



# **KDE Comprehensive Improvement Plan for Districts**

Whitley County

300 Main Street  
Williamsburg, KY 40769

# TABLE OF CONTENTS

Introduction.....	1
-------------------	---

## **Executive Summary**

Introduction.....	3
-------------------	---

Description of the School System.....	4
---------------------------------------	---

System's Purpose.....	6
-----------------------	---

Notable Achievements and Areas of Improvement.....	8
--	---

Additional Information .....	11
------------------------------	----

## **2015-2016 Kentucky Continuous Monitoring Process (KCMP)**

Overview.....	13
---------------	----

Goals Summary.....	14
--------------------	----

Goal 1: Maintain the average graduation rate for students with disabilities at 85.7% to 87.7% (state target) or above .	15
---	----

Goal 2: Decrease the least restrictive environment "Separate School" category for students with disabilities from 3.0% to 2.0% by June 30, 2016 .....	16
---	----

Goal 3: Increase successful transition rates for students with disabilities in all transition areas to meet or exceed state targets.....	17
--	----

Goal 4: Maintain the dropout rate for students with disabilities at 0.7% or below the state performance of 1.5% .....	19
---	----

Goal 5: Decrease suspension rate differences for students with disabilities as compared with students without disabilities from 2.48% to 2.0% or less .....	19
---	----

Activity Summary by Funding Source.....	21
---	----

Activity Summary by School.....	24
---------------------------------	----

## **2015-2016 Goals and Plans**

Overview.....	29
---------------	----

Goals Summary ..... 30

- Goal 1: Increase the average combined reading and math proficiency ratings for all students in the non-duplicated gap group in elementary from 51.2% to 73.9%, in middle school from 54% to 73.6% and at the high school from 34.2% to 66.1% in 2019. .... 31
- Goal 2: Increase the percentage of students who are college and career ready from 62.8% to 67.6% by 2016. .... 35
- Goal 3: Continue to increase the 4-Year Adjusted Cohort Graduation Rate Targets from 93.2% to 94.1% in 2016. .... 38
- Goal 4: Increase the average combined reading and math K-PREP scores for elementary students from 54.1% to 75.8%; middle school students from 58.4% to 75.5%; and for high school students from 38.7% to 68.4% in 2019. .... 40
- Goal 5: Increase the percentage of children ready for kindergarten from 50.2% to 73.5% in 2019. .... 46
- Goal 6: The percentage of students scoring novice in reading will decrease by 50% by 2020. .... 48
- Goal 7: The percentage of students scoring novice in math will decrease by 50% by 2020. .... 50

Activity Summary by Funding Source ..... 53

Activity Summary by School ..... 63

**KDE Needs Assessment**

Introduction ..... 91

Data Analysis ..... 92

Areas of Strengths ..... 94

Opportunities for Improvement ..... 96

Oversight and Monitoring ..... 98

Conclusion ..... 99

**Compliance and Accountability - Districts**

Introduction ..... 101

Planning and Accountability Requirements ..... 102

**KDE Assurances - District**

Introduction ..... 107

District Assurances..... 108

**Equitable Access Diagnostic**

Introduction..... 115

Needs Assessment..... 116

Equitable Access Strategies..... 118

Questions..... 121

## **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?**

Located in the Cumberland Mountains in southeastern Kentucky, the county has a total of 438 square miles. It is located at least 100 miles from the economic and cultural advantages found in larger cities. The demographic make up of our area has not changed noticeably over the past five years and includes 97.10% white, 0.8% black, 0.3% Indian, 0.4% Asian, 1.0% Hispanic/Latino, and 1.4% are identified as two races or more. The county has a population of approximately 35,503 people. According to the U.S. Census Bureau, 26.0% of the population live below the poverty level. The largest percentage of the population (39.5%) are residents who are in the age range of 15 to 44. 19.7% of the population is under the age of 15 with 27.6% under the age of 20. This high percentage indicates the important role that the Whitley County School District plays within our community. With a 2015 unemployment rate of 6.2%, Whitley County's median household income is \$29,769 far below the state average of \$43,036. 73.4% of the county's population are high school graduates or higher. According to the 2014-2015 Qualifying Data report, 99.0% of Whitley County students receive free or reduced lunch. These cultural and economic deprivations are learning barriers our school district must work to overcome.

The Whitley County School District, established in 1818, serves students from preschool through grade 12. The schools include one primary, one intermediate, five elementary, one middle, one high, and one alternative school. Our district also houses an Adult Education Center that provides services to community members including parents of our students. Our district has contracted services with Comp Care, so that counselors can be housed within certain schools that service students on a daily basis. Each school also utilizes their Family Resource Center/Youth Service Center, as part of their mission, to enhance students' ability to succeed in school by developing and sustaining partnerships that promote early learning and successful transition to school; academic achievement and well-being; and graduation and transition into adult life. Our district employs a Public Information Officer who is the editor of our District Ed Newspaper which reports events and accomplishments across the school district. The District Ed News is mailed to the household of every student and some community members. The schools serve the students as well as the surrounding communities, and the schools' facilities are used extensively by the community members. The district continues to grow and prosper, bringing the latest technology, resources, and facilities to our community. Opportunities for post-secondary education are varied, with several universities in the vicinity. University of the Cumberlands, Union College, Eastern Kentucky University - Corbin Campus, and Somerset Community College's Laurel County Campus are all within a 35-mile radius.

The Whitley County School District has a 2014-2015 enrollment of 4,181 students, with 52.2% males and 47.8% females attending K-12. 18.4% of the district student population is identified as students with disabilities. 16.4% of our students are identified as Gifted and Talented. We have a small population (0.1%) of English Language Learners. Student access to technology is outstanding as the ratio of student-to-internet connected computer is 1.8:1. Our attendance rate stands at 93.4%. We have 298 full-time teachers and an average student-to-teacher ratio of 14:1. The average teaching experience is 12.2 years, and 81.1% of our teachers have a Masters or Rank I Certification. We have three teachers who are Nationally Board Certified Teachers. 100% of our teachers are highly qualified in their fields based on criteria set by the Educational Professional Standards Board. Our district logged 8,421 parent/community volunteer hours in the 2014-15 school year. 2,873 students had a parent attend at least one parent teacher conference last year.

The Whitley County School District employees two full-time School Resource Officers. All Whitley County schools are compliant with school safety guidelines, having double door access with inner door locks under control at all times. Students are supervised at all times and no student may be picked up at any time by anyone who is not authorized by a parent or guardian, and the person must show identification at SY 2015-2016



## **KDE Comprehensive Improvement Plan for Districts**

Whitley County

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each pickup event, even the parent/guardian. All classrooms, gyms, and labs have telephone access. 100% of parents receive the district discipline code. A guard shack with a bar/arm is located at the entrance to the main campus during regular extended school hours. Anyone entering the main campus must stop at the guard shack and register their name and purpose for the visit. The guard will radio ahead to the school so they are aware that they will be getting a visitor.

## **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.**

We, the staff of the Whitley County School District, believe that ALL students can learn and that it is our responsibility to ensure ALL students acquire the skills necessary for them to function as productive citizens in the community.

Our district offers a variety of academic, vocational, and athletic programs. Academic programs include Reading Recovery, CIM (Comprehensive Intervention Model), Add + Vantage Math Recovery, 21st Century Community Learning Centers, Save the Children Reading and Literacy, Save the Children Early Steps to School Success, GEAR UP Mentoring and Tutoring, College and Career Readiness (CCR) classes in reading and math, Honors courses, Advanced Placement courses, Dual Credit courses, and a Kentucky College Coach through Americorps. Vocational programs offered through the Corbin Area Technology Center include career pathways focused on automotive technology, electrical technology, emergency management services, engineering and aerospace, health sciences, informational technology, and welding. Vocational programs are also offered through career pathways offered on campus. These courses include administrative support; agriculture power, structural, and technical systems; business and marketing education; business multimedia; culinary and food services; environmental science and natural resources; horticulture and plant science systems; informational processing; JROTC; marketing; music instrumental and vocal ensembles; theatre performance; visual art; and web development administration. Athletic programs include baseball; basketball, softball, cheerleading, cross country, football, golf, soccer, tennis, track and field, volleyball, and wrestling. The Whitley County School District offers a diver curriculum and provides a variety of programs and services designed to meet the needs of ALL students, regardless of race, color, national origin, sex, age, poverty, or disability.

The Whitley County School District's Comprehensive Improvement Plan is data driven and based on results from state assessments, district assessments, universal screeners, common assessments, surveys, etc. Test results are disaggregated into subgroups to highlight celebration points and areas to target for needed assistance and support. The school calendar provides one early release day and one mandatory professional learning day for teacher collaboration to analyze data and develop a comprehensive plan to implement appropriate research based instructional strategies and activities. The district leadership team analyzes district level data to pinpoint assistance and support improvement efforts in the areas of curriculum, instruction, and assessment. Comprehensive student support services are coordinated through 21st Century Community Learning Centers, Title 1, Save the Children (including CHANGE, Reading and Literacy, and Early Steps to School Success programs), Special Education, Gifted and Talented, Family Resource/Youth Service Centers, alternative education, early childhood programs, adult and community education, and dropout prevention. Classroom teachers regularly differentiate instruction based on the needs of individual student learners. Our goal is to provide services that enhance and support student achievement and success in a safe, secure, and nurturing environment for teaching and learning.

In conjunction with the Unbridled Learning initiative, all district schools have implemented professional learning communities that focus on student learning through three major components: curriculum, instruction, and assessment. The format for the professional learning communities follows a process of continuous improvement that incorporates planning, implementation, analysis of results, and next steps to move student learning forward. Supported by district coaches, each school analyzes its own student performance data and uses the results to drive instruction and improvement plans. Every school offers various opportunities for students in arts and humanities, physical education, practical living, and technology that are embedded in the curriculum.

## **KDE Comprehensive Improvement Plan for Districts**

Whitley County

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ensure students are college and career ready. The district provides various supports and opportunities for our students to achieve at high levels and become successful. Our belief is that early intervention, progress monitoring, and continued support will prepare our students for success with graduation, college, career, and life. We envision providing our students the Next Generation learning experience in which all students achieve proficiency.

## **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.**

In the last three years, Whitley County has been identified as the highest-performing high-poverty district in the SouthEast SouthCentral Cooperative, and in 2015, our district was ranked as 29th among 173 Kentucky school districts. In 2014-15, Whitley County was classified as a distinguished district, moving from the 93rd percentile ranking to the 95th percentile. 87.5% of our schools were classified as proficient or distinguished. Our district met its participation rate goal and graduation rate goal. We fell 0.1 short of meeting our AMO goal. Our district average for the program review accountability score was 100 at the elementary, middle, and high school levels.

All district classrooms are equipped with Interactive boards and projectors. Each school has a set of laptops and a set of ipads for classroom use. We have begun to equip classroom teachers with a mobile device. We have also initiated a pilot with Google Chromebooks. Our chief information officer and network manager are Apple certified support professionals and Apple certified technical coordinators. We have a help desk line, a technology integration specialist, and a technology blog to keep teachers informed and to help with issues that may arise.

The District Ed Newspaper (DEN) has placed every year since implementation of the KSBA OASIS Awards with the two most recent years earning Distinguished ratings (2014 and 2015) as selected by peers across the state of Kentucky. Each year, plaques have been awarded to our schools in recognition of "Outstanding Achievement in School Information Services." The Public Information Officer/DEN Editor has served as President of the Kentucky School Public Relations Association and received the 2013 O.V. Jones Memorial Award in honor of Outstanding Service to KYSPRA and School Public Relations profession. With the support and contributions from the Whitley County Schools' media contacts (one chosen at each school), the DEN has received statewide recognition as an outstanding school publication. Both Whitley Central Intermediate and Whitley East Elementary received proficient rankings in 2015 for their school websites.

Whitley County's Director of Pupil Personnel (DPP) serves on the Kentucky Infinite Campus User Board. In serving on the user board, the DPP interacts with Kentucky Department of Education staff, Infinite Campus staff, and other school districts in helping provide guidance on the implementation of Kentucky's Student Information System. The DPP will also present at the statewide Infinite Campus conference giving direct instruction to office staff and administration from across the state in areas of Infinite Campus and the duties and roles of a DPP.

Whitley County's District Math Coach continues to serve as a Kentucky Hope Street Group State Fellow. Hope Street Group is a national non-partisan, nonprofit organization dedicated to expanding economic opportunity and prosperity for all Americans. She is part of Hope Street Group's Education Program, which collaboratively seeks to transform the teaching profession to improve outcomes for students by changing the way educators are supported and creating the right incentives to produce outstanding student outcomes. The State Fellow is trained in policy and decision making techniques, interacting with the media, editorial writing, knowledge-sharing and recruitment in order to reach out to colleagues, share information, and solicit feedback regarding the new teacher effectiveness system (PGES), common core state standards, and related issues. Hope Street Group is committed to bringing forward an informed teacher voice in collaboration with other Kentucky partners' to support educator effectiveness and elevate the teaching profession.

The Whitley County School District received several grants that are assisting our schools with instruction and intervention. All seven of our elementary schools receive the Read to Achieve (RTA) Grant in the amount of \$48,500 for a total of \$339,500 per year. We are in the second year of the \$1,018,500 three-year grant. This grant is designed to provide reading intervention in small groups, individual, or collaborative setting to students in kindergarten through third grades. Our district is also in the second year of receiving the Instructional

## KDE Comprehensive Improvement Plan for Districts

Whitley County

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Transformation Grant in the amount of \$50,000 for a total of \$150,000 over three years. This grant is designed to integrate critical strategies for raising student achievement, emphasizing teacher leadership capacity, and assessment literacy. Eight of our schools receive the 21st Century Community Learning Center Grants for a total of \$1,830,000. Program services include academic intervention and enrichment activities along with youth development activities. Clubs are offered that focus on academics, physical fitness, character education, and leadership. Educational services are also offered to family members of participating students in order to further engage parents in their student's learning and achievement goals. Six of our elementary schools receive Math Achievement Fund monies in the amount of \$41,500 for a total of \$498,000 over the next two years. One elementary school receives the Steele-Reese Grant to implement math intervention in kindergarten through third grade. This grant will total \$100,000 over the next two years. Both the Math Achievement Fund and Steele-Reese Grant provide funding for math intervention services in small groups and collaborative settings. Whitley County Middle School also received the GEAR UP Grant through Berea College in the amount of \$140,000 for a total of \$840,000 over the next six years. This grant focuses on college and career readiness and provides tutoring, counseling, and guidance to students for 7th and 8th grade students. The grant will follow this cohort of students through their journey to their first year of college.

Boston Elementary School is ranked in the 45th percentile and is classified as a needs improvement school. The school met its participation rate goal, but did not meet its AMO goal. The school received a score of 100 on the Program Review accountability score.

Oak Grove Elementary School is ranked in the 76th percentile and is classified as a proficient school. The school met its participation rate goal, but did not meet its AMO goal. The school received a score of 100 on the Program Review accountability score.

Pleasant View Elementary School is ranked in the 82nd percentile and is classified as a proficient school. The school met its participation rate goal, but did not meet its AMO goal. The school received a score of 100 on the Program Review accountability score. Pleasant View Elementary is now housed in a new school building with the latest technology.

Whitley Central Intermediate School improved its percentile ranking from 91st in 2014 to 95th in 2015. It is classified as a distinguished/progressing school and earned the honor of School of Distinction. The school met its AMO goal and participation rate goal. The school received a score of 100 on the Program Review accountability score. Whitley Central Intermediate's Academic Team received 1st place overall in the 2015 Whitley County School District Academic Competition.

Whitley County East Elementary School is ranked in the 98th percentile and is classified as a distinguished school. The school met its participation rate goal, but did not meet the AMO goal. The school received a score of 100 on the Program Review accountability score.

Whitley County North Elementary School improved its percentile ranking from 82nd in 2014 to 94th in 2015. It is classified as a distinguished/progressing school and high performing school. The school met its AMO goal and participation rate goal. The school received a score of 100 on the Program Review Accountability score. Whitley County North's Academic Team received 1st place in Quick Recall in the 2015 Whitley County School District Academic Competition.

Whitley County Central Primary received a score of 100 on the Program Review Accountability score. They received a classification of proficient for Arts and Humanities, Practical Living and Career Studies, and Writing program reviews. The Kindergarten through 3rd Grade Program Review was classified as distinguished. Whitley County Central Primary is a Reading Recovery training site for Behind-the-Mirror for district teachers and aspiring teachers from local universities. Whitley Central Primary is a feeder school for Whitley Central Intermediate. According to the 2014 IOWA results, 95% of kindergarten students are ranked in the top quartile (75-99) in English/Language Arts (ELA) with 80% in the top quartile for math. An average of 30% of first grade students are ranked in the top quartile for ELA and math while 39% of second graders are ranked in the top quartile for reading and 55% in math.

## KDE Comprehensive Improvement Plan for Districts

Whitley County

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Whitley County Middle School is ranked in the 90th percentile and is classified as a distinguished school. The school met its participation rate goal, but did not meet the AMO goal. The school received a score of 100 on the Program Review Accountability score.

Whitley County High School improved its percentile ranking from 74th in 2014 to 86th in 2015. It is classified as a proficient/progressing school. It is also labeled as a focus school for the scores for the non-duplicated gap students in reading. The school met its AMO goal, participation rate goal, and its graduation rate goal. The school received a score of 100 on the Program Review Accountability score. 47.7% of students taking the Advanced Placement (AP) exams have scored 3 or higher.

The Whitley County School District is targeting reading, math, and writing for improvement in achievement, gap, and growth in the next three years. In meeting these expectations, the district provides support and resources for core instruction and interventions in the targeted areas of improvement. The district supports teacher professional learning opportunities and coordinate integration of school improvement committees, i.e., Site Based Decision Making Councils (SBDM), curriculum planning committees, AIMSweb and Study Island school leaders, and school professional learning communities. The district provides systemic teacher evaluations for professional growth as well as intern teacher support systems. Sixth grade transition activities occur as collaboration between our elementary schools and our middle school. Technology continues to be developed and updated to meet the district's teaching and learning needs.

## Additional Information

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

The Whitley County School District employs four instructional coaches in the areas of reading, math, science, and writing and a technology integration specialist who coordinate educational programs to ensure student and teacher success. They offer support and job-embedded professional learning through co-teaching, professional learning communities, and professional development sessions. They provide teachers and administrators with instructional needs and interventions as needed.

The district provides a variety of services for students with disabilities and for teachers of special needs students. Whitley County maintains partnerships with higher education organizations and the local college to train pre-service teachers and to ensure the success of new and intern teachers. Teachers newly hired in the district are supported by in-house mentors and through a district-coordinated New Teacher Academy that targets their distinctive professional learning needs.

Whitley County also maintains community outreach initiatives to improve student success by connecting with their environment. The Whitley County Homeless liaison helps identify students who lack basic life necessities. The program helps eliminate these and other non-instructional barriers to learning. Another community-based program is the Parents As Volunteer Educators (PAVE), which recruits parents and coordinates their efforts to assist in the schools, working with teachers and students. Adult education programs, including GED assistance are provided free of charge by the school district. Save the Children initiatives and programs target at-risk students early in life and offer academic and motivational activities. Through a federal grant award, the district provides free breakfast and free lunch for all students. The Whitley County Public Relations Department keeps the community informed about school news and programs while publishing a district newspaper that is mailed to all students' homes.

Whitley County High School had five students participate in the Kentucky Governor's Scholar Program. Whitley County High School's Colonel Players placed 4th in the Kentucky Theatre Association. The school also had a national winner in Forestry Management Proficiency at the National FFA Convention. Two Whitley County High School students graduated from the 2015 Roger's Explorer Youth Leadership Program. Another high school student served as State Vice President for Individual Programs of the Kentucky Association of Family, Career, and Community Leaders of America (FCCLA). The student also met with Senator Mitch McConnell to address the need to increase funding for career and technical education. The Whitley County Culinary Arts Program was named a 2015 Program of Distinction. Several high school students received the opportunity to participate in arts activities through Eastern Kentucky University's Center for Appalachian Regional Engagement and Stewardship Grant. One high school student served as the FCCLA State Vice President for Membership. Another high school student was recognized as the 2014-2015 JROTC Cadet of the Year. One student received the President's Volunteer Service Award. The 2014-2015 Colonel Players take Best Overall at Eastern Kentucky's Dramatic Art Society. One high school student received first place at the Kentucky National Beta Convention in pastel drawing and computer-assisted design. FCCLA competes in regional STAR events: Bronze in Culinary Arts; Silver in Innovations; Bronze in National Programs of Action. One high school student was recognized as an FFA Star in Agricultural Placement. Another high school freshman was chosen by the Kentucky Music Educator's Association to perform with Junior High All State Chorus. Our 2015 graduating class received 40 different local and state scholarships. 115 seniors received some type of scholarship to attend college.

# **2015-2016 Kentucky Continuous Monitoring Process (KCMP)**



## **Overview**

### **Plan Name**

2015-2016 Kentucky Continuous Monitoring Process (KCMP)

### **Plan Description**

The Kentucky Continuous Monitoring Process (KCMP) sets out a design for stakeholders of Whitley County to focus their efforts on planning for students with disabilities to reach our delivery targets. This planning process uses student assessment data, state educational reports, school demographics, and survey data to identify all areas of need. The plan guides all decision-making to allocate district resources toward improving achievement of students with disabilities in all areas, closing achievement gaps, ensuring college and career readiness, and increasing the graduation rate.

## 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	Maintain the average graduation rate for students with disabilities at 85.7% to 87.7% (state target) or above	Objectives: 1 Strategies: 3 Activities: 4	Organizational	\$0
2	Decrease the least restrictive environment "Separate School" category for students with disabilities from 3.0% to 2.0% by June 30, 2016	Objectives: 1 Strategies: 2 Activities: 2	Organizational	\$0
3	Increase successful transition rates for students with disabilities in all transition areas to meet or exceed state targets	Objectives: 1 Strategies: 2 Activities: 4	Organizational	\$0
4	Maintain the dropout rate for students with disabilities at 0.7% or below the state performance of 1.5%	Objectives: 1 Strategies: 1 Activities: 1	Organizational	\$0
5	Decrease suspension rate differences for students with disabilities as compared with students without disabilities from 2.48% to 2.0% or less	Objectives: 1 Strategies: 3 Activities: 3	Organizational	\$0

## Goal 1: Maintain the average graduation rate for students with disabilities at 85.7% to 87.7% (state target) or above

### Measurable Objective 1:

collaborate to maintain graduation rate for students with disabilities at 85.7% to 87.7% or above by 06/30/2016 as measured by Exit Data.

### Strategy 1:

Persistence to Graduation Tool - Starting in the elementary schools and continuing through middle and high schools, the Whitley County School District will utilize the Persistence to Graduation Tool to ensure students with disabilities are on track to graduate within four years.

Category: Persistence to Graduation

Activity - Persistence to Graduation Assistance	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Assist and provide resources/training opportunities for Persistence to Graduation tool  Schools: All Schools	Professional Learning	07/27/2015	06/30/2016	\$0	No Funding Required	Guidance Counselors, Principals, Ralph Johnson, and Special Education Staff

Activity - Persistence to Graduation Monitoring	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Utilize the Persistence to Graduation tool to monitor students, to identify students who may be off track for graduation, and to assist with implementing appropriate intervention(s) based on student need(s)  Schools: All Schools	Academic Support Program	07/27/2015	06/30/2016	\$0	No Funding Required	Guidance Counselors, Principals, Ralph Johnson, and Special Education Staff

### Strategy 2:

Electronic Computer School Program - The Whitley County School District will continue to maintain on-going communication/counseling/mentoring with students currently placed in the Electronic Computer School (credit recovery program).

Category: Integrated Methods for Learning

Activity - Mentoring	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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**KDE Comprehensive Improvement Plan for Districts**

Whitley County

Staff will continue to mentor at-risk students, determine student needs based on data, and make referrals to mentors as appropriate  Schools: Whitley County High School	Academic Support Program	07/27/2015	06/30/2016	\$0	No Funding Required	Guidance Counselors, Principals, Ralph Johnson, and Special Education Staff
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**Strategy 3:**

Dropout Prevention Strategies - The Whitley County School District will continue to implement and utilize the National Dropout Prevention Center-Effective Strategies.

Category:

Activity - National Dropout Prevention Center Strategies	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will implement individualized instructional strategies based on student needs  Schools: Whitley County Middle School, Whitley County High School	Academic Support Program	07/27/2015	06/30/2016	\$0	No Funding Required	Guidance Counselors, Principals, Ralph Johnson, and Special Education Staff

**Goal 2: Decrease the least restrictive environment "Separate School" category for students with disabilities from 3.0% to 2.0% by June 30, 2016**

**Measurable Objective 1:**

collaborate to decrease homebound instruction from 3.0% to 2.0% by 06/30/2016 as measured by Exit Data.

**Strategy 1:**

Homebound Application Monitoring - The Whitley County School District will consult with staff, parents, and professionals to determine the need and plan for homebound instruction based on student needs.

