disabilities; Involve parents in decisions regarding which agencies to involve in transitional planning for their disabled student.	Career Preparation/ Orientation	07/01/2015	06/30/2017	\$0 - No Funding Required	DOSE School Principals School Counselors Special Education and Classroom Teachers

Strategy2:

Promote Awareness of Employment Opportunities in Community - The school district will strive to build relationships with local employers and students with disabilities whom could be potential employees. The effort will be designed to meet the specific needs of the employer and also the strengths, interest, and needs of students with disabilities.

Category: Career Readiness Pathways

Research Cited:

Activity - Promotion of Parent and Student Information Regarding Career Planning and Opportunities	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Raise awareness with students and parents of post-school opportunities for employment and education through transition meetings, district and school web pages, local media, district and school newsletters/flyers; encourage participation of parents and students in transitional planning meetings; utilize real world/real life guidance through WIN Learning.	Career Preparation/ Orientation	07/01/2015	06/30/2017	\$0 - No Funding Required	DOSE School Principals School Counselors RCHS CCRC Teachers

Measurable Objective 2:

collaborate to increase awareness between parents, teachers and students for opportunities for G/T students by 06/30/2017 as measured by increase of 5% the number of students applying to programs for high-ability students.

Strategy1:

Raise awareness of available opportunities - The district will host informational sessions for parents, teachers and students regarding various opportunities available to high-achieving students.

Category: Career Readiness Pathways

Research Cited:

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Activity - Provide a panel to host a question/answer session of the opportunities available for high-ability students.	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Involve parents, teachers and students in a panel discussion involving opportunities for high-ability students. Provide students the opportunity to visit the Gatton and/or Craft Academies.	Community Engagement Academic Support Program Career Preparation/Orientation Professional Learning Parent Involvement	01/04/2016	06/30/2017	\$200 - Race to the Top	G/T staff

Measurable Objective 3:

collaborate to increase the College and/or Career ready percentage for Russell County Schools from 75.1% to 78.1% by 05/31/2016 as measured by the Unbridled Learning CCR formula..

Strategy1:

Promoting CCR with CTE - CTE programs will promote career readiness through meaningful professional development; collaboration with other content area and CTE programs; one on one/small group career counseling; CTE clubs and competitions; advanced equipment and sustainable resources.

Category: Professional Learning & Support

Research Cited:

Activity - Inspiring Career Pathways	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide students opportunities to participate in CTE related clubs, competitions, trips, and leadership positions.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$5000 - Booster Fund \$500 - Title I Part C \$500 - Title I Part A	District CTE Coordinator High School Principals and Teachers Homeless Liaison RCMS Teachers and Principals

Activity - Career Preparation through CTE	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide CTE classrooms, teachers, and students with the advanced equipment and sustainable resources available to be prepared to compete for career opportunities post secondary.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$10000 - Perkins	District CTE Coordinator

Activity - Professional Development for CTE	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide CTE teachers with meaningful professional development through conferences and update trainings.	Professional Learning	07/01/2015	06/30/2017	\$1000 - Perkins \$4000 - Title II Part A	CTE Coordinator Title II Coordinator

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Activity - Cross Curricular Planning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
CTE teachers will collaborate and coordinate with other content area and CTE program teachers to support student learning. Program Review work will be a collaborative effort between CTE teachers and other content areas teachers as well as administration.	Academic Support Program	07/01/2015	06/30/2017	\$0 - No Funding Required	District CTE Coordinator High School Principals & Teachers

Strategy2:

Highly Qualified Teachers PGES - Provide students with teachers who are highly qualified by implementing proven researched based effective strategies to increase percentage of students who are college and career ready.

Category: Teacher PGES

Research Cited:

Activity - Professional Growth and Effectiveness System	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
PGES professional learning will occur throughout the year to ensure that teachers are trained and support is offered to learn about strategies that will increase students attainment of being college and career ready.	Direct Instruction Professional Learning Career Preparation/Orientation	06/01/2015	07/31/2016	\$0 - No Funding Required	District PGES POC District Effectiveness Coach Teachers Principals

Strategy3:

Career Counseling - In partnership with LCADD, seniors will receive purposeful career counseling and have opportunity to gain meaningful information locally and regionally about current and future career openings.

Category: Career Readiness Pathways

Research Cited:

Activity - Career Guidance	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
In partnership with LCADD, seniors were given a career interest survey to determine future career plans. Seniors were then narrowed down based on their future plans. Those individuals will receive individual career counseling to gather more information about financial assistance, education/training plans, and future career opportunities both locally and regionally.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$0 - No Funding Required	CCR Counselor LCADD Staff

Activity - FOCUS Careers	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
In partnership with LCADD, all seniors will create a profile in FOCUS Careers, which will allow them to find career opportunities, build a resume, and be linked to future employers.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$0 - No Funding Required	CCR Counselor LCADD Staff

Strategy4:

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Career and College Readiness Counselor - CCR Counselor will provide one on one college and career counseling to Russell County High School seniors and small group counseling with students in grades 9-11 from Russell County High/Middle Schools. Migrant/EL Special Ed Staff, FRYSC Staff, will work individually with middle/high school Migrant/EL students to complete a CCR checklist and ILPs. Various CCR activities will be provided for students in grades 6 -12. A partnership with LCADD will allow for more career counseling for students.

