

**Comprehensive Improvement Plan for
FULTON INDEPENDENT SCHOOLS
Including CSI Turnaround Goals
(in yellow)**

Rationale

District improvement efforts focus on student needs through a collaborative process involving all stakeholders to establish and address priority needs, district funding, and closing achievement gaps between identified subgroups of students. Additionally, districts build upon their capacity for high-quality planning by making connections between academic resources and available funding to address targeted needs.

Operational definitions of each area within the plan

Goal: Long-term three to five year target based on Kentucky Board of Education required goals. Schools may supplement with individual or district goals.

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

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

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

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

Measure of Success: the criteria that you believe shows the impact of our work. The **measures** may be quantifiable or qualitative, but they are observable in some way. Without data on what is being accomplished by our deliberate actions, we have little or no foundation for decision-making or improvement.

Progress Monitoring: is used to assess the plan performance, to quantify a rate of improvement based on goals and objectives, and to evaluate the effectiveness of the plan.

Guidelines for Building an Improvement Plan

- There are 6 required District Goals: Proficiency, Separate Academic Indicator, Achievement Gap Closure, Graduation rate, Growth, and Transition readiness.
- There are 5 required school-level goals:
For elementary/middle school: Proficiency, Separate Academic Indicator, Gap, Growth, and Transition readiness.
For high school: Proficiency, Separate Academic Indicator, Gap, Graduation rate, and Transition readiness.
- There can be multiple objectives for each goal.
- There can be multiple strategies for each objective.
- There can be multiple activities for each strategy.

1: Proficiency Goal

Goal 1 *Increase the averaged combined reading and math KPREP Proficiency Indicator for elementary (55.0 to 75.0), middle (56.4 to 75.0), and high school (33.2 to 55.0) by 2021.*

Which **Strategy** will the district use to address this goal? (*The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.*)

- [KCWP 1: Design and Deploy Standards](#)
- [KCWP 2: Design and Deliver Instruction](#)
- [KCWP 3: Design and Deliver Assessment Literacy](#)
- [KCWP 4: Review, Analyze and Apply Data](#)
- [KCWP 5: Design, Align and Deliver Support](#)
- [KCWP 6: Establishing Learning Culture and Environment](#)

Which **Activities** will the district deploy based on the strategy or strategies chosen? (*The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.*)

- [KCWP1: Design and Deploy Standards Classroom Activities](#)
- [KCWP2: Design and Deliver Instruction Classroom Activities](#)
- [KCWP3: Design and Deliver Assessment Literacy Classroom Activities](#)
- [KCWP4: Review, Analyze and Apply Data Classroom Activities](#)
- [KCWP5: Design, Align and Deliver Support Classroom Activities](#)
- [KCWP6: Establishing Learning Culture and Environment Classroom Activities](#)

In the following chart, identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: By 2019, increase the averaged combined reading and math KPREP indicator for elementary (55.0 to 61.0), middle (56.4 to 63.0), and high school (33.2 to 41.0).	#1 Systems/processes are in place to ensure Tier I instruction and assessments meet the intent of the adopted KAS Standards. KCWP 2	Faculty will participate in professional development PLCs in standards training including: <ul style="list-style-type: none"> • Unpacking standards • Constructing student friendly learning targets • Vertical and horizontal standards alignment • Curriculum maps and pacing guides • Unit plans *See attached narrative (EBP) – IP (2.5)	Monthly walkthrough data analysis PD Evaluations Curriculum Maps/Pacing Guides Unit Plans	March –July 2019	\$3600 (SIGF) \$1800 (SRCL) \$800
		Faculty will participate in professional development utilizing the DuFour model for PLCs for Instructional Process Components: <ul style="list-style-type: none"> • Standards • Assessments • Lesson Planning • Instruction • Data Analysis • Intervention/Enrichment *See attached narrative (EBP) – IP (2.5/2.7/2.11/3.1)	PD Evaluations Exit Slips Plus/Delta Needs Assessment Informal and formal faculty observations	August 2018 – May 2019	\$0

Responsible:
-Mancell Elam, Principal
-Dana Crawford, Asst. Principal
-KDE ER Specialists