Category: Integrated Methods for Learning

Activity - Stakeholder Homebound Monitoring	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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**KDE Comprehensive Improvement Plan for Districts**

Whitley County

With parental consent as appropriate, the Admissions and Release Committee (ARC) will collaborate with Health Care Professionals to determine best placement options for students with health concerns.  Schools: All Schools	Community Engagement	07/27/2015	06/30/2016	\$0	No Funding Required	DeeDee Bishop, Principals, Ralph Johnson, and Special Education Staff
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**Strategy 2:**

Least Restrictive Environment Determination - The Whitley County School District will provide on-going support to special education staff and ARC Chairpersons on Least Restrictive Environment relevance.

Category: Professional Learning & Support

Activity - Least Restrictive Environment Support	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Continue to provide resources and support for appropriate Least Restrictive Environment based on student data  Schools: All Schools	Professional Learning	07/27/2015	06/30/2016	\$0	No Funding Required	ARC Chairpersons, Principals, Ralph Johnson, and Special Education Staff

**Goal 3: Increase successful transition rates for students with disabilities in all transition areas to meet or exceed state targets**

**Measurable Objective 1:**

collaborate to increase transition rates to above 47.8% in 14 A (enrolled in higher education); to above 6.5% in 14B (in higher education or competitively employed); and to above 37.2% in 14C (in higher education, other post-secondary education, or employed by 06/30/2016 as measured by YOYO data.

**Strategy 1:**

Student Directory Information Update - The staff will update student demographic information in Infinite Campus prior to exiting school.

Category: Management Systems

Activity - Update Student Demographic Information	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## KDE Comprehensive Improvement Plan for Districts

Whitley County

Staff will update student demographic information in Infinite Campus Schools: All Schools	Career Preparation/Orientation	08/04/2015	06/30/2016	\$0	No Funding Required	Guidance Counselors, Principals, Ralph Johnson, and Special Education Staff
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Activity - Student YOYO Awareness Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will inform students of the upcoming YOYO survey and the importance of the survey Schools: All Schools	Career Preparation/Orientation	08/04/2015	06/30/2016	\$0	No Funding Required	Guidance Counselors, Principals, Ralph Johnson, and Special Education Staff

### Strategy 2:

Develop Transition/IEP/ILP plans - The Whitley County School District will facilitate and develop transition/IEP plans based on student interests/needs.

Category: Career Readiness Pathways

Activity - Student Transition Plan Assistance	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Assist students in all aspects of developing a meaningful transition/IEP/ILP plan that will prepare them to be productive citizens Schools: All Schools	Career Preparation/Orientation	08/04/2015	06/30/2016	\$0	No Funding Required	Guidance Counselors, Principals, Ralph Johnson, and Special Education Staff

Activity - Stakeholder Involvement	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide students the opportunity to explore a variety of career options available through career fairs, employment awareness through community agencies, and educational opportunities Schools: All Schools	Career Preparation/Orientation	08/04/2015	06/30/2016	\$0	No Funding Required	Guidance Counselors, Principals, Ralph Johnson, and Special Education Staff

## Goal 4: Maintain the dropout rate for students with disabilities at 0.7% or below the state performance of 1.5%

**Measurable Objective 1:**

collaborate to maintain the dropout rate for students with disabilities at 0.7% or below by 06/30/2016 as measured by exit data.

**Strategy 1:**

Dropout Prevention Strategies - The Whitley County District will continue to utilize the National Dropout Prevention Center-Effective Strategies to ensure that students with disabilities complete high school.

Category: Persistence to Graduation

Research Cited: Dropoutintervention.org

Activity - Intervention Strategies	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Using Dropoutintervention.org, staff will implement individualized instructional strategies based on student needs  Schools: Whitley County Alternative School, Whitley County Middle School, Whitley County High School	Academic Support Program	07/27/2015	06/30/2016	\$0	No Funding Required	Guidance Counselors, Principals, Ralph Johnson, Special Education Staff

## Goal 5: Decrease suspension rate differences for students with disabilities as compared with students without disabilities from 2.48% to 2.0% or less

**Measurable Objective 1:**

collaborate to reduce the suspension rate differences between students without disabilities and students with disabilities from 2.48% to 2.0% or less by 06/30/2016 as measured by exit data (EOY).

**Strategy 1:**

Behavior Support - The Whitley County School District will provide classroom management and positive, proactive skills/strategies training to all staff.

Category: Professional Learning & Support

Activity - Behavior Strategy Support	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## KDE Comprehensive Improvement Plan for Districts

Whitley County

Provide resources and training opportunities to personnel on positive, proactive, instructional discipline approach Schools: All Schools	Professional Learning	08/04/2015	06/30/2016	\$0	No Funding Required	Principals, Ralph Johnson, Paula Rickett
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### Strategy 2:

IEP Development - Implement AIMSweb's Behavior Strategies within the IEP to address behavior concerns.

Category: Professional Learning & Support

Activity - IEP Behavior Focus	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Review and revise IEP's to address behavior concerns Schools: All Schools	Professional Learning	08/04/2015	06/30/2016	\$0	No Funding Required	Guidance Counselors (MS and High School), Principals, Ralph Johnson, Paula Rickett, Special Education Staff

### Strategy 3:

Suspension Alternative Methods - Collaborate with school-based mental health, Family Resource Centers, counselors and other agencies to intervene and provide supportive resources.

Category: Stakeholder Engagement

Activity - Implementation of Appropriate Behavior Strategies	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Collaborate with school-based mental health, Family Resource Centers, counselors and other agencies to intervene and provide appropriate strategies to students with behavior needs Schools: All Schools	Professional Learning	08/04/2015	06/30/2016	\$0	No Funding Required	Guidance Counselors (MS and High School), Principals, Ralph Johnson, Paula Rickett, Special Education Staff



## Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

### No Funding Required

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
National Dropout Prevention Center Strategies	Staff will implement individualized instructional strategies based on student needs	Academic Support Program	07/27/2015	06/30/2016	\$0	Guidance Counselors, Principals, Ralph Johnson, and Special Education Staff
Implementation of Appropriate Behavior Strategies	Collaborate with school-based mental health, Family Resource Centers, counselors and other agencies to intervene and provide appropriate strategies to students with behavior needs	Professional Learning	08/04/2015	06/30/2016	\$0	Guidance Counselors (MS and High School), Principals, Ralph Johnson, Paula Rickett, Special Education Staff
Persistence to Graduation Assistance	Assist and provide resources/training opportunities for Persistence to Graduation tool	Professional Learning	07/27/2015	06/30/2016	\$0	Guidance Counselors, Principals, Ralph Johnson, and Special Education Staff
IEP Behavior Focus	Review and revise IEP's to address behavior concerns	Professional Learning	08/04/2015	06/30/2016	\$0	Guidance Counselors (MS and High School), Principals, Ralph Johnson, Paula Rickett, Special Education Staff

# KDE Comprehensive Improvement Plan for Districts

Whitley County

Stakeholder Involvement	Provide students the opportunity to explore a variety of career options available through career fairs, employment awareness through community agencies, and educational opportunities	Career Preparation/Orientation	08/04/2015	06/30/2016	\$0	Guidance Counselors, Principals, Ralph Johnson, and Special Education Staff
Persistence to Graduation Monitoring	Utilize the Persistence to Graduation tool to monitor students, to identify students who may be off track for graduation, and to assist with implementing appropriate intervention(s) based on student need(s)	Academic Support Program	07/27/2015	06/30/2016	\$0	Guidance Counselors, Principals, Ralph Johnson, and Special Education Staff
Mentoring	Staff will continue to mentor at-risk students, determine student needs based on data, and make referrals to mentors as appropriate	Academic Support Program	07/27/2015	06/30/2016	\$0	Guidance Counselors, Principals, Ralph Johnson, and Special Education Staff
Student YOYO Awareness Development	Staff will inform students of the upcoming YOYO survey and the importance of the survey	Career Preparation/Orientation	08/04/2015	06/30/2016	\$0	Guidance Counselors, Principals, Ralph Johnson, and Special Education Staff
Student Transition Plan Assistance	Assist students in all aspects of developing a meaningful transition/IEP/ILP plan that will prepare them to be productive citizens	Career Preparation/Orientation	08/04/2015	06/30/2016	\$0	Guidance Counselors, Principals, Ralph Johnson, and Special Education Staff
Intervention Strategies	Using Dropoutintervention.org, staff will implement individualized instructional strategies based on student needs	Academic Support Program	07/27/2015	06/30/2016	\$0	Guidance Counselors, Principals, Ralph Johnson, Special Education Staff

# KDE Comprehensive Improvement Plan for Districts

Whitley County

Behavior Strategy Support	Provide resources and training opportunities to personnel on positive, proactive, instructional discipline approach	Professional Learning	08/04/2015	06/30/2016	\$0	Principals, Ralph Johnson, Paula Rickett
Least Restrictive Environment Support	Continue to provide resources and support for appropriate Least Restrictive Environment based on student data	Professional Learning	07/27/2015	06/30/2016	\$0	ARC Chairpersons, Principals, Ralph Johnson, and Special Education Staff
Stakeholder Homebound Monitoring	With parental consent as appropriate, the Admissions and Release Committee (ARC) will collaborate with Health Care Professionals to determine best placement options for students with health concerns.	Community Engagement	07/27/2015	06/30/2016	\$0	DeeDee Bishop, Principals, Ralph Johnson, and Special Education Staff
Update Student Demographic Information	Staff will update student demographic information in Infinite Campus	Career Preparation/Orientation	08/04/2015	06/30/2016	\$0	Guidance Counselors, Principals, Ralph Johnson, and Special Education Staff
<b>Total</b>					<b>\$0</b>	

## 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
Persistence to Graduation Assistance	Assist and provide resources/training opportunities for Persistence to Graduation tool	Professional Learning	07/27/2015	06/30/2016	\$0	Guidance Counselors, Principals, Ralph Johnson, and Special Education Staff
Persistence to Graduation Monitoring	Utilize the Persistence to Graduation tool to monitor students, to identify students who may be off track for graduation, and to assist with implementing appropriate intervention(s) based on student need(s)	Academic Support Program	07/27/2015	06/30/2016	\$0	Guidance Counselors, Principals, Ralph Johnson, and Special Education Staff
Stakeholder Homebound Monitoring	With parental consent as appropriate, the Admissions and Release Committee (ARC) will collaborate with Health Care Professionals to determine best placement options for students with health concerns.	Community Engagement	07/27/2015	06/30/2016	\$0	DeeDee Bishop, Principals, Ralph Johnson, and Special Education Staff
Least Restrictive Environment Support	Continue to provide resources and support for appropriate Least Restrictive Environment based on student data	Professional Learning	07/27/2015	06/30/2016	\$0	ARC Chairpersons, Principals, Ralph Johnson, and Special Education Staff

# KDE Comprehensive Improvement Plan for Districts

Whitley County

Update Student Demographic Information	Staff will update student demographic information in Infinite Campus	Career Preparation/Orientation	08/04/2015	06/30/2016	\$0	Guidance Counselors, Principals, Ralph Johnson, and Special Education Staff
Student YOYO Awareness Development	Staff will inform students of the upcoming YOYO survey and the importance of the survey	Career Preparation/Orientation	08/04/2015	06/30/2016	\$0	Guidance Counselors, Principals, Ralph Johnson, and Special Education Staff
Student Transition Plan Assistance	Assist students in all aspects of developing a meaningful transition/IEP/ILP plan that will prepare them to be productive citizens	Career Preparation/Orientation	08/04/2015	06/30/2016	\$0	Guidance Counselors, Principals, Ralph Johnson, and Special Education Staff
Stakeholder Involvement	Provide students the opportunity to explore a variety of career options available through career fairs, employment awareness through community agencies, and educational opportunities	Career Preparation/Orientation	08/04/2015	06/30/2016	\$0	Guidance Counselors, Principals, Ralph Johnson, and Special Education Staff
Behavior Strategy Support	Provide resources and training opportunities to personnel on positive, proactive, instructional discipline approach	Professional Learning	08/04/2015	06/30/2016	\$0	Principals, Ralph Johnson, Paula Rickett
IEP Behavior Focus	Review and revise IEP's to address behavior concerns	Professional Learning	08/04/2015	06/30/2016	\$0	Guidance Counselors (MS and High School), Principals, Ralph Johnson, Paula Rickett, Special Education Staff

# KDE Comprehensive Improvement Plan for Districts

Whitley County

Implementation of Appropriate Behavior Strategies	Collaborate with school-based mental health, Family Resource Centers, counselors and other agencies to intervene and provide appropriate strategies to students with behavior needs	Professional Learning	08/04/2015	06/30/2016	\$0	Guidance Counselors (MS and High School), Principals, Ralph Johnson, Paula Rickett, Special Education Staff
<b>Total</b>					\$0	

## Whitley County Middle School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
National Dropout Prevention Center Strategies	Staff will implement individualized instructional strategies based on student needs	Academic Support Program	07/27/2015	06/30/2016	\$0	Guidance Counselors, Principals, Ralph Johnson, and Special Education Staff
Intervention Strategies	Using Dropoutintervention.org, staff will implement individualized instructional strategies based on student needs	Academic Support Program	07/27/2015	06/30/2016	\$0	Guidance Counselors, Principals, Ralph Johnson, Special Education Staff
<b>Total</b>					\$0	

## Whitley County High School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Mentoring	Staff will continue to mentor at-risk students, determine student needs based on data, and make referrals to mentors as appropriate	Academic Support Program	07/27/2015	06/30/2016	\$0	Guidance Counselors, Principals, Ralph Johnson, and Special Education Staff

**KDE Comprehensive Improvement Plan for Districts**

Whitley County

National Dropout Prevention Center Strategies	Staff will implement individualized instructional strategies based on student needs	Academic Support Program	07/27/2015	06/30/2016	\$0	Guidance Counselors, Principals, Ralph Johnson, and Special Education Staff
Intervention Strategies	Using Dropoutintervention.org, staff will implement individualized instructional strategies based on student needs	Academic Support Program	07/27/2015	06/30/2016	\$0	Guidance Counselors, Principals, Ralph Johnson, Special Education Staff
<b>Total</b>					<b>\$0</b>	

**Whitley County Alternative School**

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Intervention Strategies	Using Dropoutintervention.org, staff will implement individualized instructional strategies based on student needs	Academic Support Program	07/27/2015	06/30/2016	\$0	Guidance Counselors, Principals, Ralph Johnson, Special Education Staff
<b>Total</b>					<b>\$0</b>	

## **2015-2016 Goals and Plans**



## **Overview**

### **Plan Name**

2015-2016 Goals and Plans

### **Plan Description**

The Whitley County Comprehensive School Improvement Plan sets out a design for district stakeholders to focus their efforts on priority needs as they work to improve student achievement and reach our delivery targets. This planning process uses student assessment data, state educational reports, school demographics, and survey data to identify all areas of need. Achievement goals are clearly outlined with objectives for each goal as well as instructional and organizational strategies. The plan guides all decision-making to allocate district resources toward improving student achievement in all areas, closing achievement gaps, reducing the percentage of students scoring novice, and ensuring that all students achieve proficiency.

## 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 average combined reading and math proficiency ratings for all students in the non-duplicated gap group in elementary from 51.2% to 73.9%, in middle school from 54% to 73.6% and at the high school from 34.2% to 66.1% in 2019.	Objectives: 1 Strategies: 4 Activities: 17	Organizational	\$2067515
2	Increase the percentage of students who are college and career ready from 62.8% to 67.6% by 2016.	Objectives: 1 Strategies: 5 Activities: 11	Organizational	\$142000
3	Continue to increase the 4-Year Adjusted Cohort Graduation Rate Targets from 93.2% to 94.1% in 2016.	Objectives: 1 Strategies: 3 Activities: 5	Organizational	\$0
4	Increase the average combined reading and math K-PREP scores for elementary students from 54.1% to 75.8%; middle school students from 58.4% to 75.5%; and for high school students from 38.7% to 68.4% in 2019	Objectives: 1 Strategies: 7 Activities: 26	Organizational	\$487600
5	Increase the percentage of children ready for kindergarten from 50.2% to 73.5% in 2019	Objectives: 1 Strategies: 1 Activities: 6	Organizational	\$102305
6	The percentage of students scoring novice in reading will decrease by 50% by 2020.	Objectives: 1 Strategies: 2 Activities: 10	Organizational	\$0
7	The percentage of students scoring novice in math will decrease by 50% by 2020.	Objectives: 1 Strategies: 2 Activities: 10	Organizational	\$0

**Goal 1: Increase the average combined reading and math proficiency ratings for all students in the non-duplicated gap group in elementary from 51.2% to 73.9%, in middle school from 54% to 73.6% and at the high school from 34.2% to 66.1% in 2019.**

**Measurable Objective 1:**

collaborate to increase the average combined reading and math proficiency ratings for all students in the non-duplicated gap group for elementary from 51.2% to 58.2%; middle school from 54% to 57.8%; and high school from 34.2% to 45.8% by 06/30/2016 as measured by the district report card.

**Strategy 1:**

Cognitive and Non-Cognitive Barriers - The Whitley County School District examines gap data to develop best instructional practices.

Category: Continuous Improvement

Activity - Gap Data Analysis	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Analyze K-PREP, EPAS, MAP, IOWA and other student achievement data by gap groups to modify instructional practices  Schools: All Schools	Policy and Process	10/01/2015	09/30/2016	\$0	No Funding Required	Paula Rickett, Dr. Ralph Johnson, Principals, Instructional Coaches, District Leadership Team
Activity - Planning and Monitoring	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Identify non-cognitive data such as attendance, behavior, and retention to develop strategies to address barriers to student achievement  Schools: All Schools	Policy and Process	08/17/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, Patrick Bowlin, Dr. Ralph Johnson, Principals, Instructional Coaches, District Leadership Team
Activity - TELL KY Survey/Val-Ed Survey	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

## KDE Comprehensive Improvement Plan for Districts

Whitley County

Analyze data from the staff 2015 TELL KY survey and Val-Ed Survey to identify and address non-cognitive teaching and learning barriers  Schools: All Schools	Policy and Process	08/03/2015	06/30/2016	\$0	No Funding Required	Paula Trickett, District Leadership Team
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Activity - McKinney-Vento Grant	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The McKinney-Vento program will address the barriers that homeless children and youth face in enrolling, attending, and succeeding in school. Under this program, the district will ensure that each homeless child and youth has equal access to the same free and appropriate education as other children and youth and provide services to enable them to meet the district's challenging academic expectations to which all students are held  Schools: All Schools	Academic Support Program	07/01/2015	06/30/2016	\$49515	Other	Paula Rickett, Meleesha Hooper

### Strategy 2:

Reading and Math Initiatives - The Whitley County School District will support the integration of new teaching methods for closing the achievement gap in reading and math.

Category: Integrated Methods for Learning

Activity - Reading Support	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district reading instructional coach will visit each school providing support with reading instructional strategies, intervention strategies, etc. based on the needs of the teachers. The district reading instructional coach will update the ELA wiki with these resources.  Schools: All Schools	Academic Support Program	08/17/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, Heather Stewart

Activity - Math Support	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district math instructional coach will visit each school providing support with math instructional strategies, intervention strategies, etc. based on the needs of the teachers. The district math instructional coach will update the math wiki with these resources along with the math newsletter that highlights specific strategies and resources.  Schools: All Schools	Academic Support Program	08/17/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, Kim Creekmore

Activity - Read to Achieve (RTA)	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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# KDE Comprehensive Improvement Plan for Districts

Whitley County

<p>RTA teacher(s) will provide reading intervention services in small groups, individual, or in collaboration with students in kindergarten through 3rd grade. These services will include Tier 1 intervention for small groups and individual and Tier 2 services with collaboration.</p> <p>Schools: Whitley County East Elementary School, Whitley County Central Primary School, Boston Elementary School, Pleasant View Elementary School, Oak Grove Elementary School, Whitley Central Intermediate School, Whitley County North Elementary School</p>	Academic Support Program	08/17/2015	06/01/2016	\$339500	Read to Achieve	Heather Stewart, Principals, RTA Teachers
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Activity - Math Intervention	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Math Intervention Teacher (MIT) will provide math intervention services in small groups or in collaboration with students in kindergarten through 3rd grade. These services will include Tier 1 intervention for small groups and Tier 2 services with collaboration.</p> <p>Schools: Whitley County East Elementary School, Whitley County Central Primary School, Boston Elementary School, Pleasant View Elementary School, Oak Grove Elementary School, Whitley Central Intermediate School, Whitley County North Elementary School</p>	Academic Support Program	08/17/2015	06/01/2016	\$216000	Math Achievement Fund, Grant Funds	Kim Creekmore, Principals, MIT Teachers

### Strategy 3:

21st Century Community Learning Centers - The 21st CCLC program services include academic intervention and enrichment activities along with a broad array of youth development opportunities.

Category: Integrated Methods for Learning

Activity - Tutoring	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
<p>Teachers tutor students in order to meet the core standards in academic subjects such as language arts and math.</p> <p>Schools: Whitley County East Elementary School, Whitley County Central Primary School, Boston Elementary School, Pleasant View Elementary School, Whitley County High School, Oak Grove Elementary School, Whitley Central Intermediate School, Whitley County North Elementary School</p>	Academic Support Program	09/01/2015	06/30/2016	\$450000	Other	Paula Rickett, Principals

Activity - Enrichment Activities	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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# KDE Comprehensive Improvement Plan for Districts

Whitley County

21st CCLC clubs are offered that focus on academics, physical fitness, character education, and leadership	Academic Support Program	09/01/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, Principals, Tammie Baird
Schools: Whitley County East Elementary School, Whitley County Central Primary School, Boston Elementary School, Pleasant View Elementary School, Whitley County High School, Oak Grove Elementary School, Whitley Central Intermediate School, Whitley County North Elementary School						

Activity - Parent Engagement	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Educational services are offered to family members of students participating in the program in order to further engage parents in their child's learning and achievement goals.	Parent Involvement	09/01/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, Tammie Baird, Principals
Schools: Whitley County East Elementary School, Whitley County Central Primary School, Boston Elementary School, Pleasant View Elementary School, Whitley County High School, Oak Grove Elementary School, Whitley Central Intermediate School, Whitley County North Elementary School						

## Strategy 4:

Response to Intervention - The Whitley County School District coordinates and provides resources for school Response to Intervention teams to address academic and behavioral needs for students with and without disabilities.

Category: Integrated Methods for Learning

Activity - AIMSweb Academic	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Continue to provide updated trainings and technical support to school managers and teachers using the AIMSweb software to identify student achievement gaps and develop instructional strategies to address the gaps	Academic Support Program	08/11/2015	06/30/2016	\$12500	District Funding	Paula Rickett, Dr. Ralph Johnson, Pam Halstead, Tammie Baird
Schools: All Schools						

Activity - Intervention Resources	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Continue to provide research-based resources for reading, math, science, and writing interventions	Academic Support Program	08/11/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, Dr. Ralph Johnson, Instructional Coaches
Schools: All Schools						

## KDE Comprehensive Improvement Plan for Districts

Whitley County

Activity - Progress Monitoring	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Maintain a system of progress monitoring as evidenced by tools such as AIMSweb, lesson plans, walkthrough documentation, learning checks, common assessments, benchmark assessment data, and professional learning communities  Schools: All Schools	Policy and Process	08/11/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, Dr. Ralph Johnson, Instructional Coaches
Activity - AIMSweb - Behavior	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Continue to provide updated training and technical supports to school managers and teachers using the AIMSweb software to identify behavior issues and develop intervention strategies  Schools: All Schools	Behavioral Support Program	08/11/2015	06/30/2016	\$0	No Funding Required	Dr. Ralph Johnson, Paula Rickett, Pam Halstead
Activity - Journeys Reading Series	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Instructional reading coach will provide support and guidance to all teachers using the RTI component of Journeys  Schools: Whitley County East Elementary School, Whitley County Central Primary School, Boston Elementary School, Pleasant View Elementary School, Oak Grove Elementary School, Whitley Central Intermediate School, Whitley County North Elementary School	Academic Support Program	08/11/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, Heather Stewart
Activity - Save the Children (STC) Program	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Save the Children Program will support the reading program through in-school intervention services such as emergent modules and guided reading practice and after school services such as GIRP, emergent reader, fluency/vocabulary, and healthy choices  Schools: Whitley County Central Primary School, Pleasant View Elementary School, Oak Grove Elementary School, Whitley Central Intermediate School, Whitley County North Elementary School	Academic Support Program	09/01/2015	06/30/2016	\$1000000	Grant Funds	Paula Trickett and Heather Stewart

## Goal 2: Increase the percentage of students who are college and career ready from 62.8% to 67.6% by 2016.

### Measurable Objective 1:

collaborate to increase the college and career ready percentage from 62.8% to 67.6% by 06/30/2016 as measured by the district report card.

# KDE Comprehensive Improvement Plan for Districts

Whitley County

## Strategy 1:

Career Readiness Pathways, Academic and Career Advising - The Whitley County School District will provide counselors with resources that focus on college and career readiness and thus provide students exposure to a variety of career options and various career pathways.