Category: Career Readiness Pathways

Research Cited:

Activity - College and Career Readiness Counselor	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide one on one/small group career counseling to Russell County High School students and small/group college and career readiness activities/counseling to Russell County Middle School students. Migrant/EL, Special Ed, FRYSC Staff will work in small groups/individually with middle and high school students to complete a CCR checklist (Migrant/EL) and ILP's.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$50000 - Other	College and Career Readiness Counselor RCHS Principals RCHS Counselor RCMS Principal RCMS Counselor Russell County Migrant/EL Staff Special Ed Staff FRYSC Staff High School Staff

Activity - ILP Planning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
All students grades 6-12 will have individual/small group counseling from school personnel to meet grade level ILP requirements and improve CCR alignment of student aspirations to career and academic planning (accommodations for students with disabilities-IEPs, Gifted & Talented-Gifted Service Plans & EL learners PSPs will be implemented). ILP planning is used for Special Education transitions.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$0 - No Funding Required	RCMS Principals, RCHS Principals, Counselors, Teachers, DOSE, District Gifted/Talented Admin. Migrant & EL District Contact EL Personnel

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Activity - Plan and Implement Operation Preparation College and Career Readiness Activities	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide College and Career Readiness activities for all Russell County Middle & High School students (including all subgroups) to include but not limited to business, industry, CTE classrooms, ATC classrooms, and higher education campus tours; speakers from student leadership representing CTE and ATC careers (HOSA, FFA, DECA, Skills USA, etc.), business, industry, KDE; and higher education facilities including CTE; one on one and small group advising from local community, business, industry, higher education, and other educational leaders. College campus tours for Migrant/EL students raise awareness of post-secondary opportunities. High School students will be provided additional activities such as Career Fair, Parent FAFSA night, Open House Orientation, assist families in understanding the value of CCR, Work Keys testing, Career Mini One-Stop, FOCUS Careers, Work Ethics Seal Program, Guest speakers from various colleges, industries, and the Military will be invited to speak to students, College Admission Nights, etc. At the Middle School, parents are invited to a College and Career Readiness night.	Career Preparation/ Orientation	07/01/2015	06/30/2017	\$400 - Title III \$2000 - General Fund \$400 - Title I Part C \$4000 - GRECC Race to the Top	CCR Counselor, Russell County High School and Middle School Counselors; Family Resource and Youth Services Center, Migrant/EL Staff, Club Advisors, LCADD

Strategy5:

Coordinate College and Career Readiness activities P-12 - Coordinate district wide college and career readiness activities for all schools and students P-12.

Category: Career Readiness Pathways

Research Cited:

Activity - Persistence to Graduation	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Russell County School District Drop-Out Prevention Committee will meet to target students at risk of dropping out. Personalized learning opportunities will be made available in the form of virtual learning. Performance based and work-based learning opportunities will also be utilized to accommodate individual student needs.	Career Preparation/ Orientation	07/01/2015	06/30/2017	\$500 - Title II Part A \$2500 - Title VI \$16000 - State Funds	Drop-Out Prevention Committee

Activity - Career Pathway Orientation and Awareness	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide overview and support materials and resources to counselors, teachers, parents, and students. Spanish language materials distributed to high school Migrant and EL parents.	Career Preparation/ Orientation	07/01/2015	06/30/2017	\$100 - Title III \$1000 - Other	College and Career Readiness Counselor FRYSC Migrant/EL Staff RCMS/RCHS Counselors Agriculture Department Head NJROTC Department Vocational School Staff Middle School CCR Representative

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Activity - Motivating Career Aspirations through 21st CCLC	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will have the opportunity to participate in career related and/or leadership development and/or service learning/civic duty related clubs and activities through 21st Century Community Learning Centers	Career Preparation/ Orientation	07/01/2015	06/30/2017	\$15000 - Grant Funds	District 21st Learning Center Coordinator 21st Century School Coordinators 21st Century Extended School Teachers and Staff

Activity - Career Awareness Activities	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students will be exposed to a Career Fair and guest speakers representing varied occupations. Opportunities for questions and advising for students will be provided. Students in gifted/talented will be provided career mentors.	Career Preparation/ Orientation	07/01/2015	06/30/2017	\$500 - GRECC Race to the Top	College and Career Counselor Principals, Counselors, & Teachers FRYSC Gifted & Talented

Activity - Promote and Extend Operation Preparation Activities for grades P-12	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Increase College and Career Readiness opportunities for all students grades P-12 through extended Operation Preparation activities in March; Will include updating ILPs and Transitional Planning, as well as College and Career informational slide shows, videos, and activities for all grade levels district wide.	Career Preparation/ Orientation	07/01/2015	06/30/2017	\$1000 - GRECC Race to the Top	Career and College Counselor DOSE/Gifted and Talented Migrant & EL District Contact FRYSC School Principals School Counselors KHEAA

Activity - Coordinate Course and Assessment Alignment 6-12	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
CTE Coordinator collaborates with school counselors, middle and high school principals and ATC principal	Career Preparation/ Orientation	07/01/2015	06/30/2017	\$0 - No Funding Required	District CTE Coordinator School Principals School Counselors

Activity - Coordinate WIN Learning Program	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Collaborate with school level coordinators to ensure fidelity of implementation of WIN Learning Program: job related soft skills; WIN Learning work keys academic readiness; strategic compass career inventory	Career Preparation/ Orientation	07/01/2015	06/30/2017	\$0 - No Funding Required	CCR Counselor School Level Coordinators School Principals CIO LCATC Staff Teachers

Strategy6:

CCR Alignment of Transitional and off Testing Grades and CCR Targeted Intervention Strategies - Provide CCR resources, materials for teachers. Provide and ensure implementation of diagnostic assessments for all students and intervention services for students falling below benchmark or scoring above benchmark.