	<p>#2 Systems are in place for teachers to readjust the curriculum (content and pacing) to meet student needs based on assessment results (formative and summative). KCWP 4</p>	<p>A longitudinal data excel sheet will be created and faculty trained on usage to analyze student performance at Carr Elementary (Aimswab, STAR, iReady).(IP- 2.11)</p> <p>Faculty will participate in PLCS utilizing the DuFour model for classroom assessment data analysis utilizing assessment and data analysis protocols. (EBP) *See attached narrative (IP 2.11/1.3)</p> <p>The i-Ready program will be implemented K-5 as the benchmark assessment and intervention program. Technology will be purchased to allow students daily access to work online and complete assessments. This will also include professional development through Curriculum Associates for staff. (EBP) *See attached narrative (IP 2.7/2.11)</p> <p>The CERT program will be implemented 6-12 as the benchmark assessment program.</p>	<p>Ongoing update of the spreadsheet Updated data walls PLC meeting notes</p> <p>Completed protocols monthly</p> <p>Updated data walls PLC meeting notes Unit plans</p> <p>Updated data walls PLC meeting notes Unit plans</p>	<p>August 2018</p> <p>August 2019</p> <p>August 2019</p> <p>Responsible: -Mancell Elam, Principal -Dana Crawford, Asst. Principal -KDE ER Specialists</p>	<p>\$250 (SRCL)</p> <p>\$0</p> <p>\$13486 program \$67621 technology (SIGF)</p> <p>\$1502</p>
	<p>#3 The district partners with internal and external partners to reduce truancy and increase daily attendance K-12. KCWP 5</p>	<p>Activities to promote good attendance for both students and faculty will be initiated by the district. Students with perfect attendance will be recognized each nine weeks period. Grade levels and classrooms with the best attendance percentage will be recognized monthly. Letters will be mailed to parents of truant students. DPP will collaborate with the court system and DCBS to prevent truancy cases. Principal, or designee, will call parents after the third absence of a student.</p>	<p>Increased attendance rate comparative to SY 17/18. 2018/2019 released K-PREP scores.</p>	<p>Ongoing through May 2019</p> <p>Responsible: -Kent Green, DPP -Becky Fisette, Finance -Asha Jenkins, DTC/CIO -Mancell Elam, Principal -Dana Crawford, Asst. Principal</p>	<p>\$200</p>
	<p>#4 School and District leadership will monitor and evaluate data to ensure high levels of teacher effectiveness and student learning. KCWP 5</p>	<p>The school walkthrough instrument will be adapted, with assistance from teachers, to provide immediate feedback to faculty. District will use the created walk- through schedule to monitor and measure rigor, engagement, and higher expectations. Administration will review walkthrough data monthly. (IP 1.3/2.5)</p> <p>District and School leadership will develop a New Teacher Mentoring Program to develop new teachers and provide them with support. (IP 1.3/2.5)</p>	<p>Monthly analysis of walk-through data Mentoring and coaching to teachers</p> <p>Monthly PLC meetings for new teachers Walkthrough data Mentoring/Coaching notes</p>	<p>January 2019</p> <p>August 2019</p>	<p>\$200</p> <p>\$2500</p>

		Book studies will be completed in PLCS utilizing the DuFour Model to increase student engagement and classroom routines {2018-2019: Total Participation Techniques (Himmele); 2019-2020: 1 st Days of School (Wong)}(EBP) (IP 2.5/2.7/2.11/3.1)		November 2019 – November 2020 Responsible: -DeAnna Miller, Superintendent -Kent Green, DPP -Sarah Townsend, DOSS -Mancell Elam, Principal -Dana Crawford, Asst. Principal	\$800 (SRCL) \$600 (SIGF)
	#5 School leadership will ensure that resources are aligned with the needs identified in the CDIP and effectively address those needs. KCWP 5	School leadership will create a 30/60/90 Instructional Calendar to address needs in the school and manage available resources. (IP 1.3) School and Instructional Leadership will attend the Pimser Leadership Academy PD for standards training. (IP 1.3) School and Instructional Leadership will attend the Persistence to Graduation Summit in Lexington, Kentucky.	Ongoing progress monitoring by Superintendent	February 2019 September and October 2019 July 2019 Responsible: -Mancell Elam, Principal -Dana Crawford, Asst. Principal -KDE ER Specialists	\$0 \$1056
	#6 School leadership monitors processes that ensure behavioral interventions are taking place and monitored to meet the needs of all students. KCWP 5	PBIS teams will be created at both schools to monitor and Review behavior data. Teams will work with PBIS team from WKEC to implement programs at both schools. PBIS team members will participate in the National PBIS training in Chicago Illinois. Leader in Me Training (6-12) New PBIS program implementation at elementary	PBIS meeting notes Periodic review of behavior/intervention data Periodic walkthroughs from WKEC PBIS team PD certificates Info shared with PBIS team PD certificates Student data binders Faculty meeting agendas PBIS meeting notes Building materials	August 2018 October 2018 October 2019 August 2019 January 2019	\$10000 (WKEC)