Category: Career Readiness Pathways

Activity - Academic and Career Advising	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide access to resources related to college and career readiness. Schools: Whitley County Middle School, Whitley County High School	Professional Learning	08/03/2015	06/30/2016	\$0	No Funding Required	Paula Rickett

Activity - AmeriCorp College Coach	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The AmeriCorp Coach will provide first generation, college-going, low-income, and minority students with information, knowledge, and coaching they need to make educated decisions and plans about their future. Schools: Whitley County High School	Career Preparation/Orientation	09/14/2015	05/10/2016	\$0	No Funding Required	Counselor, Principal, AmeriCorp Coach

## Strategy 2:

Course and Assessment Alignment - The Whitley County School District will continue to provide opportunities for dual and articulated credit.

Category: Integrated Methods for Learning

Activity - Dual and Articulated Credit	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Develop and maintain policies which allow for dual and articulated credit for high school courses Schools: Whitley County High School	Policy and Process	07/01/2015	06/30/2016	\$0	No Funding Required	High School Principals, Board Administration

Activity - Dual Credit Math Courses	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Junior and senior students are given the opportunity to enroll in College Math and/or College Algebra offered on campus through the University of the Cumberlands. Schools: Whitley County High School	Academic Support Program	08/17/2015	06/30/2016	\$0	No Funding Required	High School Counselor, Ruth Osborne, Paula Rickett, Principals

## Strategy 3:

Acceleration - The Whitley County School District provides access and funding for teachers to receive Advanced Placement (AP) instructional training.

Category: Professional Learning & Support



## KDE Comprehensive Improvement Plan for Districts

Whitley County

Activity - Advanced Placement (AP) Training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide access and funding for high school teachers to receive AP instructional training Schools: Whitley County High School	Professional Learning	07/01/2015	06/30/2016	\$2000	District Funding	Principals, Paula Trickett, Kim Creekmore

Activity - Advanced Placement (AP) Score Reports	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Maintain procedures for reviewing AP score reports Schools: Whitley County High School	Policy and Process	08/03/2015	06/30/2016	\$0	No Funding Required	Principals, Paula Rickett

### Strategy 4:

Targeted Interventions - The Whitley County School District provides data for schools to determine which students are at risk of not meeting academic benchmarks or in need of additional supports.

Category: Continuous Improvement

Activity - Persistence to Graduation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Utilize the Persistence to Graduation Tool (PtGT) to target needed interventions for students who are not meeting benchmarks Schools: All Schools	Academic Support Program	07/01/2015	06/30/2016	\$0	No Funding Required	Principals, Paula Rickett, Patrick Bowlin, Ralph Johnson

Activity - Best Instructional Intervention Practices	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Disseminate best instructional and intervention practices and resources in the areas of reading, English, and math to teachers to assist students in reaching grade level benchmarks Schools: All Schools	Academic Support Program	07/20/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, Instructional Coaches

Activity - Data Analysis	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Analyze ACT, K-PREP, EOC, KYOTE, KOSSA, and COMPASS assessment results and determine instructional gaps to assist in providing strategies and activities to teachers. Schools: All Schools	Academic Support Program	08/11/2015	06/30/2016	\$0	No Funding Required	Principals, Paula Rickett

### Strategy 5:

GEAR UP Grant - GEAR UP seeks to increase the academic performance and preparation for postsecondary education for students in the 2020 graduation cohort.

Category: Career Readiness Pathways

SY 2015-2016

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## KDE Comprehensive Improvement Plan for Districts

Whitley County

Activity - Student Activities and College Visits	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
GEAR UP cohort will visit college campuses to provide awareness of postsecondary opportunities and encourage students to consider postsecondary programs. Additional activities will be provided for GEAR UP students that encourage college and career readiness.  Schools: Whitley County Middle School	Career Preparation/Orientation	08/17/2015	06/30/2016	\$75000	Other	Principal, Academic Specialist, Kim Creekmore

Activity - GEAR UP Mentoring and Tutoring Program	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The GEAR UP Mentoring and Tutoring Program will serve as an advisor/advisee program structured to promote and explore college and career pathways. Students will continue to work on Individual Learning Plans, research careers through guest speakers, etc. Students will be provided academic counseling and tutoring services in the area(s) of individual student need.  Schools: Whitley County Middle School	Academic Support Program	08/17/2015	06/30/2016	\$65000	Other	Principal, Academic Specialist, Kim Creekmore

### Goal 3: Continue to increase the 4-Year Adjusted Cohort Graduation Rate Targets from 93.2% to 94.1% in 2016.

#### Measurable Objective 1:

collaborate to increase the 4-Year Adjusted Cohort Graduation Rate Target from 93.2% to 94.1% by 06/30/2016 as measured by the district report card.

#### Strategy 1:

Career Readiness Pathways - The Whitley County School District will assist schools in ensuring that all high school students complete 100% of the Individual Learning Plan (ILP) activities.

Category: Career Readiness Pathways

Activity - ILP Assistance	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide resources and technical assistance for Career Cruising and ILP's  Schools: Whitley County East Elementary School, Boston Elementary School, Pleasant View Elementary School, Whitley County Alternative School, Whitley County Middle School, Whitley County High School, Oak Grove Elementary School, Whitley Central Intermediate School, Whitley County North Elementary School	Professional Learning	08/17/2015	06/30/2016	\$0	No Funding Required	School ILP Managers, Principals, Paula Rickett, Tammie Baird, Laurel Bowlin

## KDE Comprehensive Improvement Plan for Districts

Whitley County

Activity - ILP Monitoring	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Monitor each school's completion percentage of ILP requirements  Schools: Whitley County East Elementary School, Boston Elementary School, Pleasant View Elementary School, Whitley County Alternative School, Whitley County Middle School, Whitley County High School, Oak Grove Elementary School, Whitley Central Intermediate School, Whitley County North Elementary School	Policy and Process	08/17/2015	06/30/2016	\$0	No Funding Required	School ILP Managers, Principals, Paula Rickett, Tammie Baird, Laurel Bowlin
Activity - Academic & Career Advising	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide all students with career pathway information related to their ILP's in order to make elective choices  Schools: Whitley County High School	Career Preparation/Orientation	03/02/2015	07/29/2016	\$0	No Funding Required	High School Counselors, Middle School Counselor, Principals

### Strategy 2:

Persistence to Graduation - Utilize the Persistence to Graduation Tool to identify students who may be off-track for promotion or on-time graduation.

Category: Persistence to Graduation

Activity - Data Analysis	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Data will be analyzed to identify students who may be off-track for promotion or on-time graduation. These students will receive targeted assistance and intervention.  Schools: All Schools	Academic Support Program	06/29/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, Counselors, Principals

### Strategy 3:

Parent Involvement - The Whitley County School District will ensure that parents are aware and involved in the development and monitoring of the student's ILP.

Category: Stakeholder Engagement

Activity - ILP Parent/Guardian Information	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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**KDE Comprehensive Improvement Plan for Districts**

Whitley County

Disseminate information and resources to parents/guardians about the Career Cruising Program and the requirements of the ILP  Schools: Whitley County East Elementary School, Boston Elementary School, Pleasant View Elementary School, Whitley County Alternative School, Whitley County Middle School, Whitley County High School, Oak Grove Elementary School, Whitley Central Intermediate School, Whitley County North Elementary School	Career Preparation/Orientation	08/17/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, Laurel Bowlin, Tammie Baird, Principals, and Teachers of grades 6-12
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**Goal 4: Increase the average combined reading and math K-PREP scores for elementary students from 54.1% to 75.8%; middle school students from 58.4% to 75.5%; and for high school students from 38.7% to 68.4% in 2019**

**Measurable Objective 1:**

collaborate to increase the average combined reading and math K-PREP scores for elementary students from 54.1% to 61.3%; for middle school students from 58.4% to 60.8%; and for high school students from 38.7% to 49.4% by 06/30/2016 as measured by the district report card.

**Strategy 1:**

Curriculum Development - The Whitley County School District will facilitate district team meetings in developing and updating curriculum.

Category: Learning Systems

Activity - Curriculum and Data Analysis	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Examine student K-PREP, MAP. IOWA data to identify gaps and make necessary adjustments to curriculum maps  Schools: All Schools	Policy and Process	07/27/2015	06/30/2016	\$3000	Other	Paula Rickett, District Leadership Team, Curriculum Design Team

Activity - Instructional Resources	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Continue to identify and disseminate instructional resources for Kentucky Academic Standards  Schools: All Schools	Academic Support Program	07/27/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, District Instructional Coaches

Activity - Technology Assisted Instruction	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## KDE Comprehensive Improvement Plan for Districts

Whitley County

Continue to provide technical assistance and support to schools in software setup, STAR, Accelerated Reader, Study Island, our universal screener, progress monitoring programs, and other core programs  Schools: All Schools	Academic Support Program	08/11/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, Jill Roaden, Tammie Baird
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Activity - Community Involvement	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Coordinate and facilitate reading and math nights involving parents and community members in academic activities  Schools: Whitley County East Elementary School, Whitley County Central Primary School, Boston Elementary School, Pleasant View Elementary School, Oak Grove Elementary School, Whitley Central Intermediate School, Whitley County North Elementary School	Community Engagement	08/17/2015	06/30/2016	\$2100	Other	Paula Rickett, Kim Creekmore, Heather Stewart, and school Family Night Coordinators

### Strategy 2:

Professional Learning - The Whitley County School District will provide high-quality professional learning for teachers based on school and district improvement plans.

Category: Professional Learning & Support

Activity - 21st Century Instruction	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Continue to support teachers through professional learning opportunities in 21st Century instruction in reading, math, writing, science, and technology  Schools: All Schools	Professional Learning	07/27/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, Kim Creekmore, Instructional Coaches

Activity - New Teacher Academy	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Train new and pre-service teachers in best instructional practices and provide resources and support  Schools: All Schools	Professional Learning	08/17/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, Kim Creekmore, Heather Stewart

### Strategy 3:

Response to Intervention - The Whitley County School District coordinates and provides resources for school Response to Intervention teams to address academic and behavioral needs for students with and without disabilities.

Category: Integrated Methods for Learning

Activity - AIMSweb - Academic	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## KDE Comprehensive Improvement Plan for Districts

Whitley County

Continue to provide updated training and technical support to school managers and teachers using the AIMSweb software to identify student achievement gaps and develop instructional strategies to address the gaps  Schools: All Schools	Academic Support Program	08/11/2014	06/30/2016	\$12500	District Funding	Paula Rickett, Dr. Ralph Johnson, Pam Halstead, Tammie Baird
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Activity - Intervention Resources	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Continue to provide research-based resources for reading, math, science, and writing interventions  Schools: All Schools	Academic Support Program	08/11/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, Dr. Ralph Johnson, Instructional Coaches

Activity - Progress Monitoring	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Maintain a system of progress monitoring as evidenced by tools such as AIMSweb, lesson plans, walk through documentation, learning checks, common assessments, benchmark assessment data, and professional learning communities  Schools: All Schools	Policy and Process	08/11/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, Dr. Ralph Johnson, Instructional Coaches

Activity - AIMSweb - Behavior	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Continue to provide updated training and technical support to school managers and teachers using the AIMSweb software to identify behavior issues and develop intervention strategies  Schools: All Schools	Behavioral Support Program	08/11/2015	06/30/2016	\$0	No Funding Required	Dr. Ralph Johnson, Paula Rickett, Pam Halstead

### Strategy 4:

Instructional Transformation - The Whitley County School District will utilize learning methods that focus specifically on literacy and math.

Category: Integrated Methods for Learning

Activity - Literacy Design Collaborative	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide training and build capacity of teachers to utilize the Literacy Design Collaborative Modules to meet the cognitive demands of the ELA standards. Teachers will be provided support in making decisions on adjusting the content and instructional strategies based on student needs. These tasks are aligned for use in Science, Social Studies, and English/Language Arts.  Schools: All Schools	Professional Learning	08/11/2015	06/30/2016	\$5000	Other	Paula Rickett, Heather Stewart, Laurel Bowlin

# KDE Comprehensive Improvement Plan for Districts

Whitley County

Activity - Math Design Collaborative	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide training and build capacity for teacher to integrate rigorous, engaging mathematical learning experiences through Formative Assessment Lessons. Teachers will incorporate the Assessment for Learning framework and analyze work for student growth and reflection for teacher practice.  Schools: All Schools	Academic Support Program	08/11/2015	06/30/2016	\$5000	Other	Paula Rickett, Kim Creekmore

Activity - Gifted and Talented Program	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Gifted and Talented Coordinator meets monthly with the gifted and talented elementary students at each school and provides enriching lesson and activities that focus on their identified gifted areas. Enrichment activities are provided to middle and high school students as requested.  Schools: Whitley County East Elementary School, Boston Elementary School, Pleasant View Elementary School, Whitley County Middle School, Whitley County High School, Oak Grove Elementary School, Whitley Central Intermediate School, Whitley County North Elementary School	Academic Support Program	09/01/2015	04/29/2016	\$10000	Other	Paula Rickett, Ruth Osborne

## Strategy 5:

Initiatives for Kentucky Academic Standards - The Whitley County School District will provide instructional coaches in the areas of reading, writing, math, and science. Resources related to the draft social studies standards will also be provided.

Category: Integrated Methods for Learning

Activity - Reading Initiative	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district reading instructional coach will visit each school as requested providing support with reading instructional strategies, intervention strategies, etc. based on the needs of the teachers. The district reading instructional coach will update the ELA wiki with these resources.  Schools: All Schools	Academic Support Program	08/17/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, Heather Stewart

Activity - Math Initiative	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district math instructional coach will visit each school as requested providing support with math instructional strategies, intervention strategies, etc. based on the needs of the teachers. The district math instructional coach will update the math wiki with these resources.  Schools: All Schools	Academic Support Program	08/17/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, Kim Creekmore

# KDE Comprehensive Improvement Plan for Districts

Whitley County

Activity - Science Initiative	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district science instructional coach will visit each school as requested providing support with the new Next Generation Science Standards (NGSS), instructional strategies, intervention strategies, etc. based on the needs of the teachers. She will also collaborate with teacher to develop and refine curriculum maps that are aligned with NGSS. The district science instructional coach will update the science wiki with these resources as well as the resources received from her participation in the Kentucky Science Network.	Academic Support Program	08/17/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, Ruth Osborne
Schools: All Schools						

Activity - Social Studies Initiative	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
A district representative will update the social studies wiki with resources related to the drafted social studies standards from her participation in the Kentucky Social Studies Network.	Academic Support Program	08/17/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, Heather Stewart
Schools: All Schools						

Activity - Writing Initiative	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district writing instructional coach will visit each school regularly providing support with writing instructional strategies, intervention strategies, etc. based on the needs of the teachers. The district writing instructional coach will update the writing wiki with these resources.	Academic Support Program	08/11/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, Laurel Bowlin
Schools: All Schools						

Activity - Co-Teaching	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Instructional Coaches will plan and co-teach lessons with teachers as requested.	Academic Support Program	09/01/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, Instructional Coaches
Schools: All Schools						

## Strategy 6:

21st Century Community Learning Centers - The 21st CCLC program services include academic intervention and enrichment activities along with a broad array of youth development activities.

Category: Integrated Methods for Learning

Activity - Tutoring	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## KDE Comprehensive Improvement Plan for Districts

Whitley County

Teachers tutor students and provide interventions in order to meet the core standards in academic subjects.  Schools: Whitley County East Elementary School, Whitley County Central Primary School, Boston Elementary School, Pleasant View Elementary School, Whitley County High School, Oak Grove Elementary School, Whitley Central Intermediate School, Whitley County North Elementary School	Academic Support Program	09/01/2015	06/30/2016	\$450000	Other	Paula Rickett, Principals
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Activity - Enrichment Activities	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
21st CCLC clubs are offered that focus on academics, physical fitness, character education, and leadership  Schools: Whitley County East Elementary School, Whitley County Central Primary School, Boston Elementary School, Pleasant View Elementary School, Whitley County High School, Oak Grove Elementary School, Whitley Central Intermediate School, Whitley County North Elementary School	Academic Support Program	09/01/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, Principals, Tammie Baird

Activity - Parent Engagement	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Educational services are offered to family members of students participating in the program in order to further engage parents in their child's learning and achievement goals.  Schools: Whitley County East Elementary School, Whitley County Central Primary School, Boston Elementary School, Pleasant View Elementary School, Whitley County High School, Oak Grove Elementary School, Whitley Central Intermediate School, Whitley County North Elementary School	Parent Involvement	09/01/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, Principals, Tammie Baird

### Strategy 7:

School/Student Data Analysis - The Whitley County School District will review, analyze, and apply data to increase student achievement.

Category: Continuous Improvement

Activity - Data Room/Data Notebooks	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Assist schools in creating/implementing visual representations of data through data rooms or data notebooks and having data room meetings.  Schools: All Schools	Academic Support Program	09/01/2015	06/30/2016	\$0	No Funding Required	Paula Rickett

Activity - Assessment Literacy and Data Disaggregation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## KDE Comprehensive Improvement Plan for Districts

Whitley County

Provide and support teachers and principals with assessment literacy and processes to analyze and disaggregate school data Schools: All Schools	Professional Learning	09/01/2015	06/30/2016	\$0	No Funding Required	Paula Rickett
<b>Activity - Formative and Summative Assessments</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Provide support to teachers in utilizing formative and assessment data to inform instruction. Schools: All Schools	Academic Support Program	08/11/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, Instructional Coaches
<b>Activity - Professional Learning Communities</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Provide teachers with support to plan instruction, reflect on implementation, and pinpoint student needs to increase student proficiency. Schools: All Schools	Academic Support Program	08/17/2015	06/30/2016	\$0	No Funding Required	Paula Rickett

## Goal 5: Increase the percentage of children ready for kindergarten from 50.2% to 73.5% in 2019

### Measurable Objective 1:

collaborate to increase the percentage of children ready for kindergarten from 50.2% to 57.6% by 06/30/2016 as measured by Brigance Kindergarten screener.

### Strategy 1:

School Readiness - The Whitley County School District utilizes early childhood providers, families, and community members to ensure all children experience effective transitions to school entry.

Category: Career Readiness Pathways

<b>Activity - Preschool/Headstart Transition</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Collaborate with Bell-Whitley to organize and monitor transition activities such as Readifest, Pre-registration Orientation, home visits, and parent-teacher meetings to acclimate students for school readiness Schools: Whitley County East Elementary School, Whitley County Central Primary School, Boston Elementary School, Pleasant View Elementary School, Oak Grove Elementary School, Whitley County North Elementary School	Academic Support Program	07/01/2015	06/30/2016	\$0	No Funding Required	Dr. Ralph Johnson and Sulia Douglas
<b>Activity - Preschool Classroom Assessments</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>

# KDE Comprehensive Improvement Plan for Districts

Whitley County

Continue to utilize the Classroom Assessment Scoring System (CLASS) to ensure quality classroom instruction by assessing three domains: Emotional, Instructional, and Organizational  Schools: Whitley County East Elementary School, Whitley County Central Primary School, Boston Elementary School, Pleasant View Elementary School, Oak Grove Elementary School, Whitley County North Elementary School	Academic Support Program	07/01/2015	06/30/2016	\$0	No Funding Required	Dr. Ralph Johnson, Sulia Douglas, Bell-Whitley Headstart
<b>Activity - Early Learning Leadership Networks</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Access and disseminate resources for student learning through the Early Learning Leadership Networks  Schools: Whitley County East Elementary School, Whitley County Central Primary School, Boston Elementary School, Pleasant View Elementary School, Oak Grove Elementary School, Whitley County North Elementary School	Academic Support Program	07/01/2015	06/30/2016	\$0	No Funding Required	Dr. Ralph Johnson, Sulia Douglas, Bell-Whitley Headstart
<b>Activity - Early Steps to School Success</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Collaborate with community programs to promote literacy development resources for preschool children at school, as well as, in their homes, such as visits by trained para-professionals, evaluations and referrals to health and special services, provision of free literacy materials, parent education, and liaison between homes and other community service agencies  Schools: Whitley County Central Primary School, Pleasant View Elementary School, Oak Grove Elementary School	Academic Support Program	08/03/2015	06/30/2016	\$102305	District Funding	Paula Trickett, Heather Stewart
<b>Activity - Brigance Screener and OMS Data Entry</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>
Provide update training (and new training as needed) for all kindergarten teachers on the administration of the Brigance Screener and OMS Data Entry  Schools: Whitley County East Elementary School, Whitley County Central Primary School, Boston Elementary School, Pleasant View Elementary School, Oak Grove Elementary School, Whitley County North Elementary School	Professional Learning	08/11/2015	08/25/2015	\$0	No Funding Required	Paula Rickett
<b>Activity - Preschool Service Collaboration</b>	<b>Activity Type</b>	<b>Begin Date</b>	<b>End Date</b>	<b>Resource Assigned</b>	<b>Source Of Funding</b>	<b>Staff Responsible</b>

**KDE Comprehensive Improvement Plan for Districts**

Whitley County

Work with pre-school to collaborate with daycares, head start, child care programs, and parents to promote kindergarten readiness skills  Schools: Whitley County East Elementary School, Whitley County Central Primary School, Boston Elementary School, Pleasant View Elementary School, Oak Grove Elementary School, Whitley County North Elementary School	Academic Support Program	08/17/2015	06/30/2016	\$0	No Funding Required	Dr. Ralph Johnson, Paula Rickett, Sulia Douglas
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**Goal 6: The percentage of students scoring novice in reading will decrease by 50% by 2020.**

**Measurable Objective 1:**

collaborate to decrease the number of students scoring novice in reading by 10% by 06/30/2016 as measured by the District Report Card.

**Strategy 1:**

Continuous Improvement - The Whitley County School District will provide training and support with novice reduction strategies in reading.

Category: Continuous Improvement

Activity - Co-Teaching	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district reading coach will plan and co-teach lessons with teachers focused on the implementation and rigor of the ELA standards.  Schools: All Schools	Academic Support Program	08/17/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, Heather Stewart

Activity - Best Instructional Reading Practices	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district reading coach will provide support and training with research-based best practices for reading and reading intervention.  Schools: All Schools	Academic Support Program, Professional Learning	08/17/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, Heather Stewart

Activity - Response to Intervention	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district reading coach and RTA teachers will provide resources for intervention teams to address reading needs. The district reading coach will also provide training and support with the RTI component of our Journeys reading series.  Schools: All Schools	Academic Support Program, Professional Learning	08/17/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, Heather Stewart, and RTA teachers

Activity - Professional Learning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## KDE Comprehensive Improvement Plan for Districts

Whitley County

District personnel will provide training focused specifically on teaching students of high poverty with resources provided from the Poverty Institute through SouthEast SouthCentral Cooperative.  Schools: All Schools	Professional Learning	10/30/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, Kim Creekmore, Rachele Rice
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Activity - Literacy Design Collaborative (LDC)	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District instructional coaches will provide training and assist in building capacity of teachers to utilize the LDC modules and mini-tasks to meet the cognitive demands of the ELA standards. Teachers will be provided support in making decisions on adjusting the content and instructional strategies based on student needs. These tasks are aligned for used in Science, Social Studies, and English/Language Arts.  Schools: Whitley County East Elementary School, Whitley County Central Primary School, Boston Elementary School, Pleasant View Elementary School, Whitley County Middle School, Whitley County High School, Oak Grove Elementary School, Whitley Central Intermediate School, Whitley County North Elementary School	Academic Support Program, Professional Learning	08/17/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, Heather Stewart, Laurel Bowlin, Kim Creekmore

### Strategy 2:

Highly Qualified and Equitable Distribution - All teachers and paraeducators will be highly qualified according to required guidelines. The district will ensure that teachers are equitable distributed throughout the district.

Category: Continuous Improvement

Activity - Highly Qualified Status	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District level administration in collaboration with the principals will review highly qualified guidelines.  Schools: All Schools	Policy and Process	07/01/2015	06/30/2016	\$0	No Funding Required	Principals and District Administration

Activity - Highly Qualified Report	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District level administration will ensure that principals complete their yearly Highly Qualified report  Schools: All Schools	Policy and Process	07/01/2015	06/30/2016	\$0	No Funding Required	District Administration and Principals

Activity - Highly Qualified Professional Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principals, teachers, and paraeducators are given the opportunity to participate in professional learning designed to meet various needs  Schools: All Schools	Professional Learning	07/01/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, Kim Creekmore, Principals

# KDE Comprehensive Improvement Plan for Districts

Whitley County

Activity - Recruitment and Retention of Highly Qualified Teachers	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District level administration in collaboration with principals will monitor school improvement strategies focusing on data disaggregation for continued student and school progress  Schools: All Schools	Recruitment and Retention	07/01/2015	06/30/2016	\$0	No Funding Required	District Administration and Principals

Activity - Equitable Distribution	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District level administration ensures that teachers are equitably distributed throughout the district to ensure that all students are college and career ready.  Schools: All Schools	Policy and Process	07/01/2015	06/30/2016	\$0	No Funding Required	District Administration and Principals

## Goal 7: The percentage of students scoring novice in math will decrease by 50% by 2020.

### Measurable Objective 1:

collaborate to decrease the number of students scoring novice in math by 10% by 06/30/2016 as measured by the District Report Card.