Category: Career Readiness Pathways

Research Cited:

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Activity - CCR Intervention Planning (ACT)	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
COMPASS test prep and utilize ASVAB Test Prep for all high school students with an emphasis on 12th grade.	Academic Support Program	07/01/2015	06/30/2017	\$0 - No Funding Required	School Principal Teachers ESS Director

Activity - Career Readiness Intervention Planning	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
To improve skill deficits for all students and sub-populations, provide WIN Learning Career planning and intervention computer-based learning, as well as extended school test prep in the following areas: KOSSA, Work Keys and ASVAB.	Academic Support Program	07/01/2015	06/30/2017	\$2500 - State Funds	District CTE Coordinator ESS Director Migrant & EL District Contact DOSE High School Principals, Counselors, Teachers College and Career Counselor

Activity - Promoting Foundational CCR in Primary Grades	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Purchase and Implement CCR like NRT diagnostic assessment for grade K, 1, 2 (off grade testing). State Administrative Code for Testing with Inclusion of Special Populations is followed on all off grades testing. School personnel will analyze student data to guide curriculum and instructional planning and intervention services.	Academic Support Program	07/01/2015	06/30/2017	\$18000 - Title I Part A	Director of Federal Programs DAC Elementary School Principals, Counselors, and Teachers

Activity - College and Career Diagnostic Assessment	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide off grade practice Explore Testing to 6th, 7th, and 8th grade students in the winter/spring. School personnel will analyze test data to guide curriculum and instructional planning including intervention for students scoring below and above benchmark for personalized learning. State Administrative Code for Testing with Inclusion of Special Populations is followed on all off grades testing.	Academic Support Program	07/01/2015	06/30/2017	\$8000 - Title I Part A	RCMS Staff including Gifted/Talented, Special Education, Migrant/EL

Activity - Career and College Readiness Preparation for High School to Include Transitional Grade 9	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
PLAN assessment will be given in the to 9th grade students. ACT will be given to the 10th grade in the spring. School personnel will analyze test data to guide curriculum and instructional planning including intervention for students scoring below and above benchmark. State Administrative Code for Testing with Inclusion of Special Populations is followed on all off grades testing.	Academic Support Program	07/01/2015	06/30/2017	\$7000 - Title VI	Director of Federal Programs RCHS Administration and Staff

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Activity - CCR Intervention Planning for RCMS	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide remediation in reading and math for students falling below benchmark using research based materials such as IXL, Moby Max, and ALEKS.	Academic Support Program	07/01/2015	06/30/2017	\$3000 - GRECC Race to the Top \$1500 - State Funds	Middle School Principals, Counselors, and Teachers Federal Programs District Gifted/Talented Administration

Activity - CCR Intervention Planning (RTI)	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
School personnel will analyze state assessment for ALL students and develop and implement an intervention plan of action for any student falling below state benchmark to include but not limited to extended school services; migrant or EL services; intervention courses or services (middle & high); RTI services (elementary); RTI services for students with disabilities for learning deficits not included in their IEP's; homeless resources; FRYSC services to reduce barriers that could be impacting learning.	Academic Support Program	07/01/2015	06/30/2017	\$5000 - State Funds	School Principals, Counselors, Teachers DAC Federal Programs, ESS & RTI Migrant, EL, Homeless Liaison & FRYSC District Contact

Strategy7:

PPGES-Highy Qualified Leaders - Provide students with leaders who are highly qualified by ensuring that all students are being taught by highly effective teachers that use proven researched based effective strategies to increase percentage of students who are college and career ready.

Category: Principal PGES

Research Cited:

Activity - PPGES-Highy Qualified Leaders	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Russell County School District will provide leaders with professional learning opportunities that will help them ensure that all students are being taught by highly effective teachers so that they will be college and career ready. Principals will use the knowledge gained through the professional learning to conduct walk-through observations, mini, and full observations. They will provide feedback to teachers through the post conference offering suggestions to improve any areas of concern.	Career Preparation/ Orientation Direct Instruction Professional Learning	07/01/2015	06/30/2016	\$0 - No Funding Required	District PGES POC District Effectiveness Coach Principals

Strategy8:

Increase CCR attainment with students of subpopulations - Migrant Advocate, EL teacher, Special Education teachers, teachers, counselors, and principals will coordinate with FRYSC School Directors, CCR Counselor to reduce barriers and provide targeted interventions to improve CCR readiness with students of sub-populations.