### Strategy 1:

Continuous Improvement - The Whitley County School District will provide training and support with novice reduction strategies in math.

Category: Continuous Improvement

Activity - Co-Teaching	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district math coach will plan and co-teach lessons with teachers focused on the implementation and rigor of the math standards and math practices.  Schools: All Schools	Academic Support Program	08/17/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, Kim Creekmore

Activity - Best Instructional Math Practices	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district math coach will provide support and training with research-based best practices for math and math intervention.  Schools: All Schools	Academic Support Program	08/17/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, Kim Creekmore

Activity - Response to Intervention	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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## KDE Comprehensive Improvement Plan for Districts

Whitley County

The district math coach and math intervention teachers will provide resources for intervention teams to address math needs. The district math coach will also provide training and support with the intervention resources in the Go Math! series.  Schools: All Schools	Academic Support Program, Professional Learning	08/17/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, Kim Creekmore
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Activity - Professional Learning	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District personnel will provide training focused specifically on teaching students of high poverty with resources provided from the Poverty Institute through the SouthEast SouthCentral Cooperative.  Schools: All Schools	Professional Learning	10/30/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, Kim Creekmore, Rachele Rice

Activity - Math Design Collaborative	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The district math coach will provide training and assist in building capacity of teachers to integrate rigorous, engaging mathematical learning experiences through Formative Assessment Lessons. Teachers will incorporate the Assessment for Learning Framework and analyze work for student growth and reflection for teacher practice.  Schools: Whitley County East Elementary School, Whitley County Central Primary School, Boston Elementary School, Pleasant View Elementary School, Whitley County Middle School, Whitley County High School, Oak Grove Elementary School, Whitley Central Intermediate School, Whitley County North Elementary School	Academic Support Program, Professional Learning	08/17/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, Kim Creekmore

### Strategy 2:

Highly Qualified and Equitable Distribution - All teachers and predicators will be highly qualified according to required guidelines. The district will ensure that teachers are equitably distributed through the district.

Category: Continuous Improvement

Activity - Highly Qualified Status	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District level administration in collaboration with the principals will review highly qualified guidelines  Schools: All Schools	Policy and Process	07/01/2015	06/30/2016	\$0	No Funding Required	District Administration and Principals

Activity - Highly Qualified Report	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District level administration will ensure that principals complete their yearly Highly Qualified report  Schools: All Schools	Policy and Process	07/01/2015	06/30/2016	\$0	No Funding Required	District Administration and Principals

# KDE Comprehensive Improvement Plan for Districts

Whitley County

Activity - Highly Qualified Professional Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Principals, teachers, and predicators are given the opportunity to participate in professional learning designed to meet various needs Schools: All Schools	Professional Learning	07/01/2015	06/30/2016	\$0	No Funding Required	Paula Rickett, Kim Creekmore, Principals
Activity - Recruitment and Retention of Highly Qualified Teachers	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District level administration in collaboration with principals will monitor school improvement strategies focusing on data disaggregation for continued student and school progress Schools: All Schools	Recruitment and Retention	07/01/2015	06/30/2016	\$0	No Funding Required	District Administration and Principals
Activity - Equitable Distribution	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
District level administration ensures that teachers are equitably distributed throughout the district to ensure that all students are college and career ready Schools: All Schools	Policy and Process	07/01/2015	06/30/2016	\$0	No Funding Required	District Administration and Principals



## Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

### No Funding Required

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Enrichment Activities	21st CCLC clubs are offered that focus on academics, physical fitness, character education, and leadership	Academic Support Program	09/01/2015	06/30/2016	\$0	Paula Rickett, Principals, Tammie Baird
Math Design Collaborative	The district math coach will provide training and assist in building capacity of teachers to integrate rigorous, engaging mathematical learning experiences through Formative Assessment Lessons. Teachers will incorporate the Assessment for Learning Framework and analyze work for student growth and reflection for teacher practice.	Academic Support Program, Professional Learning	08/17/2015	06/30/2016	\$0	Paula Rickett, Kim Creekmore
Literacy Design Collaborative (LDC)	District instructional coaches will provide training and assist in building capacity of teachers to utilize the LDC modules and mini-tasks to meet the cognitive demands of the ELA standards. Teachers will be provided support in making decisions on adjusting the content and instructional strategies based on student needs. These tasks are aligned for used in Science, Social Studies, and English/Language Arts.	Academic Support Program, Professional Learning	08/17/2015	06/30/2016	\$0	Paula Rickett, Heather Stewart, Laurel Bowlin, Kim Creekmore
Journeys Reading Series	Instructional reading coach will provide support and guidance to all teachers using the RTI component of Journeys	Academic Support Program	08/11/2015	06/30/2016	\$0	Paula Rickett, Heather Stewart
Math Support	The district math instructional coach will visit each school providing support with math instructional strategies, intervention strategies, etc. based on the needs of the teachers. The district math instructional coach will update the math wiki with these resources along with the math newsletter that highlights specific strategies and resources.	Academic Support Program	08/17/2015	06/30/2016	\$0	Paula Rickett, Kim Creekmore
Academic & Career Advising	Provide all students with career pathway information related to their ILP's in order to make elective choices	Career Preparation/Orientation	03/02/2015	07/29/2016	\$0	High School Counselors, Middle School Counselor, Principals

# KDE Comprehensive Improvement Plan for Districts

Whitley County

ILP Monitoring	Monitor each school's completion percentage of ILP requirements	Policy and Process	08/17/2015	06/30/2016	\$0	School ILP Managers, Principals, Paula Rickett, Tammie Baird, Laurel Bowlin
Co-Teaching	Instructional Coaches will plan and co-teach lessons with teachers as requested.	Academic Support Program	09/01/2015	06/30/2016	\$0	Paula Rickett, Instructional Coaches
Best Instructional Intervention Practices	Disseminate best instructional and intervention practices and resources in the areas of reading, English, and math to teachers to assist students in reaching grade level benchmarks	Academic Support Program	07/20/2015	06/30/2016	\$0	Paula Rickett, Instructional Coaches
Math Initiative	The district math instructional coach will visit each school as requested providing support with math instructional strategies, intervention strategies, etc. based on the needs of the teachers. The district math instructional coach will update the math wiki with these resources.	Academic Support Program	08/17/2015	06/30/2016	\$0	Paula Rickett, Kim Creekmore
Writing Initiative	The district writing instructional coach will visit each school regularly providing support with writing instructional strategies, intervention strategies, etc. based on the needs of the teachers. The district writing instructional coach will update the writing wiki with these resources.	Academic Support Program	08/11/2015	06/30/2016	\$0	Paula Rickett, Laurel Bowlin
Progress Monitoring	Maintain a system of progress monitoring as evidenced by tools such as AIMSweb, lesson plans, walkthrough documentation, learning checks, common assessments, benchmark assessment data, and professional learning communities	Policy and Process	08/11/2015	06/30/2016	\$0	Paula Rickett, Dr. Ralph Johnson, Instructional Coaches
Planning and Monitoring	Identify non-cognitive data such as attendance, behavior, and retention to develop strategies to address barriers to student achievement	Policy and Process	08/17/2015	06/30/2016	\$0	Paula Rickett, Patrick Bowlin, Dr. Ralph Johnson, Principals, Instructional Coaches, District Leadership Team
Dual and Articulated Credit	Develop and maintain policies which allow for dual and articulated credit for high school courses	Policy and Process	07/01/2015	06/30/2016	\$0	High School Principals, Board Administration
Intervention Resources	Continue to provide research-based resources for reading, math, science, and writing interventions	Academic Support Program	08/11/2015	06/30/2016	\$0	Paula Rickett, Dr. Ralph Johnson, Instructional Coaches

# KDE Comprehensive Improvement Plan for Districts

Whitley County

Data Analysis	Analyze ACT, K-PREP, EOC, KYOTE, KOSSA, and COMPASS assessment results and determine instructional gaps to assist in providing strategies and activities to teachers.	Academic Support Program	08/11/2015	06/30/2016	\$0	Principals, Paula Rickett
Enrichment Activities	21st CCLC clubs are offered that focus on academics, physical fitness, character education, and leadership	Academic Support Program	09/01/2015	06/30/2016	\$0	Paula Rickett, Principals, Tammie Baird
Best Instructional Reading Practices	The district reading coach will provide support and training with research-based best practices for reading and reading intervention.	Academic Support Program, Professional Learning	08/17/2015	06/30/2016	\$0	Paula Rickett, Heather Stewart
Response to Intervention	The district reading coach and RTA teachers will provide resources for intervention teams to address reading needs. The district reading coach will also provide training and support with the RTI component of our Journeys reading series.	Academic Support Program, Professional Learning	08/17/2015	06/30/2016	\$0	Paula Rickett, Heather Stewart, and RTA teachers
New Teacher Academy	Train new and pre-service teachers in best instructional practices and provide resources and support	Professional Learning	08/17/2015	06/30/2016	\$0	Paula Rickett, Kim Creekmore, Heather Stewart
Preschool Classroom Assessments	Continue to utilize the Classroom Assessment Scoring System (CLASS) to ensure quality classroom instruction by assessing three domains: Emotional, Instructional, and Organizational	Academic Support Program	07/01/2015	06/30/2016	\$0	Dr. Ralph Johnson, Sulia Douglas, Bell-Whitley Headstart
Advanced Placement (AP) Score Reports	Maintain procedures for reviewing AP score reports	Policy and Process	08/03/2015	06/30/2016	\$0	Principals, Paula Rickett
21st Century Instruction	Continue to support teachers through professional learning opportunities in 21st Century instruction in reading, math, writing, science, and technology	Professional Learning	07/27/2015	06/30/2016	\$0	Paula Rickett, Kim Creekmore, Instructional Coaches
Highly Qualified Status	District level administration in collaboration with the principals will review highly qualified guidelines	Policy and Process	07/01/2015	06/30/2016	\$0	District Administration and Principals
Professional Learning	District personnel will provide training focused specifically on teaching students of high poverty with resources provided from the Poverty Institute through SouthEast SouthCentral Cooperative.	Professional Learning	10/30/2015	06/30/2016	\$0	Paula Rickett, Kim Creekmore, Rachele Rice
Professional Learning Communities	Provide teachers with support to plan instruction, reflect on implementation, and pinpoint student needs to increase student proficiency.	Academic Support Program	08/17/2015	06/30/2016	\$0	Paula Rickett
Data Analysis	Data will be analyzed to identify students who may be off-track for promotion or on-time graduation. These students will receive targeted assistance and intervention.	Academic Support Program	06/29/2015	06/30/2016	\$0	Paula Rickett, Counselors, Principals

# KDE Comprehensive Improvement Plan for Districts

Whitley County

Reading Support	The district reading instructional coach will visit each school providing support with reading instructional strategies, intervention strategies, etc. based on the needs of the teachers. The district reading instructional coach will update the ELA wiki with these resources.	Academic Support Program	08/17/2015	06/30/2016	\$0	Paula Rickett, Heather Stewart
Data Room/Data Notebooks	Assist schools in creating/implementing visual representations of data through data rooms or data notebooks and having data room meetings.	Academic Support Program	09/01/2015	06/30/2016	\$0	Paula Rickett
Progress Monitoring	Maintain a system of progress monitoring as evidenced by tools such as AIMSweb, lesson plans, walk through documentation, learning checks, common assessments, benchmark assessment data, and professional learning communities	Policy and Process	08/11/2015	06/30/2016	\$0	Paula Rickett, Dr. Ralph Johnson, Instructional Coaches
Instructional Resources	Continue to identify and disseminate instructional resources for Kentucky Academic Standards	Academic Support Program	07/27/2015	06/30/2016	\$0	Paula Rickett, District Instructional Coaches
Technology Assisted Instruction	Continue to provide technical assistance and support to schools in software setup, STAR, Accelerated Reader, Study Island, our universal screener, progress monitoring programs, and other core programs	Academic Support Program	08/11/2015	06/30/2016	\$0	Paula Rickett, Jill Roaden, Tammie Baird
AIMSweb - Behavior	Continue to provide updated training and technical support to school managers and teachers using the AIMSweb software to identify behavior issues and develop intervention strategies	Behavioral Support Program	08/11/2015	06/30/2016	\$0	Dr. Ralph Johnson, Paula Rickett, Pam Halstead
Brigance Screener and OMS Data Entry	Provide update training (and new training as needed) for all kindergarten teachers on the administration of the Brigance Screener and OMS Data Entry	Professional Learning	08/11/2015	08/25/2015	\$0	Paula Rickett
Response to Intervention	The district math coach and math intervention teachers will provide resources for intervention teams to address math needs. The district math coach will also provide training and support with the intervention resources in the Go Math! series.	Academic Support Program, Professional Learning	08/17/2015	06/30/2016	\$0	Paula Rickett, Kim Creekmore
Early Learning Leadership Networks	Access and disseminate resources for student learning through the Early Learning Leadership Networks	Academic Support Program	07/01/2015	06/30/2016	\$0	Dr. Ralph Johnson, Sulia Douglas, Bell-Whitley Headstart
ILP Assistance	Provide resources and technical assistance for Career Cruising and ILP's	Professional Learning	08/17/2015	06/30/2016	\$0	School ILP Managers, Principals, Paula Rickett, Tammie Baird, Laurel Bowlin

# KDE Comprehensive Improvement Plan for Districts

Whitley County

Science Initiative	The district science instructional coach will visit each school as requested providing support with the new Next Generation Science Standards (NGSS), instructional strategies, intervention strategies, etc. based on the needs of the teachers. She will also collaborate with teacher to develop and refine curriculum maps that are aligned with NGSS. The district science instructional coach will update the science wiki with these resources as well as the resources received from her participation in the Kentucky Science Network.	Academic Support Program	08/17/2015	06/30/2016	\$0	Paula Rickett, Ruth Osborne
TELL KY Survey/Val-Ed Survey	Analyze data from the staff 2015 TELL KY survey and Val-Ed Survey to identify and address non-cognitive teaching and learning barriers	Policy and Process	08/03/2015	06/30/2016	\$0	Paula Trickett, District Leadership Team
Preschool Service Collaboration	Work with pre-school to collaborate with daycares, head start, child care programs, and parents to promote kindergarten readiness skills	Academic Support Program	08/17/2015	06/30/2016	\$0	Dr. Ralph Johnson, Paula Rickett, Sulia Douglas
Intervention Resources	Continue to provide research-based resources for reading, math, science, and writing interventions	Academic Support Program	08/11/2015	06/30/2016	\$0	Paula Rickett, Dr. Ralph Johnson, Instructional Coaches
AIMSweb - Behavior	Continue to provide updated training and technical supports to school managers and teachers using the AIMSweb software to identify behavior issues and develop intervention strategies	Behavioral Support Program	08/11/2015	06/30/2016	\$0	Dr. Ralph Johnson, Paula Rickett, Pam Halstead
Assessment Literacy and Data Disaggregation	Provide and support teachers and principals with assessment literacy and processes to analyze and disaggregate school data	Professional Learning	09/01/2015	06/30/2016	\$0	Paula Rickett
AmeriCorp College Coach	The AmeriCorp Coach will provide first generation, college-going, low-income, and minority students with information, knowledge, and coaching they need to make educated decisions and plans about their future.	Career Preparation/Orientation	09/14/2015	05/10/2016	\$0	Counselor, Principal, AmeriCorp Coach
Best Instructional Math Practices	The district math coach will provide support and training with research-based best practices for math and math intervention.	Academic Support Program	08/17/2015	06/30/2016	\$0	Paula Rickett, Kim Creekmore
Professional Learning	District personnel will provide training focused specifically on teaching students of high poverty with resources provided from the Poverty Institute through the SouthEast SouthCentral Cooperative.	Professional Learning	10/30/2015	06/30/2016	\$0	Paula Rickett, Kim Creekmore, Rachele Rice
Equitable Distribution	District level administration ensures that teachers are equitably distributed throughout the district to ensure that all students are college and career ready.	Policy and Process	07/01/2015	06/30/2016	\$0	District Administration and Principals
Formative and Summative Assessments	Provide support to teachers in utilizing formative and assessment data to inform instruction.	Academic Support Program	08/11/2015	06/30/2016	\$0	Paula Rickett, Instructional Coaches

# KDE Comprehensive Improvement Plan for Districts

Whitley County

Highly Qualified Professional Development	Principals, teachers, and predators are given the opportunity to participate in professional learning designed to meet various needs	Professional Learning	07/01/2015	06/30/2016	\$0	Paula Rickett, Kim Creekmore, Principals
ILP Parent/Guardian Information	Disseminate information and resources to parents/guardians about the Career Cruising Program and the requirements of the ILP	Career Preparation/Orientation	08/17/2015	06/30/2016	\$0	Paula Rickett, Laurel Bowlin, Tammie Baird, Principals, and Teachers of grades 6-12
Preschool/Headstart Transition	Collaborate with Bell-Whitley to organize and monitor transition activities such as Readifest, Pre-registration Orientation, home visits, and parent-teacher meetings to acclimate students for school readiness	Academic Support Program	07/01/2015	06/30/2016	\$0	Dr. Ralph Johnson and Sulia Douglas
Co-Teaching	The district reading coach will plan and co-teach lessons with teachers focused on the implementation and rigor of the ELA standards.	Academic Support Program	08/17/2015	06/30/2016	\$0	Paula Rickett, Heather Stewart
Persistence to Graduation	Utilize the Persistence to Graduation Tool (PtGT) to target needed interventions for students who are not meeting benchmarks	Academic Support Program	07/01/2015	06/30/2016	\$0	Principals, Paula Rickett, Patrick Bowlin, Ralph Johnson
Parent Engagement	Educational services are offered to family members of students participating in the program in order to further engage parents in their child's learning and achievement goals.	Parent Involvement	09/01/2015	06/30/2016	\$0	Paula Rickett, Principals, Tammie Baird
Highly Qualified Report	District level administration will ensure that principals complete their yearly Highly Qualified report	Policy and Process	07/01/2015	06/30/2016	\$0	District Administration and Principals
Reading Initiative	The district reading instructional coach will visit each school as requested providing support with reading instructional strategies, intervention strategies, etc. based on the needs of the teachers. The district reading instructional coach will update the ELA wiki with these resources.	Academic Support Program	08/17/2015	06/30/2016	\$0	Paula Rickett, Heather Stewart
Equitable Distribution	District level administration ensures that teachers are equitably distributed throughout the district to ensure that all students are college and career ready	Policy and Process	07/01/2015	06/30/2016	\$0	District Administration and Principals
Dual Credit Math Courses	Junior and senior students are given the opportunity to enroll in College Math and/or College Algebra offered on campus through the University of the Cumberlands.	Academic Support Program	08/17/2015	06/30/2016	\$0	High School Counselor, Ruth Osborne, Paula Rickett, Principals
Co-Teaching	The district math coach will plan and co-teach lessons with teachers focused on the implementation and rigor of the math standards and math practices.	Academic Support Program	08/17/2015	06/30/2016	\$0	Paula Rickett, Kim Creekmore

# KDE Comprehensive Improvement Plan for Districts

Whitley County

Gap Data Analysis	Analyze K-PREP, EPAS, MAP, IOWA and other student achievement data by gap groups to modify instructional practices	Policy and Process	10/01/2015	09/30/2016	\$0	Paula Rickett, Dr. Ralph Johnson, Principals, Instructional Coaches, District Leadership Team
Highly Qualified Professional Development	Principals, teachers, and paraeducators are given the opportunity to participate in professional learning designed to meet various needs	Professional Learning	07/01/2015	06/30/2016	\$0	Paula Rickett, Kim Creekmore, Principals
Parent Engagement	Educational services are offered to family members of students participating in the program in order to further engage parents in their child's learning and achievement goals.	Parent Involvement	09/01/2015	06/30/2016	\$0	Paula Rickett, Tammie Baird, Principals
Recruitment and Retention of Highly Qualified Teachers	District level administration in collaboration with principals will monitor school improvement strategies focusing on data disaggregation for continued student and school progress	Recruitment and Retention	07/01/2015	06/30/2016	\$0	District Administration and Principals
Recruitment and Retention of Highly Qualified Teachers	District level administration in collaboration with principals will monitor school improvement strategies focusing on data disaggregation for continued student and school progress	Recruitment and Retention	07/01/2015	06/30/2016	\$0	District Administration and Principals
Social Studies Initiative	A district representative will update the social studies wiki with resources related to the drafted social studies standards from her participation in the Kentucky Social Studies Network.	Academic Support Program	08/17/2015	06/30/2016	\$0	Paula Rickett, Heather Stewart
Highly Qualified Report	District level administration will ensure that principals complete their yearly Highly Qualified report	Policy and Process	07/01/2015	06/30/2016	\$0	District Administration and Principals
Highly Qualified Status	District level administration in collaboration with the principals will review highly qualified guidelines.	Policy and Process	07/01/2015	06/30/2016	\$0	Principals and District Administration
Academic and Career Advising	Provide access to resources related to college and career readiness.	Professional Learning	08/03/2015	06/30/2016	\$0	Paula Rickett
<b>Total</b>					<b>\$0</b>	

## Grant Funds

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Save the Children (STC) Program	The Save the Children Program will support the reading program through in-school intervention services such as emergent modules and guided reading practice and after school services such as GIRP, emergent reader, fluency/vocabulary, and healthy choices	Academic Support Program	09/01/2015	06/30/2016	\$1000000	Paula Trickett and Heather Stewart

# KDE Comprehensive Improvement Plan for Districts

Whitley County

Math Intervention	Math Intervention Teacher (MIT) will provide math intervention services in small groups or in collaboration with students in kindergarten through 3rd grade. These services will include Tier 1 intervention for small groups and Tier 2 services with collaboration.	Academic Support Program	08/17/2015	06/01/2016	\$50000	Kim Creekmore, Principals, MIT Teachers
<b>Total</b>					<b>\$1050000</b>	

## District Funding

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
AIMSweb - Academic	Continue to provide updated training and technical support to school managers and teachers using the AIMSweb software to identify student achievement gaps and develop instructional strategies to address the gaps	Academic Support Program	08/11/2014	06/30/2016	\$12500	Paula Rickett, Dr. Ralph Johnson, Pam Halstead, Tammie Baird
AIMSweb Academic	Continue to provide updated trainings and technical support to school managers and teachers using the AIMSweb software to identify student achievement gaps and develop instructional strategies to address the gaps	Academic Support Program	08/11/2015	06/30/2016	\$12500	Paula Rickett, Dr. Ralph Johnson, Pam Halstead, Tammie Baird
Advanced Placement (AP) Training	Provide access and funding for high school teachers to receive AP instructional training	Professional Learning	07/01/2015	06/30/2016	\$2000	Principals, Paula Trickett, Kim Creekmore
Early Steps to School Success	Collaborate with community programs to promote literacy development resources for preschool children at school, as well as, in their homes, such as visits by trained para-professionals, evaluations and referrals to health and special services, provision of free literacy materials, parent education, and liaison between homes and other community service agencies	Academic Support Program	08/03/2015	06/30/2016	\$102305	Paula Trickett, Heather Stewart
<b>Total</b>					<b>\$129305</b>	

## Read to Achieve

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Read to Achieve (RTA)	RTA teacher(s) will provide reading intervention services in small groups, individual, or in collaboration with students in kindergarten through 3rd grade. These services will include Tier 1 intervention for small groups and individual and Tier 2 services with collaboration.	Academic Support Program	08/17/2015	06/01/2016	\$339500	Heather Stewart, Principals, RTA Teachers
<b>Total</b>					<b>\$339500</b>	



# KDE Comprehensive Improvement Plan for Districts

Whitley County

## Math Achievement Fund

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Math Intervention	Math Intervention Teacher (MIT) will provide math intervention services in small groups or in collaboration with students in kindergarten through 3rd grade. These services will include Tier 1 intervention for small groups and Tier 2 services with collaboration.	Academic Support Program	08/17/2015	06/01/2016	\$166000	Kim Creekmore, Principals, MIT Teachers
<b>Total</b>					\$166000	

## Other

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Literacy Design Collaborative	Provide training and build capacity of teachers to utilize the Literacy Design Collaborative Modules to meet the cognitive demands of the ELA standards. Teachers will be provided support in making decisions on adjusting the content and instructional strategies based on student needs. These tasks are aligned for use in Science, Social Studies, and English/Language Arts.	Professional Learning	08/11/2015	06/30/2016	\$5000	Paula Rickett, Heather Stewart, Laurel Bowlin
Math Design Collaborative	Provide training and build capacity for teacher to integrate rigorous, engaging mathematical learning experiences through Formative Assessment Lessons. Teachers will incorporate the Assessment for Learning framework and analyze work for student growth and reflection for teacher practice.	Academic Support Program	08/11/2015	06/30/2016	\$5000	Paula Rickett, Kim Creekmore
Curriculum and Data Analysis	Examine student K-PREP, MAP. IOWA data to identify gaps and make necessary adjustments to curriculum maps	Policy and Process	07/27/2015	06/30/2016	\$3000	Paula Rickett, District Leadership Team, Curriculum Design Team
Tutoring	Teachers tutor students and provide interventions in order to meet the core standards in academic subjects.	Academic Support Program	09/01/2015	06/30/2016	\$450000	Paula Rickett, Principals
Tutoring	Teachers tutor students in order to meet the core standards in academic subjects such as language arts and math.	Academic Support Program	09/01/2015	06/30/2016	\$450000	Paula Rickett, Principals
Gifted and Talented Program	The Gifted and Talented Coordinator meets monthly with the gifted and talented elementary students at each school and provides enriching lesson and activities that focus on their identified gifted areas. Enrichment activities are provided to middle and high school students as requested.	Academic Support Program	09/01/2015	04/29/2016	\$10000	Paula Rickett, Ruth Osborne