Category: Career Readiness Pathways

Research Cited:

KDE Comprehensive Improvement Plan for Districts

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Activity - CCR Networking	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
A communication network will be enhanced for school personnel to seek assistance from FRYSC, RTI Coordinator and CCR district and school coordinators to assist in providing resources and targeted interventions to meet specific needs of students in subpopulations to improve CCR attainment	Career Preparation/Orientation	07/01/2015	06/30/2017	\$0 - No Funding Required	RCHS CCR Counselor Migrant and EL District Contact FRYSC School Directors and Staff DOSE RTI/KSI Federal Programs

Activity - CCR Attainment for All	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide various opportunities to assist students and teachers to increase College and Career Readiness. Examples are Breakfast Club ACT Reading Practice, KOSSA Breakfast Club, Cambridge Practice ACT, ACT Test Prep Sessions, ACT Teacher Department Consultations, Gifted & Talented ACT Prep for Middle School and High School Students. Specifically, middle schools that are going to take the ACT as part of the DUKE University Talent Search	Academic Support Program	08/11/2014	06/30/2017	\$1500 - GRECC Race to the Top \$2500 - State Funds \$11000 - Title VI	Director of Curriculum and Instruction RCHS Principals and Teachers RCMS Administration Instructional Coach Youth Service Center Director Gifted & Talented Staff

Activity - Special Education	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
ECE teachers have students on their caseload to offer consultation and remediation on their instructional level. This period serves as an intervention class for these students to help them move towards college and career readiness.	Academic Support Program	07/01/2015	06/30/2017	\$0 - No Funding Required	Principals DoSE Teachers

Activity - Career Support with Subpopulations	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Students from various sub-groups and students that are at-risk have been offered career information from former RCHS students through assemblies and field trips to local and regional businesses and industries. This opportunity will help students gain information about potential employment following high school. Provide support and intervention services to GT students by offering distance learning classes and Odyssey Ware Virtual Platform, before, during and/or after the school day. Provide professional development for teachers of GT students to improve services, provide resources and increase awareness of specific needs of gifted and talented students.	Career Preparation/Orientation	07/01/2015	06/30/2017	\$1000 - IDEA \$2500 - Title II Part A	DoSE CCR Counselor ECE Teachers Principals GT Staff Highly Effective Teachers ESS

The district has identified specific strategies to address areas for improvement identified in the TELL KY survey results.

Goal 1:

Russell County School District will improve the working and learning environment as measured by the TELL Survey 78.1% to 85% by 2015.

KDE Comprehensive Improvement Plan for Districts

Russell County

Measurable Objective 1:

collaborate to inform, revise, communicate and implement safe school and district plans to maintain a safe school environment by 06/30/2015 as measured by results of emergency procedures simulations conducted by district and local emergency first responders, spot checking, checklists, school visits and reviews, evaluations of drills/simulations (school safety is continually monitored & updated throughout).

Strategy1:

Emergency Procedures/Safe Schools Training - District personnel and students will be trained on proper emergency procedures to maintain a safe working and learning environment including all areas of school campuses, student transportation, etc.

Category: Other - School Safety

Research Cited:

Activity - Staff & Student Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
School staff and students will be trained on proper emergency procedures to equip them with tools to respond to emergency situations, defending against threats (i.e. bullying, hostage situations, kidnapping, drills), etc. The district has invested in a new phone system that instantly connects all buildings and provides for district wide paging. A new system referred to as Special Warning and Response Mechanism (SWARM) alerts students, faculty, etc. to more effectively conduct reverse evacuations. The district has also implemented the STOP tipline through the KY Center for School Safety that affords students, parents and community members the opportunity to anonymously report bullying, violence or other risky behavior.	Other	08/11/2014	06/30/2015	\$0 - No Funding Required \$100000 - KETS	Principals Teachers Staff

Activity - Bus Driver Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Discipline procedures will be developed and bus drivers trained to implement behavior intervention strategies as recommended by KY Center for School Safety.	Behavioral Support Program	07/01/2014	07/01/2016	\$0 - No Funding Required	Transportation Director Bus Drivers School Resource Officer Director of Pupil Personnel

Activity - District Personnel Training	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Emergency personnel will train district personnel on emergency procedures to maintain a safe working and learning environment.	Other	08/11/2014	06/30/2015	\$1500 - General Fund	Superintendent Director of Pupil Personnel School Resource Officer School & District Safety Committees School Administration

Measurable Objective 2:

collaborate to provide staff learning opportunities to enhance their technology skills to improve the implementation of effective technology tools within instruction by 05/15/2015 as measured by lesson plans, observations, learning checks, surveys, and staff participation in trainings.

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Russell County

Strategy1:

Training Opportunities - Strong technology leaders within each school or district will conduct trainings to meet individual teacher needs regarding the use of technology to improve instruction in the classroom

Category:

Research Cited:

Activity - Teacher Needs Survey	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
To better accommodate teachers and their learning, surveys will be conducted to determine the needs and levels of technology skills of staff	Professional Learning	08/11/2014	06/15/2016	\$0 - No Funding Required	District Technology Coordinators, School Technology Coordinators, Principals, Teachers, and Instructional Assistants

Measurable Objective 3:

collaborate to provide professional learning for all teachers to meet specific learning needs such as content, instructional, EL, migrant, G & T, students with disabilities, gender, students that qualify for free/reduced meals, preventative and intervention strategies, by 06/30/2016 as measured by agendas, sign-ins, CIITS/Edivation, lesson plans, observations and surveys. .