# KDE Comprehensive Improvement Plan for Districts

Whitley County

Student Activities and College Visits	GEAR UP cohort will visit college campuses to provide awareness of postsecondary opportunities and encourage students to consider postsecondary programs. Additional activities will be provided for GEAR UP students that encourage college and career readiness.	Career Preparation/Orientation	08/17/2015	06/30/2016	\$75000	Principal, Academic Specialist, Kim Creekmore
Community Involvement	Coordinate and facilitate reading and math nights involving parents and community members in academic activities	Community Engagement	08/17/2015	06/30/2016	\$2100	Paula Rickett, Kim Creekmore, Heather Stewart, and school Family Night Coordinators
GEAR UP Mentoring and Tutoring Program	The GEAR UP Mentoring and Tutoring Program will serve as an advisor/advisee program structured to promote and explore college and career pathways. Students will continue to work on Individual Learning Plans, research careers through guest speakers, etc. Students will be provided academic counseling and tutoring services in the area(s) of individual student need.	Academic Support Program	08/17/2015	06/30/2016	\$65000	Principal, Academic Specialist, Kim Creekmore
McKinney-Vento Grant	The McKinney-Vento program will address the barriers that homeless children and youth face in enrolling, attending, and succeeding in school. Under this program, the district will ensure that each homeless child and youth has equal access to the same free and appropriate education as other children and youth and provide services to enable them to meet the district's challenging academic expectations to which all students are held	Academic Support Program	07/01/2015	06/30/2016	\$49515	Paula Rickett, Meleesha Hooper
<b>Total</b>					<b>\$1114615</b>	

## 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
Persistence to Graduation	Utilize the Persistence to Graduation Tool (PtGT) to target needed interventions for students who are not meeting benchmarks	Academic Support Program	07/01/2015	06/30/2016	\$0	Principals, Paula Rickett, Patrick Bowlin, Ralph Johnson
Curriculum and Data Analysis	Examine student K-PREP, MAP. IOWA data to identify gaps and make necessary adjustments to curriculum maps	Policy and Process	07/27/2015	06/30/2016	\$3000	Paula Rickett, District Leadership Team, Curriculum Design Team
Instructional Resources	Continue to identify and disseminate instructional resources for Kentucky Academic Standards	Academic Support Program	07/27/2015	06/30/2016	\$0	Paula Rickett, District Instructional Coaches
Technology Assisted Instruction	Continue to provide technical assistance and support to schools in software setup, STAR, Accelerated Reader, Study Island, our universal screener, progress monitoring programs, and other core programs	Academic Support Program	08/11/2015	06/30/2016	\$0	Paula Rickett, Jill Roaden, Tammie Baird
21st Century Instruction	Continue to support teachers through professional learning opportunities in 21st Century instruction in reading, math, writing, science, and technology	Professional Learning	07/27/2015	06/30/2016	\$0	Paula Rickett, Kim Creekmore, Instructional Coaches
New Teacher Academy	Train new and pre-service teachers in best instructional practices and provide resources and support	Professional Learning	08/17/2015	06/30/2016	\$0	Paula Rickett, Kim Creekmore, Heather Stewart
AIMSweb - Academic	Continue to provide updated training and technical support to school managers and teachers using the AIMSweb software to identify student achievement gaps and develop instructional strategies to address the gaps	Academic Support Program	08/11/2014	06/30/2016	\$12500	Paula Rickett, Dr. Ralph Johnson, Pam Halstead, Tammie Baird

# KDE Comprehensive Improvement Plan for Districts

Whitley County

Intervention Resources	Continue to provide research-based resources for reading, math, science, and writing interventions	Academic Support Program	08/11/2015	06/30/2016	\$0	Paula Rickett, Dr. Ralph Johnson, Instructional Coaches
Progress Monitoring	Maintain a system of progress monitoring as evidenced by tools such as AIMSweb, lesson plans, walk through documentation, learning checks, common assessments, benchmark assessment data, and professional learning communities	Policy and Process	08/11/2015	06/30/2016	\$0	Paula Rickett, Dr. Ralph Johnson, Instructional Coaches
Best Instructional Intervention Practices	Disseminate best instructional and intervention practices and resources in the areas of reading, English, and math to teachers to assist students in reaching grade level benchmarks	Academic Support Program	07/20/2015	06/30/2016	\$0	Paula Rickett, Instructional Coaches
Gap Data Analysis	Analyze K-PREP, EPAS, MAP, IOWA and other student achievement data by gap groups to modify instructional practices	Policy and Process	10/01/2015	09/30/2016	\$0	Paula Rickett, Dr. Ralph Johnson, Principals, Instructional Coaches, District Leadership Team
Planning and Monitoring	Identify non-cognitive data such as attendance, behavior, and retention to develop strategies to address barriers to student achievement	Policy and Process	08/17/2015	06/30/2016	\$0	Paula Rickett, Patrick Bowlin, Dr. Ralph Johnson, Principals, Instructional Coaches, District Leadership Team
TELL KY Survey/Val-Ed Survey	Analyze data from the staff 2015 TELL KY survey and Val-Ed Survey to identify and address non-cognitive teaching and learning barriers	Policy and Process	08/03/2015	06/30/2016	\$0	Paula Trickett, District Leadership Team
Data Analysis	Data will be analyzed to identify students who may be off-track for promotion or on-time graduation. These students will receive targeted assistance and intervention.	Academic Support Program	06/29/2015	06/30/2016	\$0	Paula Rickett, Counselors, Principals
Literacy Design Collaborative	Provide training and build capacity of teachers to utilize the Literacy Design Collaborative Modules to meet the cognitive demands of the ELA standards. Teachers will be provided support in making decisions on adjusting the content and instructional strategies based on student needs. These tasks are aligned for use in Science, Social Studies, and English/Language Arts.	Professional Learning	08/11/2015	06/30/2016	\$5000	Paula Rickett, Heather Stewart, Laurel Bowlin

# KDE Comprehensive Improvement Plan for Districts

Whitley County

Math Design Collaborative	Provide training and build capacity for teacher to integrate rigorous, engaging mathematical learning experiences through Formative Assessment Lessons. Teachers will incorporate the Assessment for Learning framework and analyze work for student growth and reflection for teacher practice.	Academic Support Program	08/11/2015	06/30/2016	\$5000	Paula Rickett, Kim Creekmore
AIMSweb - Behavior	Continue to provide updated training and technical support to school managers and teachers using the AIMSweb software to identify behavior issues and develop intervention strategies	Behavioral Support Program	08/11/2015	06/30/2016	\$0	Dr. Ralph Johnson, Paula Rickett, Pam Halstead
Reading Support	The district reading instructional coach will visit each school providing support with reading instructional strategies, intervention strategies, etc. based on the needs of the teachers. The district reading instructional coach will update the ELA wiki with these resources.	Academic Support Program	08/17/2015	06/30/2016	\$0	Paula Rickett, Heather Stewart
Math Support	The district math instructional coach will visit each school providing support with math instructional strategies, intervention strategies, etc. based on the needs of the teachers. The district math instructional coach will update the math wiki with these resources along with the math newsletter that highlights specific strategies and resources.	Academic Support Program	08/17/2015	06/30/2016	\$0	Paula Rickett, Kim Creekmore
McKinney-Vento Grant	The McKinney-Vento program will address the barriers that homeless children and youth face in enrolling, attending, and succeeding in school. Under this program, the district will ensure that each homeless child and youth has equal access to the same free and appropriate education as other children and youth and provide services to enable them to meet the district's challenging academic expectations to which all students are held	Academic Support Program	07/01/2015	06/30/2016	\$49515	Paula Rickett, Meleesha Hooper
Reading Initiative	The district reading instructional coach will visit each school as requested providing support with reading instructional strategies, intervention strategies, etc. based on the needs of the teachers. The district reading instructional coach will update the ELA wiki with these resources.	Academic Support Program	08/17/2015	06/30/2016	\$0	Paula Rickett, Heather Stewart
Math Initiative	The district math instructional coach will visit each school as requested providing support with math instructional strategies, intervention strategies, etc. based on the needs of the teachers. The district math instructional coach will update the math wiki with these resources.	Academic Support Program	08/17/2015	06/30/2016	\$0	Paula Rickett, Kim Creekmore
Science Initiative	The district science instructional coach will visit each school as requested providing support with the new Next Generation Science Standards (NGSS), instructional strategies, intervention strategies, etc. based on the needs of the teachers. She will also collaborate with teacher to develop and refine curriculum maps that are aligned with NGSS. The district science instructional coach will update the science wiki with these resources as well as the resources received from her participation in the Kentucky Science Network.	Academic Support Program	08/17/2015	06/30/2016	\$0	Paula Rickett, Ruth Osborne

# KDE Comprehensive Improvement Plan for Districts

Whitley County

Social Studies Initiative	A district representative will update the social studies wiki with resources related to the drafted social studies standards from her participation in the Kentucky Social Studies Network.	Academic Support Program	08/17/2015	06/30/2016	\$0	Paula Rickett, Heather Stewart
Writing Initiative	The district writing instructional coach will visit each school regularly providing support with writing instructional strategies, intervention strategies, etc. based on the needs of the teachers. The district writing instructional coach will update the writing wiki with these resources.	Academic Support Program	08/11/2015	06/30/2016	\$0	Paula Rickett, Laurel Bowlin
Data Analysis	Analyze ACT, K-PREP, EOC, KYOTE, KOSSA, and COMPASS assessment results and determine instructional gaps to assist in providing strategies and activities to teachers.	Academic Support Program	08/11/2015	06/30/2016	\$0	Principals, Paula Rickett
Co-Teaching	Instructional Coaches will plan and co-teach lessons with teachers as requested.	Academic Support Program	09/01/2015	06/30/2016	\$0	Paula Rickett, Instructional Coaches
Data Room/Data Notebooks	Assist schools in creating/implementing visual representations of data through data rooms or data notebooks and having data room meetings.	Academic Support Program	09/01/2015	06/30/2016	\$0	Paula Rickett
Assessment Literacy and Data Disaggregation	Provide and support teachers and principals with assessment literacy and processes to analyze and disaggregate school data	Professional Learning	09/01/2015	06/30/2016	\$0	Paula Rickett
Formative and Summative Assessments	Provide support to teachers in utilizing formative and assessment data to inform instruction.	Academic Support Program	08/11/2015	06/30/2016	\$0	Paula Rickett, Instructional Coaches
Professional Learning Communities	Provide teachers with support to plan instruction, reflect on implementation, and pinpoint student needs to increase student proficiency.	Academic Support Program	08/17/2015	06/30/2016	\$0	Paula Rickett
AIMSweb Academic	Continue to provide updated trainings and technical support to school managers and teachers using the AIMSweb software to identify student achievement gaps and develop instructional strategies to address the gaps	Academic Support Program	08/11/2015	06/30/2016	\$12500	Paula Rickett, Dr. Ralph Johnson, Pam Halstead, Tammie Baird
Intervention Resources	Continue to provide research-based resources for reading, math, science, and writing interventions	Academic Support Program	08/11/2015	06/30/2016	\$0	Paula Rickett, Dr. Ralph Johnson, Instructional Coaches
Progress Monitoring	Maintain a system of progress monitoring as evidenced by tools such as AIMSweb, lesson plans, walkthrough documentation, learning checks, common assessments, benchmark assessment data, and professional learning communities	Policy and Process	08/11/2015	06/30/2016	\$0	Paula Rickett, Dr. Ralph Johnson, Instructional Coaches
AIMSweb - Behavior	Continue to provide updated training and technical supports to school managers and teachers using the AIMSweb software to identify behavior issues and develop intervention strategies	Behavioral Support Program	08/11/2015	06/30/2016	\$0	Dr. Ralph Johnson, Paula Rickett, Pam Halstead

# KDE Comprehensive Improvement Plan for Districts

Whitley County

Co-Teaching	The district reading coach will plan and co-teach lessons with teachers focused on the implementation and rigor of the ELA standards.	Academic Support Program	08/17/2015	06/30/2016	\$0	Paula Rickett, Heather Stewart
Best Instructional Reading Practices	The district reading coach will provide support and training with research-based best practices for reading and reading intervention.	Academic Support Program, Professional Learning	08/17/2015	06/30/2016	\$0	Paula Rickett, Heather Stewart
Response to Intervention	The district reading coach and RTA teachers will provide resources for intervention teams to address reading needs. The district reading coach will also provide training and support with the RTI component of our Journeys reading series.	Academic Support Program, Professional Learning	08/17/2015	06/30/2016	\$0	Paula Rickett, Heather Stewart, and RTA teachers
Professional Learning	District personnel will provide training focused specifically on teaching students of high poverty with resources provided from the Poverty Institute through SouthEast SouthCentral Cooperative.	Professional Learning	10/30/2015	06/30/2016	\$0	Paula Rickett, Kim Creekmore, Rachele Rice
Co-Teaching	The district math coach will plan and co-teach lessons with teachers focused on the implementation and rigor of the math standards and math practices.	Academic Support Program	08/17/2015	06/30/2016	\$0	Paula Rickett, Kim Creekmore
Best Instructional Math Practices	The district math coach will provide support and training with research-based best practices for math and math intervention.	Academic Support Program	08/17/2015	06/30/2016	\$0	Paula Rickett, Kim Creekmore
Response to Intervention	The district math coach and math intervention teachers will provide resources for intervention teams to address math needs. The district math coach will also provide training and support with the intervention resources in the Go Math! series.	Academic Support Program, Professional Learning	08/17/2015	06/30/2016	\$0	Paula Rickett, Kim Creekmore
Professional Learning	District personnel will provide training focused specifically on teaching students of high poverty with resources provided from the Poverty Institute through the SouthEast SouthCentral Cooperative.	Professional Learning	10/30/2015	06/30/2016	\$0	Paula Rickett, Kim Creekmore, Rachele Rice
Highly Qualified Status	District level administration in collaboration with the principals will review highly qualified guidelines.	Policy and Process	07/01/2015	06/30/2016	\$0	Principals and District Administration
Highly Qualified Report	District level administration will ensure that principals complete their yearly Highly Qualified report	Policy and Process	07/01/2015	06/30/2016	\$0	District Administration and Principals
Highly Qualified Professional Development	Principals, teachers, and paraeducators are given the opportunity to participate in professional learning designed to meet various needs	Professional Learning	07/01/2015	06/30/2016	\$0	Paula Rickett, Kim Creekmore, Principals
Recruitment and Retention of Highly Qualified Teachers	District level administration in collaboration with principals will monitor school improvement strategies focusing on data disaggregation for continued student and school progress	Recruitment and Retention	07/01/2015	06/30/2016	\$0	District Administration and Principals
Equitable Distribution	District level administration ensures that teachers are equitably distributed throughout the district to ensure that all students are college and career ready.	Policy and Process	07/01/2015	06/30/2016	\$0	District Administration and Principals

## KDE Comprehensive Improvement Plan for Districts

Whitley County

Highly Qualified Status	District level administration in collaboration with the principals will review highly qualified guidelines	Policy and Process	07/01/2015	06/30/2016	\$0	District Administration and Principals
Highly Qualified Report	District level administration will ensure that principals complete their yearly Highly Qualified report	Policy and Process	07/01/2015	06/30/2016	\$0	District Administration and Principals
Highly Qualified Professional Development	Principals, teachers, and predicators are given the opportunity to participate in professional learning designed to meet various needs	Professional Learning	07/01/2015	06/30/2016	\$0	Paula Rickett, Kim Creekmore, Principals
Recruitment and Retention of Highly Qualified Teachers	District level administration in collaboration with principals will monitor school improvement strategies focusing on data disaggregation for continued student and school progress	Recruitment and Retention	07/01/2015	06/30/2016	\$0	District Administration and Principals
Equitable Distribution	District level administration ensures that teachers are equitably distributed throughout the district to ensure that all students are college and career ready	Policy and Process	07/01/2015	06/30/2016	\$0	District Administration and Principals
<b>Total</b>					<b>\$87515</b>	

### Whitley County North Elementary School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
ILP Assistance	Provide resources and technical assistance for Career Cruising and ILP's	Professional Learning	08/17/2015	06/30/2016	\$0	School ILP Managers, Principals, Paula Rickett, Tammie Baird, Laurel Bowlin
ILP Monitoring	Monitor each school's completion percentage of ILP requirements	Policy and Process	08/17/2015	06/30/2016	\$0	School ILP Managers, Principals, Paula Rickett, Tammie Baird, Laurel Bowlin
Community Involvement	Coordinate and facilitate reading and math nights involving parents and community members in academic activities	Community Engagement	08/17/2015	06/30/2016	\$2100	Paula Rickett, Kim Creekmore, Heather Stewart, and school Family Night Coordinators
Preschool/Headstart Transition	Collaborate with Bell-Whitley to organize and monitor transition activities such as Readifest, Pre-registration Orientation, home visits, and parent-teacher meetings to acclimate students for school readiness	Academic Support Program	07/01/2015	06/30/2016	\$0	Dr. Ralph Johnson and Sulia Douglas



# KDE Comprehensive Improvement Plan for Districts

Whitley County

Preschool Classroom Assessments	Continue to utilize the Classroom Assessment Scoring System (CLASS) to ensure quality classroom instruction by assessing three domains: Emotional, Instructional, and Organizational	Academic Support Program	07/01/2015	06/30/2016	\$0	Dr. Ralph Johnson, Sulia Douglas, Bell-Whitley Headstart
Early Learning Leadership Networks	Access and disseminate resources for student learning through the Early Learning Leadership Networks	Academic Support Program	07/01/2015	06/30/2016	\$0	Dr. Ralph Johnson, Sulia Douglas, Bell-Whitley Headstart
Brigance Screener and OMS Data Entry	Provide update training (and new training as needed) for all kindergarten teachers on the administration of the Brigance Screener and OMS Data Entry	Professional Learning	08/11/2015	08/25/2015	\$0	Paula Rickett
ILP Parent/Guardian Information	Disseminate information and resources to parents/guardians about the Career Cruising Program and the requirements of the ILP	Career Preparation/Orientation	08/17/2015	06/30/2016	\$0	Paula Rickett, Laurel Bowlin, Tammie Baird, Principals, and Teachers of grades 6-12
Gifted and Talented Program	The Gifted and Talented Coordinator meets monthly with the gifted and talented elementary students at each school and provides enriching lesson and activities that focus on their identified gifted areas. Enrichment activities are provided to middle and high school students as requested.	Academic Support Program	09/01/2015	04/29/2016	\$10000	Paula Rickett, Ruth Osborne
Read to Achieve (RTA)	RTA teacher(s) will provide reading intervention services in small groups, individual, or in collaboration with students in kindergarten through 3rd grade. These services will include Tier 1 intervention for small groups and individual and Tier 2 services with collaboration.	Academic Support Program	08/17/2015	06/01/2016	\$339500	Heather Stewart, Principals, RTA Teachers
Math Intervention	Math Intervention Teacher (MIT) will provide math intervention services in small groups or in collaboration with students in kindergarten through 3rd grade. These services will include Tier 1 intervention for small groups and Tier 2 services with collaboration.	Academic Support Program	08/17/2015	06/01/2016	\$216000	Kim Creekmore, Principals, MIT Teachers
Tutoring	Teachers tutor students in order to meet the core standards in academic subjects such as language arts and math.	Academic Support Program	09/01/2015	06/30/2016	\$450000	Paula Rickett, Principals
Enrichment Activities	21st CCLC clubs are offered that focus on academics, physical fitness, character education, and leadership	Academic Support Program	09/01/2015	06/30/2016	\$0	Paula Rickett, Principals, Tammie Baird
Parent Engagement	Educational services are offered to family members of students participating in the program in order to further engage parents in their child's learning and achievement goals.	Parent Involvement	09/01/2015	06/30/2016	\$0	Paula Rickett, Tammie Baird, Principals

# KDE Comprehensive Improvement Plan for Districts

Whitley County

Tutoring	Teachers tutor students and provide interventions in order to meet the core standards in academic subjects.	Academic Support Program	09/01/2015	06/30/2016	\$450000	Paula Rickett, Principals
Enrichment Activities	21st CCLC clubs are offered that focus on academics, physical fitness, character education, and leadership	Academic Support Program	09/01/2015	06/30/2016	\$0	Paula Rickett, Principals, Tammie Baird
Parent Engagement	Educational services are offered to family members of students participating in the program in order to further engage parents in their child's learning and achievement goals.	Parent Involvement	09/01/2015	06/30/2016	\$0	Paula Rickett, Principals, Tammie Baird
Preschool Service Collaboration	Work with pre-school to collaborate with daycares, head start, child care programs, and parents to promote kindergarten readiness skills	Academic Support Program	08/17/2015	06/30/2016	\$0	Dr. Ralph Johnson, Paula Rickett, Sulia Douglas
Journeys Reading Series	Instructional reading coach will provide support and guidance to all teachers using the RTI component of Journeys	Academic Support Program	08/11/2015	06/30/2016	\$0	Paula Rickett, Heather Stewart
Save the Children (STC) Program	The Save the Children Program will support the reading program through in-school intervention services such as emergent modules and guided reading practice and after school services such as GIRP, emergent reader, fluency/vocabulary, and healthy choices	Academic Support Program	09/01/2015	06/30/2016	\$1000000	Paula Trickett and Heather Stewart
Literacy Design Collaborative (LDC)	District instructional coaches will provide training and assist in building capacity of teachers to utilize the LDC modules and mini-tasks to meet the cognitive demands of the ELA standards. Teachers will be provided support in making decisions on adjusting the content and instructional strategies based on student needs. These tasks are aligned for used in Science, Social Studies, and English/Language Arts.	Academic Support Program, Professional Learning	08/17/2015	06/30/2016	\$0	Paula Rickett, Heather Stewart, Laurel Bowlin, Kim Creekmore
Math Design Collaborative	The district math coach will provide training and assist in building capacity of teachers to integrate rigorous, engaging mathematical learning experiences through Formative Assessment Lessons. Teachers will incorporate the Assessment for Learning Framework and analyze work for student growth and reflection for teacher practice.	Academic Support Program, Professional Learning	08/17/2015	06/30/2016	\$0	Paula Rickett, Kim Creekmore
<b>Total</b>					<b>\$2467600</b>	

## Whitley County Middle School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
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# KDE Comprehensive Improvement Plan for Districts

Whitley County

ILP Assistance	Provide resources and technical assistance for Career Cruising and ILP's	Professional Learning	08/17/2015	06/30/2016	\$0	School ILP Managers, Principals, Paula Rickett, Tammie Baird, Laurel Bowlin
ILP Monitoring	Monitor each school's completion percentage of ILP requirements	Policy and Process	08/17/2015	06/30/2016	\$0	School ILP Managers, Principals, Paula Rickett, Tammie Baird, Laurel Bowlin
Academic and Career Advising	Provide access to resources related to college and career readiness.	Professional Learning	08/03/2015	06/30/2016	\$0	Paula Rickett
Student Activities and College Visits	GEAR UP cohort will visit college campuses to provide awareness of postsecondary opportunities and encourage students to consider postsecondary programs. Additional activities will be provided for GEAR UP students that encourage college and career readiness.	Career Preparation/Orientation	08/17/2015	06/30/2016	\$75000	Principal, Academic Specialist, Kim Creekmore
GEAR UP Mentoring and Tutoring Program	The GEAR UP Mentoring and Tutoring Program will serve as an advisor/advisee program structured to promote and explore college and career pathways. Students will continue to work on Individual Learning Plans, research careers through guest speakers, etc. Students will be provided academic counseling and tutoring services in the area(s) of individual student need.	Academic Support Program	08/17/2015	06/30/2016	\$65000	Principal, Academic Specialist, Kim Creekmore
ILP Parent/Guardian Information	Disseminate information and resources to parents/guardians about the Career Cruising Program and the requirements of the ILP	Career Preparation/Orientation	08/17/2015	06/30/2016	\$0	Paula Rickett, Laurel Bowlin, Tammie Baird, Principals, and Teachers of grades 6-12
Gifted and Talented Program	The Gifted and Talented Coordinator meets monthly with the gifted and talented elementary students at each school and provides enriching lesson and activities that focus on their identified gifted areas. Enrichment activities are provided to middle and high school students as requested.	Academic Support Program	09/01/2015	04/29/2016	\$10000	Paula Rickett, Ruth Osborne
Literacy Design Collaborative (LDC)	District instructional coaches will provide training and assist in building capacity of teachers to utilize the LDC modules and mini-tasks to meet the cognitive demands of the ELA standards. Teachers will be provided support in making decisions on adjusting the content and instructional strategies based on student needs. These tasks are aligned for use in Science, Social Studies, and English/Language Arts.	Academic Support Program, Professional Learning	08/17/2015	06/30/2016	\$0	Paula Rickett, Heather Stewart, Laurel Bowlin, Kim Creekmore

# KDE Comprehensive Improvement Plan for Districts

Whitley County

Math Design Collaborative	The district math coach will provide training and assist in building capacity of teachers to integrate rigorous, engaging mathematical learning experiences through Formative Assessment Lessons. Teachers will incorporate the Assessment for Learning Framework and analyze work for student growth and reflection for teacher practice.	Academic Support Program, Professional Learning	08/17/2015	06/30/2016	\$0	Paula Rickett, Kim Creekmore
<b>Total</b>					<b>\$150000</b>	

## Whitley County High School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
ILP Assistance	Provide resources and technical assistance for Career Cruising and ILP's	Professional Learning	08/17/2015	06/30/2016	\$0	School ILP Managers, Principals, Paula Rickett, Tammie Baird, Laurel Bowlin
ILP Monitoring	Monitor each school's completion percentage of ILP requirements	Policy and Process	08/17/2015	06/30/2016	\$0	School ILP Managers, Principals, Paula Rickett, Tammie Baird, Laurel Bowlin
Academic and Career Advising	Provide access to resources related to college and career readiness.	Professional Learning	08/03/2015	06/30/2016	\$0	Paula Rickett
Dual and Articulated Credit	Develop and maintain policies which allow for dual and articulated credit for high school courses	Policy and Process	07/01/2015	06/30/2016	\$0	High School Principals, Board Administration
Advanced Placement (AP) Training	Provide access and funding for high school teachers to receive AP instructional training	Professional Learning	07/01/2015	06/30/2016	\$2000	Principals, Paula Trickett, Kim Creekmore
Advanced Placement (AP) Score Reports	Maintain procedures for reviewing AP score reports	Policy and Process	08/03/2015	06/30/2016	\$0	Principals, Paula Rickett
AmeriCorp College Coach	The AmeriCorp Coach will provide first generation, college-going, low-income, and minority students with information, knowledge, and coaching they need to make educated decisions and plans about their future.	Career Preparation/Orientation	09/14/2015	05/10/2016	\$0	Counselor, Principal, AmeriCorp Coach

# KDE Comprehensive Improvement Plan for Districts

Whitley County

ILP Parent/Guardian Information	Disseminate information and resources to parents/guardians about the Career Cruising Program and the requirements of the ILP	Career Preparation/Orientation	08/17/2015	06/30/2016	\$0	Paula Rickett, Laurel Bowlin, Tammie Baird, Principals, and Teachers of grades 6-12
Gifted and Talented Program	The Gifted and Talented Coordinator meets monthly with the gifted and talented elementary students at each school and provides enriching lesson and activities that focus on their identified gifted areas. Enrichment activities are provided to middle and high school students as requested.	Academic Support Program	09/01/2015	04/29/2016	\$10000	Paula Rickett, Ruth Osborne
Tutoring	Teachers tutor students in order to meet the core standards in academic subjects such as language arts and math.	Academic Support Program	09/01/2015	06/30/2016	\$450000	Paula Rickett, Principals
Enrichment Activities	21st CCLC clubs are offered that focus on academics, physical fitness, character education, and leadership	Academic Support Program	09/01/2015	06/30/2016	\$0	Paula Rickett, Principals, Tammie Baird
Parent Engagement	Educational services are offered to family members of students participating in the program in order to further engage parents in their child's learning and achievement goals.	Parent Involvement	09/01/2015	06/30/2016	\$0	Paula Rickett, Tammie Baird, Principals
Tutoring	Teachers tutor students and provide interventions in order to meet the core standards in academic subjects.	Academic Support Program	09/01/2015	06/30/2016	\$450000	Paula Rickett, Principals
Enrichment Activities	21st CCLC clubs are offered that focus on academics, physical fitness, character education, and leadership	Academic Support Program	09/01/2015	06/30/2016	\$0	Paula Rickett, Principals, Tammie Baird
Parent Engagement	Educational services are offered to family members of students participating in the program in order to further engage parents in their child's learning and achievement goals.	Parent Involvement	09/01/2015	06/30/2016	\$0	Paula Rickett, Principals, Tammie Baird
Academic & Career Advising	Provide all students with career pathway information related to their ILP's in order to make elective choices	Career Preparation/Orientation	03/02/2015	07/29/2016	\$0	High School Counselors, Middle School Counselor, Principals
Dual Credit Math Courses	Junior and senior students are given the opportunity to enroll in College Math and/or College Algebra offered on campus through the University of the Cumberlands.	Academic Support Program	08/17/2015	06/30/2016	\$0	High School Counselor, Ruth Osborne, Paula Rickett, Principals

## KDE Comprehensive Improvement Plan for Districts

Whitley County

Literacy Design Collaborative (LDC)	District instructional coaches will provide training and assist in building capacity of teachers to utilize the LDC modules and mini-tasks to meet the cognitive demands of the ELA standards. Teachers will be provided support in making decisions on adjusting the content and instructional strategies based on student needs. These tasks are aligned for use in Science, Social Studies, and English/Language Arts.	Academic Support Program, Professional Learning	08/17/2015	06/30/2016	\$0	Paula Rickett, Heather Stewart, Laurel Bowlin, Kim Creekmore
Math Design Collaborative	The district math coach will provide training and assist in building capacity of teachers to integrate rigorous, engaging mathematical learning experiences through Formative Assessment Lessons. Teachers will incorporate the Assessment for Learning Framework and analyze work for student growth and reflection for teacher practice.	Academic Support Program, Professional Learning	08/17/2015	06/30/2016	\$0	Paula Rickett, Kim Creekmore
<b>Total</b>					<b>\$912000</b>	

### Whitley County East Elementary School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
ILP Assistance	Provide resources and technical assistance for Career Cruising and ILP's	Professional Learning	08/17/2015	06/30/2016	\$0	School ILP Managers, Principals, Paula Rickett, Tammie Baird, Laurel Bowlin
ILP Monitoring	Monitor each school's completion percentage of ILP requirements	Policy and Process	08/17/2015	06/30/2016	\$0	School ILP Managers, Principals, Paula Rickett, Tammie Baird, Laurel Bowlin
Community Involvement	Coordinate and facilitate reading and math nights involving parents and community members in academic activities	Community Engagement	08/17/2015	06/30/2016	\$2100	Paula Rickett, Kim Creekmore, Heather Stewart, and school Family Night Coordinators
Preschool/Headstart Transition	Collaborate with Bell-Whitley to organize and monitor transition activities such as Readifest, Pre-registration Orientation, home visits, and parent-teacher meetings to acclimate students for school readiness	Academic Support Program	07/01/2015	06/30/2016	\$0	Dr. Ralph Johnson and Sulia Douglas

# KDE Comprehensive Improvement Plan for Districts

Whitley County

Preschool Classroom Assessments	Continue to utilize the Classroom Assessment Scoring System (CLASS) to ensure quality classroom instruction by assessing three domains: Emotional, Instructional, and Organizational	Academic Support Program	07/01/2015	06/30/2016	\$0	Dr. Ralph Johnson, Sulia Douglas, Bell-Whitley Headstart
Early Learning Leadership Networks	Access and disseminate resources for student learning through the Early Learning Leadership Networks	Academic Support Program	07/01/2015	06/30/2016	\$0	Dr. Ralph Johnson, Sulia Douglas, Bell-Whitley Headstart
Brigance Screener and OMS Data Entry	Provide update training (and new training as needed) for all kindergarten teachers on the administration of the Brigance Screener and OMS Data Entry	Professional Learning	08/11/2015	08/25/2015	\$0	Paula Rickett
ILP Parent/Guardian Information	Disseminate information and resources to parents/guardians about the Career Cruising Program and the requirements of the ILP	Career Preparation/Orientation	08/17/2015	06/30/2016	\$0	Paula Rickett, Laurel Bowlin, Tammie Baird, Principals, and Teachers of grades 6-12
Gifted and Talented Program	The Gifted and Talented Coordinator meets monthly with the gifted and talented elementary students at each school and provides enriching lesson and activities that focus on their identified gifted areas. Enrichment activities are provided to middle and high school students as requested.	Academic Support Program	09/01/2015	04/29/2016	\$10000	Paula Rickett, Ruth Osborne
Read to Achieve (RTA)	RTA teacher(s) will provide reading intervention services in small groups, individual, or in collaboration with students in kindergarten through 3rd grade. These services will include Tier 1 intervention for small groups and individual and Tier 2 services with collaboration.	Academic Support Program	08/17/2015	06/01/2016	\$339500	Heather Stewart, Principals, RTA Teachers
Math Intervention	Math Intervention Teacher (MIT) will provide math intervention services in small groups or in collaboration with students in kindergarten through 3rd grade. These services will include Tier 1 intervention for small groups and Tier 2 services with collaboration.	Academic Support Program	08/17/2015	06/01/2016	\$216000	Kim Creekmore, Principals, MIT Teachers
Tutoring	Teachers tutor students in order to meet the core standards in academic subjects such as language arts and math.	Academic Support Program	09/01/2015	06/30/2016	\$450000	Paula Rickett, Principals
Enrichment Activities	21st CCLC clubs are offered that focus on academics, physical fitness, character education, and leadership	Academic Support Program	09/01/2015	06/30/2016	\$0	Paula Rickett, Principals, Tammie Baird
Parent Engagement	Educational services are offered to family members of students participating in the program in order to further engage parents in their child's learning and achievement goals.	Parent Involvement	09/01/2015	06/30/2016	\$0	Paula Rickett, Tammie Baird, Principals

## KDE Comprehensive Improvement Plan for Districts

Whitley County

Tutoring	Teachers tutor students and provide interventions in order to meet the core standards in academic subjects.	Academic Support Program	09/01/2015	06/30/2016	\$450000	Paula Rickett, Principals
Enrichment Activities	21st CCLC clubs are offered that focus on academics, physical fitness, character education, and leadership	Academic Support Program	09/01/2015	06/30/2016	\$0	Paula Rickett, Principals, Tammie Baird
Parent Engagement	Educational services are offered to family members of students participating in the program in order to further engage parents in their child's learning and achievement goals.	Parent Involvement	09/01/2015	06/30/2016	\$0	Paula Rickett, Principals, Tammie Baird
Preschool Service Collaboration	Work with pre-school to collaborate with daycares, head start, child care programs, and parents to promote kindergarten readiness skills	Academic Support Program	08/17/2015	06/30/2016	\$0	Dr. Ralph Johnson, Paula Rickett, Sulia Douglas
Journeys Reading Series	Instructional reading coach will provide support and guidance to all teachers using the RTI component of Journeys	Academic Support Program	08/11/2015	06/30/2016	\$0	Paula Rickett, Heather Stewart
Literacy Design Collaborative (LDC)	District instructional coaches will provide training and assist in building capacity of teachers to utilize the LDC modules and mini-tasks to meet the cognitive demands of the ELA standards. Teachers will be provided support in making decisions on adjusting the content and instructional strategies based on student needs. These tasks are aligned for used in Science, Social Studies, and English/Language Arts.	Academic Support Program, Professional Learning	08/17/2015	06/30/2016	\$0	Paula Rickett, Heather Stewart, Laurel Bowlin, Kim Creekmore
Math Design Collaborative	The district math coach will provide training and assist in building capacity of teachers to integrate rigorous, engaging mathematical learning experiences through Formative Assessment Lessons. Teachers will incorporate the Assessment for Learning Framework and analyze work for student growth and reflection for teacher practice.	Academic Support Program, Professional Learning	08/17/2015	06/30/2016	\$0	Paula Rickett, Kim Creekmore
<b>Total</b>					<b>\$1467600</b>	

### Whitley County Central Primary School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Community Involvement	Coordinate and facilitate reading and math nights involving parents and community members in academic activities	Community Engagement	08/17/2015	06/30/2016	\$2100	Paula Rickett, Kim Creekmore, Heather Stewart, and school Family Night Coordinators



# KDE Comprehensive Improvement Plan for Districts

Whitley County

Preschool/Headstart Transition	Collaborate with Bell-Whitley to organize and monitor transition activities such as Readifest, Pre-registration Orientation, home visits, and parent-teacher meetings to acclimate students for school readiness	Academic Support Program	07/01/2015	06/30/2016	\$0	Dr. Ralph Johnson and Sulia Douglas
Preschool Classroom Assessments	Continue to utilize the Classroom Assessment Scoring System (CLASS) to ensure quality classroom instruction by assessing three domains: Emotional, Instructional, and Organizational	Academic Support Program	07/01/2015	06/30/2016	\$0	Dr. Ralph Johnson, Sulia Douglas, Bell-Whitley Headstart
Early Learning Leadership Networks	Access and disseminate resources for student learning through the Early Learning Leadership Networks	Academic Support Program	07/01/2015	06/30/2016	\$0	Dr. Ralph Johnson, Sulia Douglas, Bell-Whitley Headstart
Early Steps to School Success	Collaborate with community programs to promote literacy development resources for preschool children at school, as well as, in their homes, such as visits by trained para-professionals, evaluations and referrals to health and special services, provision of free literacy materials, parent education, and liaison between homes and other community service agencies	Academic Support Program	08/03/2015	06/30/2016	\$102305	Paula Trickett, Heather Stewart
Brigance Screener and OMS Data Entry	Provide update training (and new training as needed) for all kindergarten teachers on the administration of the Brigance Screener and OMS Data Entry	Professional Learning	08/11/2015	08/25/2015	\$0	Paula Rickett
Read to Achieve (RTA)	RTA teacher(s) will provide reading intervention services in small groups, individual, or in collaboration with students in kindergarten through 3rd grade. These services will include Tier 1 intervention for small groups and individual and Tier 2 services with collaboration.	Academic Support Program	08/17/2015	06/01/2016	\$339500	Heather Stewart, Principals, RTA Teachers
Math Intervention	Math Intervention Teacher (MIT) will provide math intervention services in small groups or in collaboration with students in kindergarten through 3rd grade. These services will include Tier 1 intervention for small groups and Tier 2 services with collaboration.	Academic Support Program	08/17/2015	06/01/2016	\$216000	Kim Creekmore, Principals, MIT Teachers
Tutoring	Teachers tutor students in order to meet the core standards in academic subjects such as language arts and math.	Academic Support Program	09/01/2015	06/30/2016	\$450000	Paula Rickett, Principals
Enrichment Activities	21st CCLC clubs are offered that focus on academics, physical fitness, character education, and leadership	Academic Support Program	09/01/2015	06/30/2016	\$0	Paula Rickett, Principals, Tammie Baird
Parent Engagement	Educational services are offered to family members of students participating in the program in order to further engage parents in their child's learning and achievement goals.	Parent Involvement	09/01/2015	06/30/2016	\$0	Paula Rickett, Tammie Baird, Principals

# KDE Comprehensive Improvement Plan for Districts

Whitley County

Tutoring	Teachers tutor students and provide interventions in order to meet the core standards in academic subjects.	Academic Support Program	09/01/2015	06/30/2016	\$450000	Paula Rickett, Principals
Enrichment Activities	21st CCLC clubs are offered that focus on academics, physical fitness, character education, and leadership	Academic Support Program	09/01/2015	06/30/2016	\$0	Paula Rickett, Principals, Tammie Baird
Parent Engagement	Educational services are offered to family members of students participating in the program in order to further engage parents in their child's learning and achievement goals.	Parent Involvement	09/01/2015	06/30/2016	\$0	Paula Rickett, Principals, Tammie Baird
Preschool Service Collaboration	Work with pre-school to collaborate with daycares, head start, child care programs, and parents to promote kindergarten readiness skills	Academic Support Program	08/17/2015	06/30/2016	\$0	Dr. Ralph Johnson, Paula Rickett, Sulia Douglas
Journeys Reading Series	Instructional reading coach will provide support and guidance to all teachers using the RTI component of Journeys	Academic Support Program	08/11/2015	06/30/2016	\$0	Paula Rickett, Heather Stewart
Save the Children (STC) Program	The Save the Children Program will support the reading program through in-school intervention services such as emergent modules and guided reading practice and after school services such as GIRP, emergent reader, fluency/vocabulary, and healthy choices	Academic Support Program	09/01/2015	06/30/2016	\$1000000	Paula Trickett and Heather Stewart
Literacy Design Collaborative (LDC)	District instructional coaches will provide training and assist in building capacity of teachers to utilize the LDC modules and mini-tasks to meet the cognitive demands of the ELA standards. Teachers will be provided support in making decisions on adjusting the content and instructional strategies based on student needs. These tasks are aligned for used in Science, Social Studies, and English/Language Arts.	Academic Support Program, Professional Learning	08/17/2015	06/30/2016	\$0	Paula Rickett, Heather Stewart, Laurel Bowlin, Kim Creekmore
Math Design Collaborative	The district math coach will provide training and assist in building capacity of teachers to integrate rigorous, engaging mathematical learning experiences through Formative Assessment Lessons. Teachers will incorporate the Assessment for Learning Framework and analyze work for student growth and reflection for teacher practice.	Academic Support Program, Professional Learning	08/17/2015	06/30/2016	\$0	Paula Rickett, Kim Creekmore
<b>Total</b>					<b>\$2559905</b>	

## Whitley County Alternative School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
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**KDE Comprehensive Improvement Plan for Districts**

Whitley County

ILP Assistance	Provide resources and technical assistance for Career Cruising and ILP's	Professional Learning	08/17/2015	06/30/2016	\$0	School ILP Managers, Principals, Paula Rickett, Tammie Baird, Laurel Bowlin
ILP Monitoring	Monitor each school's completion percentage of ILP requirements	Policy and Process	08/17/2015	06/30/2016	\$0	School ILP Managers, Principals, Paula Rickett, Tammie Baird, Laurel Bowlin
ILP Parent/Guardian Information	Disseminate information and resources to parents/guardians about the Career Cruising Program and the requirements of the ILP	Career Preparation/Orientation	08/17/2015	06/30/2016	\$0	Paula Rickett, Laurel Bowlin, Tammie Baird, Principals, and Teachers of grades 6-12
<b>Total</b>					<b>\$0</b>	

**Whitley Central Intermediate School**

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
ILP Assistance	Provide resources and technical assistance for Career Cruising and ILP's	Professional Learning	08/17/2015	06/30/2016	\$0	School ILP Managers, Principals, Paula Rickett, Tammie Baird, Laurel Bowlin
ILP Monitoring	Monitor each school's completion percentage of ILP requirements	Policy and Process	08/17/2015	06/30/2016	\$0	School ILP Managers, Principals, Paula Rickett, Tammie Baird, Laurel Bowlin

# KDE Comprehensive Improvement Plan for Districts

Whitley County

Community Involvement	Coordinate and facilitate reading and math nights involving parents and community members in academic activities	Community Engagement	08/17/2015	06/30/2016	\$2100	Paula Rickett, Kim Creekmore, Heather Stewart, and school Family Night Coordinators
ILP Parent/Guardian Information	Disseminate information and resources to parents/guardians about the Career Cruising Program and the requirements of the ILP	Career Preparation/Orientation	08/17/2015	06/30/2016	\$0	Paula Rickett, Laurel Bowlin, Tammie Baird, Principals, and Teachers of grades 6-12
Gifted and Talented Program	The Gifted and Talented Coordinator meets monthly with the gifted and talented elementary students at each school and provides enriching lesson and activities that focus on their identified gifted areas. Enrichment activities are provided to middle and high school students as requested.	Academic Support Program	09/01/2015	04/29/2016	\$10000	Paula Rickett, Ruth Osborne
Read to Achieve (RTA)	RTA teacher(s) will provide reading intervention services in small groups, individual, or in collaboration with students in kindergarten through 3rd grade. These services will include Tier 1 intervention for small groups and individual and Tier 2 services with collaboration.	Academic Support Program	08/17/2015	06/01/2016	\$339500	Heather Stewart, Principals, RTA Teachers
Math Intervention	Math Intervention Teacher (MIT) will provide math intervention services in small groups or in collaboration with students in kindergarten through 3rd grade. These services will include Tier 1 intervention for small groups and Tier 2 services with collaboration.	Academic Support Program	08/17/2015	06/01/2016	\$216000	Kim Creekmore, Principals, MIT Teachers
Tutoring	Teachers tutor students in order to meet the core standards in academic subjects such as language arts and math.	Academic Support Program	09/01/2015	06/30/2016	\$450000	Paula Rickett, Principals
Enrichment Activities	21st CCLC clubs are offered that focus on academics, physical fitness, character education, and leadership	Academic Support Program	09/01/2015	06/30/2016	\$0	Paula Rickett, Principals, Tammie Baird
Parent Engagement	Educational services are offered to family members of students participating in the program in order to further engage parents in their child's learning and achievement goals.	Parent Involvement	09/01/2015	06/30/2016	\$0	Paula Rickett, Tammie Baird, Principals
Tutoring	Teachers tutor students and provide interventions in order to meet the core standards in academic subjects.	Academic Support Program	09/01/2015	06/30/2016	\$450000	Paula Rickett, Principals
Enrichment Activities	21st CCLC clubs are offered that focus on academics, physical fitness, character education, and leadership	Academic Support Program	09/01/2015	06/30/2016	\$0	Paula Rickett, Principals, Tammie Baird

# KDE Comprehensive Improvement Plan for Districts

Whitley County

Parent Engagement	Educational services are offered to family members of students participating in the program in order to further engage parents in their child's learning and achievement goals.	Parent Involvement	09/01/2015	06/30/2016	\$0	Paula Rickett, Principals, Tammie Baird
Journeys Reading Series	Instructional reading coach will provide support and guidance to all teachers using the RTI component of Journeys	Academic Support Program	08/11/2015	06/30/2016	\$0	Paula Rickett, Heather Stewart
Save the Children (STC) Program	The Save the Children Program will support the reading program through in-school intervention services such as emergent modules and guided reading practice and after school services such as GIRP, emergent reader, fluency/vocabulary, and healthy choices	Academic Support Program	09/01/2015	06/30/2016	\$1000000	Paula Trickett and Heather Stewart
Literacy Design Collaborative (LDC)	District instructional coaches will provide training and assist in building capacity of teachers to utilize the LDC modules and mini-tasks to meet the cognitive demands of the ELA standards. Teachers will be provided support in making decisions on adjusting the content and instructional strategies based on student needs. These tasks are aligned for used in Science, Social Studies, and English/Language Arts.	Academic Support Program, Professional Learning	08/17/2015	06/30/2016	\$0	Paula Rickett, Heather Stewart, Laurel Bowlin, Kim Creekmore
Math Design Collaborative	The district math coach will provide training and assist in building capacity of teachers to integrate rigorous, engaging mathematical learning experiences through Formative Assessment Lessons. Teachers will incorporate the Assessment for Learning Framework and analyze work for student growth and reflection for teacher practice.	Academic Support Program, Professional Learning	08/17/2015	06/30/2016	\$0	Paula Rickett, Kim Creekmore
<b>Total</b>					<b>\$2467600</b>	

## Pleasant View Elementary School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
ILP Assistance	Provide resources and technical assistance for Career Cruising and ILP's	Professional Learning	08/17/2015	06/30/2016	\$0	School ILP Managers, Principals, Paula Rickett, Tammie Baird, Laurel Bowlin
ILP Monitoring	Monitor each school's completion percentage of ILP requirements	Policy and Process	08/17/2015	06/30/2016	\$0	School ILP Managers, Principals, Paula Rickett, Tammie Baird, Laurel Bowlin

# KDE Comprehensive Improvement Plan for Districts

Whitley County

Community Involvement	Coordinate and facilitate reading and math nights involving parents and community members in academic activities	Community Engagement	08/17/2015	06/30/2016	\$2100	Paula Rickett, Kim Creekmore, Heather Stewart, and school Family Night Coordinators
Preschool/Headstart Transition	Collaborate with Bell-Whitley to organize and monitor transition activities such as Readifest, Pre-registration Orientation, home visits, and parent-teacher meetings to acclimate students for school readiness	Academic Support Program	07/01/2015	06/30/2016	\$0	Dr. Ralph Johnson and Sulia Douglas
Preschool Classroom Assessments	Continue to utilize the Classroom Assessment Scoring System (CLASS) to ensure quality classroom instruction by assessing three domains: Emotional, Instructional, and Organizational	Academic Support Program	07/01/2015	06/30/2016	\$0	Dr. Ralph Johnson, Sulia Douglas, Bell-Whitley Headstart
Early Learning Leadership Networks	Access and disseminate resources for student learning through the Early Learning Leadership Networks	Academic Support Program	07/01/2015	06/30/2016	\$0	Dr. Ralph Johnson, Sulia Douglas, Bell-Whitley Headstart
Early Steps to School Success	Collaborate with community programs to promote literacy development resources for preschool children at school, as well as, in their homes, such as visits by trained para-professionals, evaluations and referrals to health and special services, provision of free literacy materials, parent education, and liaison between homes and other community service agencies	Academic Support Program	08/03/2015	06/30/2016	\$102305	Paula Trickett, Heather Stewart
Brigance Screener and OMS Data Entry	Provide update training (and new training as needed) for all kindergarten teachers on the administration of the Brigance Screener and OMS Data Entry	Professional Learning	08/11/2015	08/25/2015	\$0	Paula Rickett
ILP Parent/Guardian Information	Disseminate information and resources to parents/guardians about the Career Cruising Program and the requirements of the ILP	Career Preparation/Orientation	08/17/2015	06/30/2016	\$0	Paula Rickett, Laurel Bowlin, Tammie Baird, Principals, and Teachers of grades 6-12
Gifted and Talented Program	The Gifted and Talented Coordinator meets monthly with the gifted and talented elementary students at each school and provides enriching lesson and activities that focus on their identified gifted areas. Enrichment activities are provided to middle and high school students as requested.	Academic Support Program	09/01/2015	04/29/2016	\$10000	Paula Rickett, Ruth Osborne