Strategy1:

Professional Learning Opportunities - Teachers will attend professional learning opportunities based on student needs and personal growth plans.

Category: Professional Learning & Support

Research Cited:

Activity - Professional Development	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide Professional Learning for teachers through school and district PLC's, embedded PD/Planning, professional development, etc.	Professional Learning	08/11/2014	06/30/2016	\$200 - Title III \$10000 - GRECC Race to the Top \$5000 - State Funds \$2500 - Title I Part A \$2000 - IDEA \$2000 - Title I Part C \$5000 - Title II Part A	Principals, Teachers, Curriculum Coordinator, Migrant/EL District Coordinator

Measurable Objective 4:

collaborate to provide discipline options/behavioral interventions for the schools by 05/15/2015 as measured by the reduction of discipline referrals made to administration as reported through Infinite Campus..

Strategy1:

SY 2015-2016

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Discipline/Intervention Options - The district will collaborate with schools to provide discipline options/behavioral interventions such as in-school suspension, behavior management, RTI, planning before and after school programs, preventative interventions, including character education, partnership with outside agencies, conflict management, The Leader in Me, etc.

Category: Professional Learning & Support

Research Cited:

Activity - Leader in Me	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Through a district-wide initiative, students will develop skills through the "Leader in Me" implementation to help them become better learners and leaders which in turn will improve their behavior and reduce referrals for discipline.	Behavioral Support Program	08/11/2014	05/15/2016	\$10000 - GRECC Race to the Top	"Leader in Me" Trainers, Green River Regional Educational Co-op, Administration, Teachers, FRYSC, and Students

Activity - In-School Suspension	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Schools will reallocate staff for in-school suspension program.	Behavioral Support Program	01/02/2014	05/15/2016	\$0 - No Funding Required	Administration and Teachers

Activity - Preventative Interventions	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Staff will provide behavioral interventions to teach students methods of how to handle conflict resolutions positively. Methods may include character education, conflict management, interventions, anti-bullying programs (assemblies, small group, classroom), suicide prevention programs, before and after school programs, referrals to school psychologists and Cumberland Family Medical (mental health personnel) other mental health agencies, etc.	Behavioral Support Program	08/11/2014	05/15/2016	\$0 - No Funding Required	Administrators, Counselors, Teachers, FRYSC, School Psychologist, Staff

Activity - Behavior RTI	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Schools will receive update training via faculty/staff meetings and professional development on effective implementation of behavior curriculum and the RTI behavior model.	Behavioral Support Program	01/02/2014	06/30/2015	\$3000 - Other	Curriculum Director Instructional Coaches Principals Counselors School Psychologist Teachers

Activity - School wide discipline procedures	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Review Board and SBDM policies regarding discipline procedures to provide the "universal core" for teachers and staff to have a baseline for providing consistent discipline expectations for staff and students through proactive approaches such as PBIS for staff and students.	Behavioral Support Program	01/02/2014	05/15/2016	\$0 - No Funding Required	Superintendent Director of Pupil Personnel School Resource Officer Principals Teachers Classified Staff SBDM

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Activity - Mental Health Services	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Russell County Schools will partner with Cumberland Family Medical to implement a Mental Health Service Expansion Behavioral Health Integration Grant that will provide our students with access to Licensed Clinical Social Workers and other mental health professionals.	Behavioral Support Program	01/01/2015	06/30/2017	\$0 - No Funding Required	Superintendent, Director of Pupil Personnel, Guidance Counselors, School Psychologist, Principals/Assistant Principals, School Nurses, Teachers, FRYSC

Activity - Classroom Management	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Provide professional learning to equip teachers with skills to better manage student conduct using resources such as Edviation/PD 360 and on-line PD through CIITS as needed. Also train teachers on how to develop behavior management plans for specific students by collaborating with school psychologist. Implement Positive Behavior Interventions & Supports (PBIS)	Professional Learning	08/11/2014	05/15/2016	\$0 - No Funding Required	Administration, Teachers, School Psychologist

KDE Assurances - District

Introduction

KDE Assurances for Districts

District Assurances

Label	Assurance	Response	Comment	Attachment
1.	All schools in our district have planned or developed strategies to increase parental involvement in the design, implementation, evaluation and communication of data and information.	Yes		

Label	Assurance	Response	Comment	Attachment
2.	The current school year Comprehensive District Improvement Plan (CDIP) and all our schools Comprehensive School Improvement Plans (CSIPs) are available for stakeholders to examine on the district website.	Yes		

Label	Assurance	Response	Comment	Attachment
3.	All teachers in our district including those providing services to private school students are highly qualified.	Yes		

Label	Assurance	Response	Comment	Attachment
4.	All paraeducators in our district including those providing services to private school students are highly qualified.	Yes		

Label	Assurance	Response	Comment	Attachment
5.	All schools in our district notify parents when their children are taught for four or more consecutive weeks by teachers who are not highly qualified. If no, list the schools below.	Yes		

Label	Assurance	Response	Comment	Attachment
6.	Our district provides professional development for staff based on a comprehensive needs assessment, which included a review of academic achievement data and additional criteria, to ensure all students are college and career ready.	Yes		