# KDE Comprehensive Improvement Plan for Districts

Whitley County

Read to Achieve (RTA)	RTA teacher(s) will provide reading intervention services in small groups, individual, or in collaboration with students in kindergarten through 3rd grade. These services will include Tier 1 intervention for small groups and individual and Tier 2 services with collaboration.	Academic Support Program	08/17/2015	06/01/2016	\$339500	Heather Stewart, Principals, RTA Teachers
Math Intervention	Math Intervention Teacher (MIT) will provide math intervention services in small groups or in collaboration with students in kindergarten through 3rd grade. These services will include Tier 1 intervention for small groups and Tier 2 services with collaboration.	Academic Support Program	08/17/2015	06/01/2016	\$216000	Kim Creekmore, Principals, MIT Teachers
Tutoring	Teachers tutor students in order to meet the core standards in academic subjects such as language arts and math.	Academic Support Program	09/01/2015	06/30/2016	\$450000	Paula Rickett, Principals
Enrichment Activities	21st CCLC clubs are offered that focus on academics, physical fitness, character education, and leadership	Academic Support Program	09/01/2015	06/30/2016	\$0	Paula Rickett, Principals, Tammie Baird
Parent Engagement	Educational services are offered to family members of students participating in the program in order to further engage parents in their child's learning and achievement goals.	Parent Involvement	09/01/2015	06/30/2016	\$0	Paula Rickett, Tammie Baird, Principals
Tutoring	Teachers tutor students and provide interventions in order to meet the core standards in academic subjects.	Academic Support Program	09/01/2015	06/30/2016	\$450000	Paula Rickett, Principals
Enrichment Activities	21st CCLC clubs are offered that focus on academics, physical fitness, character education, and leadership	Academic Support Program	09/01/2015	06/30/2016	\$0	Paula Rickett, Principals, Tammie Baird
Parent Engagement	Educational services are offered to family members of students participating in the program in order to further engage parents in their child's learning and achievement goals.	Parent Involvement	09/01/2015	06/30/2016	\$0	Paula Rickett, Principals, Tammie Baird
Preschool Service Collaboration	Work with pre-school to collaborate with daycares, head start, child care programs, and parents to promote kindergarten readiness skills	Academic Support Program	08/17/2015	06/30/2016	\$0	Dr. Ralph Johnson, Paula Rickett, Sulia Douglas
Journeys Reading Series	Instructional reading coach will provide support and guidance to all teachers using the RTI component of Journeys	Academic Support Program	08/11/2015	06/30/2016	\$0	Paula Rickett, Heather Stewart
Save the Children (STC) Program	The Save the Children Program will support the reading program through in-school intervention services such as emergent modules and guided reading practice and after school services such as GIRP, emergent reader, fluency/vocabulary, and healthy choices	Academic Support Program	09/01/2015	06/30/2016	\$1000000	Paula Trickett and Heather Stewart

## KDE Comprehensive Improvement Plan for Districts

Whitley County

Literacy Design Collaborative (LDC)	District instructional coaches will provide training and assist in building capacity of teachers to utilize the LDC modules and mini-tasks to meet the cognitive demands of the ELA standards. Teachers will be provided support in making decisions on adjusting the content and instructional strategies based on student needs. These tasks are aligned for use in Science, Social Studies, and English/Language Arts.	Academic Support Program, Professional Learning	08/17/2015	06/30/2016	\$0	Paula Rickett, Heather Stewart, Laurel Bowlin, Kim Creekmore
Math Design Collaborative	The district math coach will provide training and assist in building capacity of teachers to integrate rigorous, engaging mathematical learning experiences through Formative Assessment Lessons. Teachers will incorporate the Assessment for Learning Framework and analyze work for student growth and reflection for teacher practice.	Academic Support Program, Professional Learning	08/17/2015	06/30/2016	\$0	Paula Rickett, Kim Creekmore
<b>Total</b>					<b>\$2569905</b>	

### Oak Grove Elementary School

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
ILP Assistance	Provide resources and technical assistance for Career Cruising and ILP's	Professional Learning	08/17/2015	06/30/2016	\$0	School ILP Managers, Principals, Paula Rickett, Tammie Baird, Laurel Bowlin
ILP Monitoring	Monitor each school's completion percentage of ILP requirements	Policy and Process	08/17/2015	06/30/2016	\$0	School ILP Managers, Principals, Paula Rickett, Tammie Baird, Laurel Bowlin
Community Involvement	Coordinate and facilitate reading and math nights involving parents and community members in academic activities	Community Engagement	08/17/2015	06/30/2016	\$2100	Paula Rickett, Kim Creekmore, Heather Stewart, and school Family Night Coordinators
Preschool/Headstart Transition	Collaborate with Bell-Whitley to organize and monitor transition activities such as Readifest, Pre-registration Orientation, home visits, and parent-teacher meetings to acclimate students for school readiness	Academic Support Program	07/01/2015	06/30/2016	\$0	Dr. Ralph Johnson and Sulia Douglas



# KDE Comprehensive Improvement Plan for Districts

Whitley County

Preschool Classroom Assessments	Continue to utilize the Classroom Assessment Scoring System (CLASS) to ensure quality classroom instruction by assessing three domains: Emotional, Instructional, and Organizational	Academic Support Program	07/01/2015	06/30/2016	\$0	Dr. Ralph Johnson, Sulia Douglas, Bell-Whitley Headstart
Early Learning Leadership Networks	Access and disseminate resources for student learning through the Early Learning Leadership Networks	Academic Support Program	07/01/2015	06/30/2016	\$0	Dr. Ralph Johnson, Sulia Douglas, Bell-Whitley Headstart
Early Steps to School Success	Collaborate with community programs to promote literacy development resources for preschool children at school, as well as, in their homes, such as visits by trained para-professionals, evaluations and referrals to health and special services, provision of free literacy materials, parent education, and liaison between homes and other community service agencies	Academic Support Program	08/03/2015	06/30/2016	\$102305	Paula Trickett, Heather Stewart
Brigance Screener and OMS Data Entry	Provide update training (and new training as needed) for all kindergarten teachers on the administration of the Brigance Screener and OMS Data Entry	Professional Learning	08/11/2015	08/25/2015	\$0	Paula Rickett
ILP Parent/Guardian Information	Disseminate information and resources to parents/guardians about the Career Cruising Program and the requirements of the ILP	Career Preparation/Orientation	08/17/2015	06/30/2016	\$0	Paula Rickett, Laurel Bowlin, Tammie Baird, Principals, and Teachers of grades 6-12
Gifted and Talented Program	The Gifted and Talented Coordinator meets monthly with the gifted and talented elementary students at each school and provides enriching lesson and activities that focus on their identified gifted areas. Enrichment activities are provided to middle and high school students as requested.	Academic Support Program	09/01/2015	04/29/2016	\$10000	Paula Rickett, Ruth Osborne
Read to Achieve (RTA)	RTA teacher(s) will provide reading intervention services in small groups, individual, or in collaboration with students in kindergarten through 3rd grade. These services will include Tier 1 intervention for small groups and individual and Tier 2 services with collaboration.	Academic Support Program	08/17/2015	06/01/2016	\$339500	Heather Stewart, Principals, RTA Teachers
Math Intervention	Math Intervention Teacher (MIT) will provide math intervention services in small groups or in collaboration with students in kindergarten through 3rd grade. These services will include Tier 1 intervention for small groups and Tier 2 services with collaboration.	Academic Support Program	08/17/2015	06/01/2016	\$216000	Kim Creekmore, Principals, MIT Teachers
Tutoring	Teachers tutor students in order to meet the core standards in academic subjects such as language arts and math.	Academic Support Program	09/01/2015	06/30/2016	\$450000	Paula Rickett, Principals

# KDE Comprehensive Improvement Plan for Districts

Whitley County

Enrichment Activities	21st CCLC clubs are offered that focus on academics, physical fitness, character education, and leadership	Academic Support Program	09/01/2015	06/30/2016	\$0	Paula Rickett, Principals, Tammie Baird
Parent Engagement	Educational services are offered to family members of students participating in the program in order to further engage parents in their child's learning and achievement goals.	Parent Involvement	09/01/2015	06/30/2016	\$0	Paula Rickett, Tammie Baird, Principals
Tutoring	Teachers tutor students and provide interventions in order to meet the core standards in academic subjects.	Academic Support Program	09/01/2015	06/30/2016	\$450000	Paula Rickett, Principals
Enrichment Activities	21st CCLC clubs are offered that focus on academics, physical fitness, character education, and leadership	Academic Support Program	09/01/2015	06/30/2016	\$0	Paula Rickett, Principals, Tammie Baird
Parent Engagement	Educational services are offered to family members of students participating in the program in order to further engage parents in their child's learning and achievement goals.	Parent Involvement	09/01/2015	06/30/2016	\$0	Paula Rickett, Principals, Tammie Baird
Preschool Service Collaboration	Work with pre-school to collaborate with daycares, head start, child care programs, and parents to promote kindergarten readiness skills	Academic Support Program	08/17/2015	06/30/2016	\$0	Dr. Ralph Johnson, Paula Rickett, Sulia Douglas
Journeys Reading Series	Instructional reading coach will provide support and guidance to all teachers using the RTI component of Journeys	Academic Support Program	08/11/2015	06/30/2016	\$0	Paula Rickett, Heather Stewart
Save the Children (STC) Program	The Save the Children Program will support the reading program through in-school intervention services such as emergent modules and guided reading practice and after school services such as GIRP, emergent reader, fluency/vocabulary, and healthy choices	Academic Support Program	09/01/2015	06/30/2016	\$1000000	Paula Trickett and Heather Stewart
Literacy Design Collaborative (LDC)	District instructional coaches will provide training and assist in building capacity of teachers to utilize the LDC modules and mini-tasks to meet the cognitive demands of the ELA standards. Teachers will be provided support in making decisions on adjusting the content and instructional strategies based on student needs. These tasks are aligned for used in Science, Social Studies, and English/Language Arts.	Academic Support Program, Professional Learning	08/17/2015	06/30/2016	\$0	Paula Rickett, Heather Stewart, Laurel Bowlin, Kim Creekmore
Math Design Collaborative	The district math coach will provide training and assist in building capacity of teachers to integrate rigorous, engaging mathematical learning experiences through Formative Assessment Lessons. Teachers will incorporate the Assessment for Learning Framework and analyze work for student growth and reflection for teacher practice.	Academic Support Program, Professional Learning	08/17/2015	06/30/2016	\$0	Paula Rickett, Kim Creekmore
<b>Total</b>					<b>\$2569905</b>	

## Boston Elementary School

# KDE Comprehensive Improvement Plan for Districts

Whitley County

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
ILP Assistance	Provide resources and technical assistance for Career Cruising and ILP's	Professional Learning	08/17/2015	06/30/2016	\$0	School ILP Managers, Principals, Paula Rickett, Tammie Baird, Laurel Bowlin
ILP Monitoring	Monitor each school's completion percentage of ILP requirements	Policy and Process	08/17/2015	06/30/2016	\$0	School ILP Managers, Principals, Paula Rickett, Tammie Baird, Laurel Bowlin
Community Involvement	Coordinate and facilitate reading and math nights involving parents and community members in academic activities	Community Engagement	08/17/2015	06/30/2016	\$2100	Paula Rickett, Kim Creekmore, Heather Stewart, and school Family Night Coordinators
Preschool/Headstart Transition	Collaborate with Bell-Whitley to organize and monitor transition activities such as Readifest, Pre-registration Orientation, home visits, and parent-teacher meetings to acclimate students for school readiness	Academic Support Program	07/01/2015	06/30/2016	\$0	Dr. Ralph Johnson and Sulia Douglas
Preschool Classroom Assessments	Continue to utilize the Classroom Assessment Scoring System (CLASS) to ensure quality classroom instruction by assessing three domains: Emotional, Instructional, and Organizational	Academic Support Program	07/01/2015	06/30/2016	\$0	Dr. Ralph Johnson, Sulia Douglas, Bell-Whitley Headstart
Early Learning Leadership Networks	Access and disseminate resources for student learning through the Early Learning Leadership Networks	Academic Support Program	07/01/2015	06/30/2016	\$0	Dr. Ralph Johnson, Sulia Douglas, Bell-Whitley Headstart
Brigance Screener and OMS Data Entry	Provide update training (and new training as needed) for all kindergarten teachers on the administration of the Brigance Screener and OMS Data Entry	Professional Learning	08/11/2015	08/25/2015	\$0	Paula Rickett

# KDE Comprehensive Improvement Plan for Districts

Whitley County

ILP Parent/Guardian Information	Disseminate information and resources to parents/guardians about the Career Cruising Program and the requirements of the ILP	Career Preparation/Orientation	08/17/2015	06/30/2016	\$0	Paula Rickett, Laurel Bowlin, Tammie Baird, Principals, and Teachers of grades 6-12
Gifted and Talented Program	The Gifted and Talented Coordinator meets monthly with the gifted and talented elementary students at each school and provides enriching lesson and activities that focus on their identified gifted areas. Enrichment activities are provided to middle and high school students as requested.	Academic Support Program	09/01/2015	04/29/2016	\$10000	Paula Rickett, Ruth Osborne
Read to Achieve (RTA)	RTA teacher(s) will provide reading intervention services in small groups, individual, or in collaboration with students in kindergarten through 3rd grade. These services will include Tier 1 intervention for small groups and individual and Tier 2 services with collaboration.	Academic Support Program	08/17/2015	06/01/2016	\$339500	Heather Stewart, Principals, RTA Teachers
Math Intervention	Math Intervention Teacher (MIT) will provide math intervention services in small groups or in collaboration with students in kindergarten through 3rd grade. These services will include Tier 1 intervention for small groups and Tier 2 services with collaboration.	Academic Support Program	08/17/2015	06/01/2016	\$216000	Kim Creekmore, Principals, MIT Teachers
Tutoring	Teachers tutor students in order to meet the core standards in academic subjects such as language arts and math.	Academic Support Program	09/01/2015	06/30/2016	\$450000	Paula Rickett, Principals
Enrichment Activities	21st CCLC clubs are offered that focus on academics, physical fitness, character education, and leadership	Academic Support Program	09/01/2015	06/30/2016	\$0	Paula Rickett, Principals, Tammie Baird
Parent Engagement	Educational services are offered to family members of students participating in the program in order to further engage parents in their child's learning and achievement goals.	Parent Involvement	09/01/2015	06/30/2016	\$0	Paula Rickett, Tammie Baird, Principals
Tutoring	Teachers tutor students and provide interventions in order to meet the core standards in academic subjects.	Academic Support Program	09/01/2015	06/30/2016	\$450000	Paula Rickett, Principals
Enrichment Activities	21st CCLC clubs are offered that focus on academics, physical fitness, character education, and leadership	Academic Support Program	09/01/2015	06/30/2016	\$0	Paula Rickett, Principals, Tammie Baird
Parent Engagement	Educational services are offered to family members of students participating in the program in order to further engage parents in their child's learning and achievement goals.	Parent Involvement	09/01/2015	06/30/2016	\$0	Paula Rickett, Principals, Tammie Baird
Preschool Service Collaboration	Work with pre-school to collaborate with daycares, head start, child care programs, and parents to promote kindergarten readiness skills	Academic Support Program	08/17/2015	06/30/2016	\$0	Dr. Ralph Johnson, Paula Rickett, Sulia Douglas

# KDE Comprehensive Improvement Plan for Districts

Whitley County

Journeys Reading Series	Instructional reading coach will provide support and guidance to all teachers using the RTI component of Journeys	Academic Support Program	08/11/2015	06/30/2016	\$0	Paula Rickett, Heather Stewart
Literacy Design Collaborative (LDC)	District instructional coaches will provide training and assist in building capacity of teachers to utilize the LDC modules and mini-tasks to meet the cognitive demands of the ELA standards. Teachers will be provided support in making decisions on adjusting the content and instructional strategies based on student needs. These tasks are aligned for used in Science, Social Studies, and English/Language Arts.	Academic Support Program, Professional Learning	08/17/2015	06/30/2016	\$0	Paula Rickett, Heather Stewart, Laurel Bowlin, Kim Creekmore
Math Design Collaborative	The district math coach will provide training and assist in building capacity of teachers to integrate rigorous, engaging mathematical learning experiences through Formative Assessment Lessons. Teachers will incorporate the Assessment for Learning Framework and analyze work for student growth and reflection for teacher practice.	Academic Support Program, Professional Learning	08/17/2015	06/30/2016	\$0	Paula Rickett, Kim Creekmore
<b>Total</b>					<b>\$1467600</b>	

# **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?**

The Whitley County School District developed the needs assessment and data process in conjunction with the district leadership team, school leadership teams, district program directors, Whitley County Board of Education members, and community stakeholders. The Whitley County School District uses multiple forms of data available for review and analysis, focusing on the three major areas addressed in the Kentucky Standards and Indicators for School Improvement: academic performance, learning environment, and efficiency. The academic performance student data sources include K-PREP, ACT, College and Career Readiness, Delivery Targets, MAP, common assessments, IOWA Assessment, RTI and progress monitoring data, ILP's, Program Review, principal walk-through observations, the District Report Card, and district technology surveys. Sources of learning environment data include TELL Survey results, principal walk-through observations, growth plans, professional development surveys, FRYSC data, and PAVE data. Efficiency data sources include superintendent walk-through data, Val-Ed data, school site visits, leadership team meeting minutes, budgets, and finance.

The questions that we are trying to answer with the data and information provided include:

\*In what subject areas are we performing well?

\*What are our areas of strength?

\*What are our areas of needed improvement?

\*Where are our gaps? In what subgroups do they exist?

\*What grade levels are performing well in the areas of reading, math, science, social studies, language usage, and writing?

\*Are there emerging trends in the data? If so, where do they exist?

\*What specific Kentucky Academic Standards do we need to identify for improvement?

\*What improvements do we need to make in the areas of learning environment and efficiency in regard to time, facilities and resources, community support and involvement, managing student conduct, teacher leadership, school leadership, professional learning, and instructional practices and support?

The Unbridled Learning accountability system incorporates achievement, gap, growth, college and career readiness, graduation rate, and program review into an overall performance score for students in grades three through twelve. The data tells us that in the last four years the Whitley County School District improved from a Needs Improvement status at the 54th percentile to a Distinguished status at the 95th percentile. We improved our overall score by 16.2 and improved the percentile by 41. For the past four years, the district has met its Participation and Graduation Goal, but failed to reach the AMO goal by one-tenth of a point this past year. Over the past four years, our elementary schools increased their average total score by 1.6 by improving the weighted score in all areas of the Next Generation Learners component as well as the accountability for Program Review. The greatest improvement area for our elementary schools was identified as growth which improved by 6.7 over the past four years. Our middle school increased their total score by 7.1 by improving the weighted score in the areas of achievement, gap, and growth. The greatest improvement occurred in the learners component of growth and achievement. Our high school increased their total score by 14.8 by significantly improving the areas of achievement, gap, college and career readiness, and graduation rate.

The IOWA Assessment is used to determine the performance of our students in grades kindergarten through second grade. It measures student achievement so that we can identify strengths and improvement areas, inform instruction, measure mastery of the Kentucky Academic Standards and improve intervention services. This assessment provides results in the areas of reading, English/language arts,  
SY 2015-2016



and math for kindergarten students and the added areas of science and social studies for first and second grade students. 74% of kindergarten students scored in the top quarter (75-99 percentile range) on the core composite (reading, ELA, and math scores). Their average grade equivalency was 1.4. 31% of first grade students scored in the top quarter on the core composite and 31% on the complete composite (science and social studies included) The average grade equivalency for the first grade students was 2.0 on both the core composite and complete composite.

Information regarding our learning environment was provided by the 2015 TELL Survey and our District Report Card. According to the latest TELL Survey, our staff reports that the district's assets lie in the overall categories of facilities and resources, school leadership, and instructional practices and support. An average of 98.5% of teachers indicated that they have access to reliable communication technology, including phones, faxes, and email. 99.4% of teachers agreed that the school provides parents/guardians with useful information about student learning. An average of 99.4% of teachers reported that school leadership facilitates using data to improve student learning. An average of 98.2% of teachers disclosed that they work in professional learning communities to develop and align instructional practices based on assessment data. 94.4% of staff report that the Whitley County School District is a good place to work and learn. Our improvement areas in our learning environment belong to the categories of time, teacher leadership, and professional development.

Data gathered from professional development discussions indicate that the teachers' professional learning needs, such as relevancy and teacher leadership, are being met. Feedback indicates that teachers appreciated that they were offered choices in professional development sessions in order to meet individual teacher professional growth needs. Professional learning sessions included World Language Program Review, technical assistance with technology programs, interventions in reading and math, behavior management and strategies, science standards with engaging lessons, and active shooter training.

Efficiency was reviewed according to leadership, organizational structure and resources, and comprehensive and effective planning. District leadership has developed a shared vision for the district involving all stakeholders and use this vision as a guide in decision-making. These decisions are focused on the academic performance of students and are data driven and collaborative. Leadership plans and allocates resources, monitors progress, and removes barriers in order to sustain continuous improvement. Leadership supports high student and staff performance and examines staff assignments and school schedules to maximize learning time and focus on goals, objectives, and strategies in the schools' improvement plans. The district ensures the use of fiscal resources is equitable and consistent and state and federal program resources address student needs.

The data does not reveal a breakdown of individual scores such as the points achieved by multiple choice and the constructed response questions. It does not report students who scored at the high end of each performance level or the students' needs with regard to the common core standards.

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## 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?**

The Whitley County School District's most remarkable strength is our personnel. According to the 2015 TELL Survey, almost 97.6% of teachers are encouraged to try new things to improve instruction and 97.1% of teachers agree that they are recognized as educational experts. This open mindset has inspired our teachers to promptly implement all of the Unbridled Learning initiatives. Our staff has embraced the programs reviews and are embedding arts and humanities, practical living/career studies, and writing throughout the content areas. This eager acceptance is evidenced by the fact that 87.5% of our schools are classified as proficient or distinguished.

Another strength of the Whitley County School District clearly lies within the category of instructional practice and support. Our incorporation of Professional Learning Communities (PLC's) have contributed to our high student success. Our structure of the PLC's has enabled us to focus on student learning, collaboration, and data driven instruction. The 2015 TELL Survey indicates that 97.3% of teachers use assessment data to inform instruction and 98.2% of teachers work collaboratively in professional learning communities to develop and align instructional practices. 97.9% of our teachers agree that they are provided supports that have translated to improvements in instructional practices by teachers. Our district currently provides resources and supports in the content areas of reading, math, science, writing, and technology through district instructional coaches. Our distinguished district status confirms that we are implementing best practices for effective schools and are having a positive impact on student achievement, gap, growth, college and career readiness, and graduation rates.

Our District Report Card indicates additional strengths related to student learning. Our strengths at the elementary level include receiving bonus points in the areas of reading (+1.3%) and math (+0.1%) for having a larger percentage of students scoring distinguished than novice. The percentage of students scoring proficient or distinguished was above the state average in all achievement areas: reading (+3.9%), math (+1.3%), social studies (+8.9%), writing (+4.2%), and language mechanics (+3.3%). The percentage of fifth grade students scoring distinguished in math increased by 1.2%. The percentage of fifth grade students scoring novice decreased by 2.3% in writing and 3.6% in social studies. The percentage of our non-duplicated gap elementary students scoring proficient/distinguished was above the state in all the following areas: reading (+11.6%), math (+7.4%), social studies (+17.4%), and writing (+9.1%). The percentage of fifth grade students scoring novice in math decreased by 1.4%, and the percentage of fifth grade students scoring novice in social studies decreased by 4.7%. The percentage of sixth grade students scoring novice in writing decreased by 2.6%. Our growth in reading was above the state average by 0.3%. All four areas of program reviews scored in the proficient range.

Our strengths related to student learning at the middle school are in the areas of reading, math, and social studies. Our strengths at the middle school level include receiving bonus points in the areas of reading (+7.4%), math (+6.2%), and social studies (+16.0%) for having a larger percentage of students scoring distinguished than novice. The percentage of students scoring proficient or distinguished was above the state average in the following achievement areas: reading (+12.7%), math (+7.5%), and social studies (+10.4%). The percentage of students scoring novice has been greatly reduced in reading (12.3%), math (9.1%), social studies (5.0%), and writing (8.9%). The percentage of our non-duplicated gap middle school students scoring proficient/distinguished was above the state in all the following areas: reading (+18.9%), math (+14.9%), social studies (+17.3%), and writing (+6.2%). Growth is a strength at the middle school as a high percentage of students are making typical or higher annual growth in reading (67.6%) and math (67.3%). All three areas of the accountable program reviews scored in the proficient range.

Our strengths related to student learning at the high school are in the areas of U.S. History, writing, language mechanics, and graduation

## KDE Comprehensive Improvement Plan for Districts

Whitley County

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rate. The school received bonus points in U.S. History (+7.0%), writing (+7.1%), and language mechanics (+5.9%) for having a higher percentage of students scoring distinguished than novice. The percentage of students scoring proficient/distinguished was above the state average in the achievement areas of U.S. History (+14.5%), writing (+9.3%), and language mechanics (+0.3%). The percentage of students scoring novice in Algebra II drastically decreased by 12.2% from the prior year. The percentage of our non-duplicated gap high school students scoring proficient/distinguished was above the state average in English (+4.6%), U.S. History (+21.2%), writing (+17.6%), and language mechanics (+11.1%). The percentage of non-duplicated gap students scoring novice was drastically reduced by 15.1% from the prior year. Our 5-year adjusted cohort graduation rate of 96.5% was above the state average by 7.5%. All three areas of program reviews scored in the proficient range. According to recent ACT data, our students scored above the state in English (+3.0%) and reading (+4.7%). Data also indicates that 14.1% more males are reaching the math benchmarks than the females and 11.9% more males are reaching the reading benchmarks than the females. The percentage of graduating seniors who are attending college has increased 14.1% from the prior year.

The Whitley County School District also encompasses strengths related to our learning environment. Our district has a lower teacher to student ratio (14:1) than the state (15:1). Our teachers have a higher percentage of teachers with a Rank 1 (44.1%) than the state (25.4%). We have a lower student to internet connected instructional computer ratio (1.8:1) than the state (2:1). The district school report card also indicates high scoring components in the working conditions equity measure as compared to the state: managing student conduct (+9.1%), community engagement and support (+8.4%), and school leadership (+7.5%). The overall effectiveness of school teachers and leaders reveals that 100% of teachers were rated accomplished or exemplary and the student growth rating indicates that 100% of teachers achieved high or expected growth. Our district has a lower teacher turnover rate as compared to the state (-5.8%).

To sustain these areas of strength at each level, we will continue to focus our vision on student learning. We will continue to provide support through our curriculum leadership team who members also serve as instructional coaches to our individual schools. We have district instructional coaches in the areas of reading, math, science, writing as well as an integration technology specialist. The curriculum leadership team along with the special education department will continue to equip our staff with needed curriculum resources, provide assistance in implementing proposed actions, and assist with the implementation of research based interventions. Our district leadership team will host professional learning activities and trainings and will continue to provide job-embedded professional learning and opportunities for continuous professional growth.

Our greatest success and proudest moments center around the achievement of our students and the hard work of our staff. We are celebrating our district status as Distinguished and the improvement of our percentile ranking that increased to the 95th percentile. The Whitley County School District is certainly Making GREAT Things Happen!

## Opportunities for Improvement

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

One area of improvement for the Whitley County School District is in the time category of the TELL Survey. According to the 2015 results, 73.2% of teachers feel that efforts are made to minimize the amount of routine paperwork teachers are required to do. We realize that routine administrative paperwork can sometimes contribute to reduced planning time and increased stress. The percentage of teachers who agree that efforts were made to minimize the amount of paperwork increased 14.1% from the 2013 TELL Survey results. District leaders are continuing productive conversations with the staff and encouraging critical thinking about the factors that influence teacher time. The district has eliminated the tedious paperwork process for special education referrals by streamlining the process. The 2015 TELL Survey indicates that the professional development category is an area of improvement. Only 87.4% of teachers agree that professional development is evaluated and results are communicated with teachers. The District Professional Development Coordinator surveys teachers as to the quality of the professional learning opportunities and individual teacher professional growth needs. The district will ensure that these district results are communicated to all teachers and will assist schools in evaluating their individual school's professional learning and communicating those results to their staff. Only 90.5% of teachers agree that follow up is provided from professional development. The district leadership team along with the instructional coaches will assist with support for professional learning. The instructional coaches are available to work in all schools to provide needed support. This support has included team teaching, intervention support, and instructional strategies for rigorous implementation of the Kentucky Academic Standards.

Our District Report Card indicates opportunities for improvement related to student learning. Our improvement areas at the elementary level lie in the content areas of reading, math, and writing. A large percentage of third grade (48.0%) and fourth grade (43.8%) students are scoring below proficiency in reading. A large percentage of students are scoring below proficiency in math - third grade (56.4%), fourth grade (48.3%), fifth grade (44.5%), and sixth grade (46.4%). Although the percent of students scoring novice has been reduced, over one-third of students are scoring apprentice which indicates that we need to address the rigor of the standards. 44.2% of our fifth grade students and 45.5% of our sixth grade students are scoring apprentice in writing. Opportunities for improvement in reading also exist with our non-duplicated gap students: 49.6% of third grade students, 46.3% of fourth grade students, and 41.0% of sixth grade students are scoring below proficiency in reading. A large percentage of our gap students are scoring in the apprentice range in math. An alarming 60.4% of third grade gap students and 50.9% of fourth grade gap students are scoring below proficiency in math. Another concern is the large percentage of fifth grade gap students (56.4%) and sixth grade gap students (59.0%) scoring below proficiency in writing. Growth is another focus area as the percentage of students making typical or higher growth in reading fell 2.1% from the prior year. The combined reading and math percentage fell below the state average by 0.4%.

Opportunities for improvement related to student learning at the middle school level are in the areas of math and writing. 62.2% of seventh grade students are scoring below proficiency in math while 42.0% of eighth grade students are scoring below proficiency. An overwhelming 55.7% of eighth grade students are scoring apprentice in writing. A large percentage of our non-duplicated gap students are scoring apprentice in math (43.2%) and writing (54.0%).

Opportunities for improvement at the high school level are in the achievement areas of English II, Algebra II, and biology. A large percentage of students are scoring below proficiency in English II (46.5%), Algebra II (76.2%), and biology (73.2%). The percentage of novice in these areas is also alarming as results show 34.0% in English II, 30.8% in Algebra II, and 24.8% in biology. A large percentage of our non-duplicated gap students are scoring novice in English II (38.2%), Algebra II (34.4%), and biology (28.1%). The largest percentage of non-duplicated gap students are scoring apprentice in Algebra II (45.8%) and biology (47.6%). Our percentages of students making typical or

higher annual growth increased from the previous year, but still fell below the state average: English II (-0.3%), Algebra II (-8.2%), and the combined average (-4.2%). Although the delivery target for College and Career Readiness was met, the percentage of students classified as college and/or career ready declined by 2.7%. The high school did not meet the proficiency target for combined reading and math as it fell below by 4.3%.

According to our data review regarding equitable access, little to no opportunities exist for teachers in our district to engage in effective job embedded training for teaching students of poverty. Professional learning is not aligned to educator need for teaching students of high poverty and therefore, our teachers are not prepared to meet the diverse needs of low income students. Induction and mentoring opportunities are inconsistent, and our district is not effectively providing on-going professional support to improve teaching and learning of students of high poverty.

Our plans to improve the areas of need include continuing to schedule an early release day in October and a professional development day in November. Each school will devote this time to disaggregating data and analyzing the released K-PREP data in their professional learning communities (PLC's). Plans also include the implementation of data rooms which allow for a visual display of data and conversations about individual students, trends, plans for improvement, etc. Celebrations, areas of concern, and plans for improvement will be identified and will become talking points in weekly PLC's. The District Instructional Leadership Team is coordinating elementary family and math nights that focus on the Kentucky Academic Standards and are ensuring that activities are aligned to appropriate grade levels.

The District Instructional Leadership Team hosted several professional learning opportunities during summer academies. Teachers participated in sessions that focused on reading and math interventions as well as sessions that focused on special needs concerns. Teachers received informational training with MAP concerning reports and data analysis and training that focused on progress monitoring with AIMSweb. Other sessions focused on program reviews, classroom management, science, math, technology, safe schools, and reading. Support for the summer professional learning occurs throughout the year with assistance from the district instructional coaches. Specific initiatives to address the reduction of novice scoring students include the Literacy Design Collaborative (LDC) and the Math Design Collaborative (MDC). The district instructional coaches will provide additional support and resources for implementing mini-tasks and developing modules (LDC) and effective teaching practices and formative assessment lessons (MDC). Professional learning will focus on supporting and mentoring newer teachers through the district's New Teacher Academy and the teaching and learning of students in high poverty. The instructional coaches will provide additional support and resources to teachers through co-teaching and professional learning communities.

## Oversight and Monitoring

### **Describe your processes and interventions for monitoring continuous improvement.**

The Whitley County School District leadership team will target schools needing additional assistance, communicate district wide expectations and policies, and obtain substantial stakeholder involvement to support the academic achievement and growth of all our students. Our improvement plan focuses on improving teaching and learning through identified activities and resources. District coaches will provide regular, on-site assistance and support to all schools as well as maintain wiki pages on the district website that highlight best practices in English/language arts, math, science, technology, and writing. Curriculum and instructional programs including Study Island, MAP, common assessments, Aimsweb, Accelerated Reader, STAR, etc. will provide reports that will be reviewed for implementation, support, and impact on student achievement. The school calendar provides one early release day and one professional learning day for focus on disaggregation of all available data. Principals will present data results, improvement plans, delivery targets, and next steps to SBDM councils. Additionally, the principals will present this information to the superintendent, assistant superintendent, the district leadership team, and members of the Board of Education. Implementation and impact checks are common practice as they are part of all SBDM agendas and all principals will enter progress notes as part of their Comprehensive School Improvement Plan. As part of the Principal Professional Growth and Effectiveness System, the superintendent and assistant superintendent will conduct site visits with each principal. Regular monitoring and support will be provided by the district leadership team. The district will host professional learning opportunities for teachers that focus on teaching students in high poverty.

## Conclusion

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

Upon reflection, the Whitley County School District is proud of our teachers and our students as we are classified as a Distinguished district. 87.5% of our schools are classified as proficient or distinguished schools. One school, Whitley Central Intermediate, is highlighted as a School of Distinction. Our district will continue to refine the district improvement plans to focus on areas of need while celebrating our strengths. The district is in its second year of the Instructional Transformation Grant which allows us to evaluate the alignment and implementation of our district curriculum, instruction, and assessments with the Kentucky Academic Standards; prioritize professional learning to focus on the standards, including the Literacy Design Collaborative, Math Design Collaborative, assessment literacy, and the Professional Growth and Effectiveness System; and the continued monitoring of the progress of our implementation and improvement plans.

As a district, we will focus on individual students' strengths and areas in which they need to improve in order to be prepared for college, careers, and life. We began our journey a few years ago focused on intervention by developing learning centers and utilizing data to deepen small group instruction in both reading and math. Our next steps include implementing work with lexile levels (reading) and quantile levels (math) and implementing mini-tasks and lessons from the Literacy Design Collaborative and Math Design Collaborative. We - students, staff, parents, community members, and other stakeholders - are completely committed to Making Great Things Happen.

# **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 average combined reading and math proficiency ratings for all students in the non-duplicated gap group in elementary from 51.2% to 73.9%, in middle school from 54% to 73.6% and at the high school from 34.2% to 66.1% in 2019.

**Measurable Objective 1:**  
 collaborate to increase the average combined reading and math proficiency ratings for all students in the non-duplicated gap group for elementary from 51.2% to 58.2%; middle school from 54% to 57.8%; and high school from 34.2% to 45.8% by 06/30/2016 as measured by the district report card.

**Strategy1:**  
 Cognitive and Non-Cognitive Barriers - The Whitley County School District examines gap data to develop best instructional practices.  
 Category: Continuous Improvement  
 Research Cited:

Activity - McKinney-Vento Grant	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The McKinney-Vento program will address the barriers that homeless children and youth face in enrolling, attending, and succeeding in school. Under this program, the district will ensure that each homeless child and youth has equal access to the same free and appropriate education as other children and youth and provide services to enable them to meet the district's challenging academic expectations to which all students are held	Academic Support Program	07/01/2015	06/30/2016	\$49515 - Other	Paula Rickett, Meleesha Hooper

Activity - Planning and Monitoring	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Identify non-cognitive data such as attendance, behavior, and retention to develop strategies to address barriers to student achievement	Policy and Process	08/17/2015	06/30/2016	\$0 - No Funding Required	Paula Rickett, Patrick Bowlin, Dr. Ralph Johnson, Principals, Instructional Coaches, District Leadership Team

**KDE Comprehensive Improvement Plan for Districts**

Whitley County

Activity - TELL KY Survey/Val-Ed Survey	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Analyze data from the staff 2015 TELL KY survey and Val-Ed Survey to identify and address non-cognitive teaching and learning barriers	Policy and Process	08/03/2015	06/30/2016	\$0 - No Funding Required	Paula Trickett, District Leadership Team

Activity - Gap Data Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Analyze K-PREP, EPAS, MAP, IOWA and other student achievement data by gap groups to modify instructional practices	Policy and Process	10/01/2015	09/30/2016	\$0 - No Funding Required	Paula Rickett, Dr. Ralph Johnson, Principals, Instructional Coaches, District Leadership Team

**Goal 2:**

Increase the percentage of students who are college and career ready from 62.8% to 67.6% by 2016.

**Measurable Objective 1:**

collaborate to increase the college and career ready percentage from 62.8% to 67.6% by 06/30/2016 as measured by the district report card.

**Strategy1:**

GEAR UP Grant - GEAR UP seeks to increase the academic performance and preparation for postsecondary education for students in the 2020 graduation cohort.

Category: Career Readiness Pathways

Research Cited:

Activity - GEAR UP Mentoring and Tutoring Program	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
The GEAR UP Mentoring and Tutoring Program will serve as an advisor/advisee program structured to promote and explore college and career pathways. Students will continue to work on Individual Learning Plans, research careers through guest speakers, etc. Students will be provided academic counseling and tutoring services in the area(s) of individual student need.	Academic Support Program	08/17/2015	06/30/2016	\$65000 - Other	Principal, Academic Specialist, Kim Creekmore

**Strategy2:**

Targeted Interventions - The Whitley County School District provides data for schools to determine which students are at risk of not meeting academic benchmarks or in need of additional supports.

Category: Continuous Improvement

Research Cited:

# KDE Comprehensive Improvement Plan for Districts

Whitley County

Activity - Data Analysis	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Analyze ACT, K-PREP, EOC, KYOTE, KOSSA, and COMPASS assessment results and determine instructional gaps to assist in providing strategies and activities to teachers.	Academic Support Program	08/11/2015	06/30/2016	\$0 - No Funding Required	Principals, Paula Rickett

Activity - Persistence to Graduation	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Utilize the Persistence to Graduation Tool (PtGT) to target needed interventions for students who are not meeting benchmarks	Academic Support Program	07/01/2015	06/30/2016	\$0 - No Funding Required	Principals, Paula Rickett, Patrick Bowlin, Ralph Johnson

Activity - Best Instructional Intervention Practices	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Disseminate best instructional and intervention practices and resources in the areas of reading, English, and math to teachers to assist students in reaching grade level benchmarks	Academic Support Program	07/20/2015	06/30/2016	\$0 - No Funding Required	Paula Rickett, Instructional Coaches

### Goal 3:

The percentage of students scoring novice in reading will decrease by 50% by 2020.

### Measurable Objective 1:

collaborate to decrease the number of students scoring novice in reading by 10% by 06/30/2016 as measured by the District Report Card.

### Strategy1:

Highly Qualified and Equitable Distribution - All teachers and paraeducators will be highly qualified according to required guidelines. The district will ensure that teachers are equitable distributed throughout the district.

Category: Continuous Improvement

Research Cited:

Activity - Equitable Distribution	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District level administration ensures that teachers are equitably distributed throughout the district to ensure that all students are college and career ready.	Policy and Process	07/01/2015	06/30/2016	\$0 - No Funding Required	District Administration and Principals

### Goal 4:

The percentage of students scoring novice in math will decrease by 50% by 2020.

### Measurable Objective 1:

collaborate to decrease the number of students scoring novice in math by 10% by 06/30/2016 as measured by the District Report Card.

# KDE Comprehensive Improvement Plan for Districts

Whitley County

## Strategy1:

Highly Qualified and Equitable Distribution - All teachers and predicators will be highly qualified according to required guidelines. The district will ensure that teachers are equitably distributed through the district.

Category: Continuous Improvement

Research Cited:

Activity - Equitable Distribution	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
District level administration ensures that teachers are equitably distributed throughout the district to ensure that all students are college and career ready	Policy and Process	07/01/2015	06/30/2016	\$0 - No Funding Required	District Administration and Principals

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

## Goal 1:

Increase the average combined reading and math proficiency ratings for all students in the non-duplicated gap group in elementary from 51.2% to 73.9%, in middle school from 54% to 73.6% and at the high school from 34.2% to 66.1% in 2019.

## Measurable Objective 1:

collaborate to increase the average combined reading and math proficiency ratings for all students in the non-duplicated gap group for elementary from 51.2% to 58.2%; middle school from 54% to 57.8%; and high school from 34.2% to 45.8% by 06/30/2016 as measured by the district report card.

## Strategy1:

Cognitive and Non-Cognitive Barriers - The Whitley County School District examines gap data to develop best instructional practices.

Category: Continuous Improvement

Research Cited:

Activity - TELL KY Survey/Val-Ed Survey	Activity Type	Begin Date	End Date	Funding Amount & Source	Staff Responsible
Analyze data from the staff 2015 TELL KY survey and Val-Ed Survey to identify and address non-cognitive teaching and learning barriers	Policy and Process	08/03/2015	06/30/2016	\$0 - No Funding Required	Paula Trickett, District Leadership Team

## **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	The CDIP and all our schools CSIPs are available for examination by stakeholders on the district website: <a href="http://www.whitley.kyschools.us">www.whitley.kyschools.us</a>	

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

Whitley County

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

Whitley County

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**

Whitley County

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
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		

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

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

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
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		

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
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		

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

<b>Label</b>	<b>Assurance</b>	<b>Response</b>	<b>Comment</b>	<b>Attachment</b>
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

Whitley 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.	No	The Whitley County School District is not classified as a District of Innovation.	

# KDE Comprehensive Improvement Plan for Districts

Whitley 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		Whitley County Board of Education Meeting Minutes 9-10-2015

# **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	According to the review of the data, there are little to no opportunities for teachers in our district to engage in effective job embedded training for teaching students of poverty.	

**What are the barriers?**

Barriers identified include:

- \*high rate of poverty
- \*lack of effective, focused training/professional learning that addresses the needs of students of low socio-economic status
- \*low percentage of National Board Certified Teachers
- \*decreased funding for professional development

**List the data sources used to identify the barriers.**

- \*District/School Report Card
- \*District Professional Development Plan
- \*Professional Development survey
- \*PGES data
- \*TELL Survey

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

Root causes include:

- \*professional learning is not aligned to educator need (learning for students of high poverty)
- \*inconsistent induction and mentoring opportunities
- \*teachers not prepared to meet the diverse needs of low income students
- \*district is not effectively providing on-going professional support to improve teaching and learning of students of high poverty

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

PGES data indicates that 100% of our teachers and leaders are classified as exemplary or accomplished as compared to 93% of the state.



The data also indicates that 100% of our teachers and leaders received a high or expected student growth rating. Working conditions constructs most closely connected to teacher retention and student achievement averages 93.9%. In the 2014-2015 school year, our district had a low percentage (4.4%) of new and Kentucky Teacher Internship Program (KTIP) teachers. Current data indicates that the percentage is even lower this year at 2.0%. Furthermore, data indicates that our district has 11.5% teacher turnover rate. The analysis of this data indicates that our district is providing ALL students access to effective teachers. Training and professional learning focused on teaching students in poverty will improve our student achievement.

## 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.**

Site-Based Decision Making (SBDM) Councils' policies address assignment of students to classes and programs within the schools. (02.4241 School Council Policies).

**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?**

Data is used to place students in reading and math intervention classes (services at the elementary and middle school level) and college and career readiness classes in reading and math (high school level). Furthermore, students may also receive enrichment services in math, English/language arts, science, and social studies at the middle school and high school levels. Data is also used to refer and encourage students to attend 21st Century Community Learning Centers that focus on academic intervention and enrichment activities along with youth development activities. Clubs are offered that focus on academics, physical fitness, character education, and leadership. Our middle school facilitates a GEAR UP Grant Program through Berea College focuses on college and career readiness and provides tutoring, counseling, and guidance to students for 7th and 8th grade students.

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

The District Leadership Team analyzes district, school, and student level data to collaborate and support all schools in addressing their improvement areas in regards to student achievement and growth. The District Leadership Team works closely with low performing schools to collaboratively develop watch lists to identify students who are not progressing or are at-risk. Data walls and student learning plans are also used to identify individual student's needs.

**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?**

The district strictly adheres to board policy (03.11.AP.1) in recruiting effective teachers through: placement bureaus of college and universities; working with state educational associations and the state department of education; conducting recruitment programs through parent-teacher organizations; and advertising through appropriate media. Applicants are screened based on the following selection factors: certification, educational background, work experience, recommendations, personal characteristics, and results from required testing. Hiring follows the statutory guidelines and provisions of SBDM policy (02.4244) and the Superintendent completes the hiring process.

**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?**

The district strictly adheres to board policy (03.11.AP.1) in recruiting effective teachers through: placement bureaus of college and universities; working with state educational associations and the state department of education; conducting recruitment programs through parent-teacher organizations; and advertising through appropriate media. Applicants are screened based on the following selection factors: certification, educational background, work experience, recommendations, personal characteristics, and results from required testing. Hiring follows the statutory guidelines and provisions of SBDM policy (02.4244) and the Superintendent completes the hiring process.

**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.**

According to the 2015 TELL Kentucky Survey, 94.4% of teachers indicate that their school is a good place to work and learn. Over an average of 90% of teachers reported that they have sufficient access to and support with facilities and resources and that they are recognized, trusted, and encouraged to be effective teachers and teacher leaders. 87.5% of teachers reported that they are recognized for their accomplishments, and 88.5% of teachers feel that they are assigned classes to maximize student success.

Incentives include:

- \*Tenure
- \*Transfer of tenure
- \*Highly Qualified status
- \*Salary supplement for National Board Certified Teachers
- \*Change in rank or experience (salary increase)
- \*Teacher leadership opportunities

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

District supports for first year, inexperienced, and out-of-field teachers include:

- \*Kentucky Teacher Internship Program (KTIP)
- \*New Teacher Academy
- \*Mentoring
- \*Coaching (Reading, Math, Science, Writing)

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

Professional learning needs of a teacher with an effectiveness rating below accomplished will be addressed through various avenues:

\*District coaching support

\*Individualized professional learning plan - in addition to the Professional Growth Plan

\*Co-teaching

\*Release time for observing effective teachers

\*Mentoring from experienced, effective teachers

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

TELL Kentucky Survey results are analyzed using the district summary results to identify areas for improvement. Strategies and activities for improvement will be developed and addressed in the Comprehensive District Improvement Plan (CDIP). Data will be drilled down to school level to identify areas to be addressed in each school's Comprehensive School Improvement Plan and district support will be provided.

## Questions

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

Goal 1: Increase the average combined reading and math proficiency ratings for all students in the non-duplicated gap group in elementary from 51.2% to 73.9%, in middle school from 54% to 73.6% and at the high school from 34.2% to 66.1% in 2019.

Strategy: Cognitive and Non-Cognitive Barriers

Activities: Gap Data Analysis, Planning and Monitoring, TELL KY Survey/Val-Ed Survey, McKinney-Vento Grant

Goal 2: Increase the percentage of students who are college and career ready from 62.8% to 67.6% by 2016.

Strategy: Career Readiness Pathways, Academic And Career Advising

Activities: Academic and Career Advising, AmeriCorp College Coach

Strategy: Targeted Interventions

Activities: Persistence to Graduation, Best Instructional Practices, Data Analysis

Strategy: GEAR UP Grant

Activities: GEAR UP Mentoring and Tutoring Program

Goal 6: The percentage of students scoring novice in reading will decrease by 50% by 2020.

Strategy: Qualified and Equitable Distribution

Activities: Highly Qualified Status, Highly Qualified Report, Highly Qualified Professional Development, Recruitment and Retention of Highly Qualified Teachers, and Equitable Distribution

Goal 7: The percentage of students scoring novice in math will decrease by 50% by 2020.

Strategy: Qualified and Equitable Distribution

Activities: Highly Qualified Status, Highly Qualified Report, Highly Qualified Professional Development, Recruitment and Retention of Highly Qualified Teachers, and Equitable Distribution