Label	Assurance	Response	Comment	Attachment
7.	Our district has planned strategies to recruit and retain highly qualified teachers.	Yes		

KDE Comprehensive Improvement Plan for Districts

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Label	Assurance	Response	Comment	Attachment
8.	Our district will allocate and spend federal program funds only on programs and activities for identified eligible students and will maintain appropriate financial records in this regard.	Yes		

Label	Assurance	Response	Comment	Attachment
9.	Our district ensures that program funds are targeted to schools that have the lowest proportion of highly qualified teachers, have the largest average class size, or are identified as focus or priority schools.	Yes		

Label	Assurance	Response	Comment	Attachment
10.	Our district ensures that all class-size reduction teachers are utilized to reduce class size below the state requirements. Paraprofessionals are utilized to meet the state requirements before hiring any additional teachers serving in that capacity.	Yes		

Label	Assurance	Response	Comment	Attachment
11.	Our district ensures class-size reduction needs are determined by analysis of data compiled through such processes as achievement test results, needs assessments, and class size data reviews.	Yes		

Label	Assurance	Response	Comment	Attachment
12.	Our district ensures that all personnel compensated from federal program funds are performing assignments aligned to the program purpose according to the program plan and appropriate documentation is maintained.	Yes		

Label	Assurance	Response	Comment	Attachment
13.	Our district ensures that private schools have been consulted with regard to available federal funds for use with eligible students and/or teachers according to federal program requirements.	Yes		

Label	Assurance	Response	Comment	Attachment
14.	Our district ensures that services provided to private schools with federal funds are delivered according to specific federal program requirements and appropriate documentation is maintained.	Yes		

KDE Comprehensive Improvement Plan for Districts

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Label	Assurance	Response	Comment	Attachment
15.	Procedures have been established for the identification and tracking of purchases made with federal funds, including the retrieval and/or disposal of materials when no longer needed.	Yes		

Label	Assurance	Response	Comment	Attachment
16.	Our district ensures that all federal program complaint procedures have been communicated to all stakeholders and are properly implemented when applicable.	Yes		

Label	Assurance	Response	Comment	Attachment
17.	Our district maintains proper time and effort documentation for all personnel paid with federal funds according to specific federal program requirements.	Yes		

Label	Assurance	Response	Comment	Attachment
18.	Our district ensures proper maintenance of records according to federal program guidelines.	Yes		

Label	Assurance	Response	Comment	Attachment
19.	Our district has followed the proper procedures for the acquisition of equipment and materials with federal funds.	Yes		

Label	Assurance	Response	Comment	Attachment
20.	Our district ensures that all federal programs are evaluated annually for program effectiveness and compliance.	Yes		

Label	Assurance	Response	Comment	Attachment
21.	Our district ensures that only eligible schools are served by Title I, Part A.	Yes		

Label	Assurance	Response	Comment	Attachment
22.	Our district ensures that low-income data for all schools is taken on the same day.	Yes		

Label	Assurance	Response	Comment	Attachment
23.	Our district ensures that district and school allocations on the Title I Ranking Report correspond with the MUNIS budget.	Yes		

KDE Comprehensive Improvement Plan for Districts

Russell County

Label	Assurance	Response	Comment	Attachment
24.	Our district ensures that there is documentation to support the child count for local institutions for neglected children that was submitted to KDE.	Yes		

Label	Assurance	Response	Comment	Attachment
25.	Our district ensures that set-aside funds for neglected institutions in the district are expended on identified student needs.	Yes		

Label	Assurance	Response	Comment	Attachment
26.	Our district ensures that neglected student needs were identified through consultation with staff at all neglected institutions in the district.	Yes		

Label	Assurance	Response	Comment	Attachment
27.	Our district ensures that Title I funds are reserved and expended to meet the needs of homeless children and youth in non-Title I schools.	Yes		

Label	Assurance	Response	Comment	Attachment
28.	Our district ensures that if it receives more than \$500,000 in Title I, Part A funding, 1% of the total district allocation has been reserved for parent involvement activities and that 95% of the reserved funds has been allocated to eligible schools including eligible private schools.	Yes		

Label	Assurance	Response	Comment	Attachment
29.	Our district ensures that parents are involved in deciding ways in which parent involvement funds are used.	Yes		

Label	Assurance	Response	Comment	Attachment
30.	Our district ensures that there is an annual meeting to inform parents of program requirements, including the right of parents to be involved in planning, review and improvement of parent programs.	Yes		

KDE Comprehensive Improvement Plan for Districts

Russell County

Label	Assurance	Response	Comment	Attachment
31.	Our district ensures that all parents of students in Title I schools have been notified that they may request information regarding the professional qualifications of their child's teachers.	Yes		

Label	Assurance	Response	Comment	Attachment
32.	Our district ensures that it communicates with school councils/school staff on an ongoing basis including information on program requirements, analysis of data and review of the schoolwide program (SWP) or targeted assistance (TAS) program plan to ensure compliance and effectiveness.	Yes		

Label	Assurance	Response	Comment	Attachment
33.	Our district ensures that private schools (within and outside the district) serving students from participating public school attendance areas have been contacted to offer equitable services.	Yes		

Label	Assurance	Response	Comment	Attachment
34.	Our district ensures that written affirmation signed by an official from each of the participating private schools that consultation occurred during the design, implementation, and assessment of the Title I activities in the private schools is maintained.	Yes		

Label	Assurance	Response	Comment	Attachment
35.	For any staff member that does not meet the highly qualified teacher status, the district develops an individual plan to assist them with becoming highly qualified.	Yes		

Label	Assurance	Response	Comment	Attachment
36.	Our district ensures that district and school allocations on the Title II Teacher Quality Program Budget correspond with the MUNIS budget.	Yes		

Label	Assurance	Response	Comment	Attachment
37.	We certify that we are a District of Innovation and attach the approved application.	N/A		

KDE Comprehensive Improvement Plan for Districts

Russell County

Label	Assurance	Response	Comment	Attachment
38.	The district certifies it has submitted the required District School Safety Report in ASSIST to verify compliance with SB/HB345 to assure schools are safer places for students and staff and that school safety practices are being developed and are in place.	Yes		

Equitable Access Diagnostic

Introduction

Description

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

Needs Assessment

Label	Assurance	Response	Comment	Attachment
1.1	Has a review of the data has been conducted to determine barriers to achieve equitable access to effective educators within the district?	Yes	A review of the data has been conducted to determine barriers to achieve equitable access to effective educators within the district through the 2015 School Report Card Equity Access Tab and TELL Survey results.	

What are the barriers?

Russell County Schools Barriers

*due to the high number of free and reduced students (over 70% district wide), every child cannot be placed with the highest performing teacher, although, every student does have access to a highly effective teacher with the switching of classes from grades 2 - 12.

*new teachers do not have experience to provide the quality of education offered by veteran teachers

List the data sources used to identify the barriers.

KY School Report Card, The Professional Growth and Effectiveness System, Student Voice Surveys, TELL Survey, Brigance, Stanford 10, Title I Surveys, EL/Migrant Surveys, G & T Surveys, FRYSC Surveys, etc.

What are the root causes of those identified barriers?

Russell County Schools see that the root causes are low income and students living in poverty. Over 70% of Russell County students qualify for free and reduce lunch. Russell County Schools offer 3 free meals to all students. We actually offer a third meal after school. reduced category.

Another barrier is the time necessary for new teachers to gain experience and knowledge of varied strategies. Other contributing factors are lack of early learning opportunities for our large number of Hispanic families and all our children living in poverty.

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

Our Professional Growth and Effectiveness System data shows that Russell County Schools has 99% Exemplary/Accomplished teachers and leaders. This is 6% higher than the state average. The overall student growth for Russell County School teachers and leaders is 94% High/Expected Growth. This is 1% lower than the state's average of 95%. Administration has re-calibrated, re-certified, or went through initial

proficiency assessments through Teachscape to ensure their scoring accuracy.

Equitable Access Strategies

Placement: Describe district policies or procedures that address the assignment of students to ensure low income, minority, Limited English Proficient and Exceptional Children and Youth are not assigned to inexperienced, ineffective or out-of-field teachers more often than their peers.

There is no current policy in place so it is our goal to create a meaningful and equitable policy with procedures that address the assignment of students to ensure that low-income, minority, Limited English Proficiency, and Exceptional Children are not assigned to inexperienced, ineffective, or out-of-field teachers more often than their peers.

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

Russell County Schools uses Discovery Education Benchmarking, NRT assessment data, and other assessment data in review and effort to have fair and equitable classrooms. There is no current policy. However, as stated earlier, we will be creating policies and procedures to ensure that all students are placed fairly. Russell County Schools is in the process of creating policy with procedures to ensure fair and equitable access to accomplished experienced teachers.

Russell County High School bases scheduling per student requests, career pathways and course offerings. All students have an equal opportunity to teachers and courses. We did find that a new teacher (by random Infinite Campus placement) had an unusually high number of special education students. To ensure a quality education for each of these students, each class with this new teacher has a co-teacher highly qualified in special education. We will review prior to class schedules going out for the 2016-17 school year to ensure this does not happen again.

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

Russell County School district uses student level data to ensure that our students are being taught by effective teachers and leaders. When the need arises for additional staff, the SBDM will start the search for the best candidate for a position that needs to be filled. Assessment and diagnostic data (state and benchmark) results are used to check for the effectiveness of teachers across the district. All vacancies are posted on KDE website, local websites as well as notifying universities and colleges.

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

Russell County School District welcome and work closely with student teachers. Colleges and other academic establishments are directly contacted to recruit effective teachers. Direct communication with supervisors, references and one-on-one conversations with potential candidates themselves allow for vetting and obtaining the most qualified person for a specific job.

Recruitment and Retention: How does the district recruit effective teachers and leaders to its high poverty, high minority, lowest achieving schools or schools with higher populations of Limited English Proficient or Exceptional Children and Youth?

Russell County School district works closely with surrounding colleges and universities to welcome student teachers into the schools. We work closely with these student teachers to start mentoring them. When a specific teaching position becomes available we work closely by checking all references and aligning our interview questions with the need and job description. We also have used our ESS Wavers to hire interventionists who are certified teachers that have not been hired for a teaching position yet. We work closely with these interventionists and mentor them. This year we have had the privilege to hire an interventionist that has a degree in ESL that is working with students and teachers at one of our elementary schools.

Recruitment and Retention: How does the district retain effective teachers retained in high poverty, high minority, low achieving schools or schools with higher populations of Limited English Proficient and Exceptional Children and Youth? Identify any incentives.

Overall, most of the schools in our district have a positive climate. Our goal is to nurture a culture of pride and dedication to our students and to our district. The district has a new teacher orientation where the superintendent meets with all new staff to go over expectations. Some of our schools also have mentor programs within their schools to help new teachers survive their first year. The orientations at the schools make expectations clear; mentors are assigned within the building and through KTIP process; principal routinely consults with new teachers to offer support and encouragement. District staff is utilized to grow and support new teachers, and they are taught how to analyze and interpret data to determine effectiveness, as well as nurtured in building relationships/communication with parents and stakeholders. New and inexperienced teachers are teamed with veteran teachers to offer daily guidance and support as well as planning help. We work hard to build human capital and promote and nurture the retention of quality teachers. The 2015 TELL reflects the positive results of our district's efforts. We are allocating registration and travel in this budget for our new teachers to participate in a NEW teacher academy offered through GRREC. The topics, resources, and support is remarkable. Participants attend 10 dates spread over 2 years for continued support. Teachers may earn college credit as well! ALL teachers including EL, Migrant, Special Education, Specialty, etc. are included in grade and content level PLC's for horizontal and vertical alignment and curriculum and instructional planning. Instructional coaches and district curriculum/professional learning leads are available to assist teachers to develop personalized learning plans. A concerted effort has been made to provide EL, migrant, special education and regular education teachers training through GRREC and KDE in which each school has sent teams to best meet the needs of our EL, high poverty, and disabled learners. Lastly, as EL populations grow, SBDM membership changes to include representation of that minority population. Each school has developed teacher leads that have participated in content networks, PGES, RTT Highly Effective Leaders trainings, etc. They are leading PLCs to develop human capital in all teachers and are mentoring and nurturing that learning.

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

Russell County School district meets with new teachers in the summer before school begins to welcome them and to explain the expectations of them. New staff are introduced to the entire district by the superintendent during "Opening Day" meetings or via webcast.

New staff attend a district "orientation" and meet one-on-one with each program manager to understand how to complete forms, responsibilities and requirements, timelines, etc. For Example for professional development: certified staff are orientated on the process for requesting out of district professional learning; how to locate and complete travel reimbursement forms; how to document/verify required PD, etc. All teachers will be required to meet the requirements of professional learning activities set before them throughout their tenure as teacher. Teachers who are new, inexperienced, or out-of-field will be placed with a mentor teacher or instructional coach to aide them in planning, instruction, classroom management, etc..

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

No tenured and teachers who receive a rating below accomplished will be placed on a one year cycle directed growth plan. A teacher who is placed on a one year directed growth plan, tenured or not, will receive at the minimum, two mini observations, one peer observation, and one full observation within the school year. The district Effectiveness coach and the school level instructional coach will work closely mentoring and providing professional learning and resources with those teachers. All new teachers receive this help in addition to the human resources available through KTIP.

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

TELL survey data is analyzed to see areas of concern for the district. Once the results are analyzed and discussed by district administration, areas an action plan is made to address any areas of concern. With working learning conditions data the district looks at the lowest areas and see what can be done to create a better working and learning environment for the district. Also, any professional learning needs that are areas of concern will have a plan of action to remedy those concerns. We truly promote taking the TELL survey and giving honest feedback. We had 202 out of 212 educators respond (95.28%)! We improved in ALL areas of the TELL. We are especially proud of improving in professional development, teacher leadership, and school leadership. On the 2013 TELL, PD was a concern reported for teachers in "other non reading or math" content areas. We stepped up our efforts to provide professional learning in ALL content areas. We have budgeted and scheduled district wide grade/content PLC meetings so new staff get acquainted with other teachers in their field across the district. Veteran staff members can support new staff members as well as nurture their own learning and professional relationships. We coordinate all our resources (Title I, Title II, Title VI, IDEA B, EL, Migrant, Perkins, FLEX PD, etc.) to try to offer as much job embedded, high quality professional learning as teachers want to participate in to improve teaching and learning. We work hard to build human capital and promote and nurture the retention of quality teachers. The 2015 TELL reflects the positive results of our district's efforts.

Questions

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

Our current CDIP Goals state:

- *Increasing the averaged combined proficiency in reading and math for all students
- *Increasing proficiency in reading for all students for CCR readiness
- *Increase the average combined reading and math proficiency for all students in the non-duplicated gap group
- *Improve the working and learning environment as measured by the TELL survey
- *Decrease the percentage of novice students in reading and math by 10% by 2016

Within each of these goals we have activities created to ensure that all goals include activities that ensure that we will implement PGES and use it to create highly effective teachers and leaders for Russell County School District.

Also we at Russell County Schools will ensure that we have:

- *Policy and Procedures in place that ensure equitable access to all students
- *All students have access to highly qualified teachers throughout subject areas and grade levels.
- *Supports in place to mentor and support new and inexperienced teachers.
- *Students are equitably distributed between all highly qualified teachers.