		Staff members to be trained at Carr Elementary on behavior interventions including Check n Connect to work with students.	Periodic review of behavior/intervention data	February 2019 Responsible: -Mancell Elam, Principal -Dana Crawford, Asst. Principal -PBIS Teams -WKEC PBIS Teams -Nathan Castleman, Student Support Specialist	\$0
#7 Teachers ensure students are cognitively engaged versus passive/active engagement. KCWP 2	Teachers will participate in a book study: Total Participation Techniques to increase knowledge of cognitive engagement. (K-12) (IP 2.5/2.7/3.1)	Walkthrough data indicating TPT strategies Lesson plans indicating TPT strategies	January 2019	\$800 (SRCL)	
	Teachers will receive professional development and materials for guided reading (K-8). PD on the literacy continuum will include ongoing mentoring/coaching and embedded PD (K-5). (IP 2.5/3.1)	Lesson plans including guided reading/math lesson plans (K-5)	August 2018	\$1042(SRCL)	
	Fountas and Pinell Program will be included in guided reading instruction beginning 2019-2020. Teachers will receive professional development and required materials to implement program. (EBP) *See attached narrative (IP 2.5/3.1)	Lesson plans and Walkthrough Data indicating F&P	August 2019	\$29530 (SIGF)	
	Three elementary teachers will attend Up The Rigor in Math in Eddyville KY (Training, stipends, mileage) (IP 3.1)	Lesson plans and Walkthrough data	July, September, October 2019	\$2605 (SIGF)	
	Teachers will receive high quality professional development and Go Math Grab and Go Manipulative kits to effectively use Go Math in a guided math format (K-5). Go Math! Curriculum will be purchased K-5. PD will include mentoring/coaching and embedded PD (K-5). (EBP) *See attached narrative (IP 2.5/3.1)	Walkthrough data during guided reading/math time (K-5)	August 2019	\$22706 (SIGF)	
			Responsible: -Mancell Elam, Principal -Dana Crawford, Asst. Principal -KDE ER Specialists -WKEC Consultants		

		<p>Literacy professional development will be offered through the Striving Readers Grant (25% of staff in 2018-2019; 75% in 2019- 2020). Supplemental books and materials will be provided to all classrooms to increase literacy skills. SRCL grant will provide materials and training to external partners to increase literacy knowledge at home and in the community. (IP 2.5/3.1)</p>	<p>Lesson plans with documented literacy strategies</p> <p>Walkthrough data (during Reading/ELA)</p>	<p>August 2018 – May 2020</p> <p>Responsible:</p> <ul style="list-style-type: none"> -Jennifer Caldwell, District Literacy Coach -Sarah Townsend, DOSS -Mancell Elam, Principal -Dana Crawford, Asst. Principal -Sherri Langford, Librarian 	<p>\$440000 (SRCL)</p>
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2: Separate Academic Indicator

Goal 2 (State your separate academic indicator goal): **Increase the Separate Academic Indicator for elementary from 50.8 to 67.6 and for middle from 55.6 to 70.0 by 2021.**

<p>Which Strategy will the district use to address this goal? (<i>The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.</i>)</p> <ul style="list-style-type: none"> • KCWP 1: Design and Deploy Standards • KCWP 2: Design and Deliver Instruction • KCWP 3: Design and Deliver Assessment Literacy • KCWP 4: Review, Analyze and Apply Data • KCWP 5: Design, Align and Deliver Support • KCWP 6: Establishing Learning Culture and Environment 	<p>Which Activities will the district deploy based on the strategy or strategies chosen? (<i>The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.</i>)</p> <ul style="list-style-type: none"> • KCWP1: Design and Deploy Standards Classroom Activities • KCWP2: Design and Deliver Instruction Classroom Activities • KCWP3: Design and Deliver Assessment Literacy Classroom Activities • KCWP4: Review, Analyze and Apply Data Classroom Activities • KCWP5: Design, Align and Deliver Support Classroom Activities • KCWP6: Establishing Learning Culture and Environment Classroom Activities 	<p>In the following chart, identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.</p>
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Objective	Strategy	Activities to Deploy Strategy	Student	Progress Monitoring Date & Notes	Funding
<p>Objective 1: By 2019, increase the Separate Academic Indicator for elementary from 50.8 to 56.4 and for middle from 55.6 to 60.4.</p>	<p>#1 Students are actively involved in knowing their own data and making decisions about their own learning. KCWP 4</p>	<p>Students will participate in On Demand Writing and ABC Social Studies Scrimmages and will monitor their progress towards proficiency. (IP 2.5/2.7/2.11)</p>	<p>Longitudinal data sheet Student Conference notes</p>	<p>February – April 2019</p> <p>Responsible: Mancell Elam, Principal Dana Crawford, Asst. Principal Nathan Castleman, Student Support Specialist Jennifer Caldwell, District Literacy Coach</p>	<p>\$0</p>
	<p>#2 School leaders will utilize internal and external resources to provide active learning experiences for students. KCWP 5</p>	<p>Author’s Writing Club and Writer’s Camp will be offered to 5th grade students to increase writing skills. (IP 2.5)</p> <p>Science Clubs will be offered at elementary, middle and high school levels to explore science concepts and deepen learning.</p> <p>Science Fair will be held for students in grades 8-12.</p>	<p>Student work samples</p> <p>Student projects Club notes</p> <p>Student Projects</p>	<p>January 2019</p> <p>September 2018</p> <p>Spring 2019</p>	<p>\$0</p> <p>\$0</p> <p>\$0</p>

		<p>Kentucky History Trunk Project will be brought in for 4th and 5th grade students to explore KY History. (IP 2.5)</p> <p>7th and 8th grade Science students will participate in a field trip to the Challenger center at WKCTC to explore earth space concepts.</p>	<p>Student work samples based on presentations</p> <p>Extension assignments based on trip material</p>	<p>Spring and Fall 2019</p> <p>Fall 2019</p> <p>Responsible: Mancell Elam, Principal Dana Crawford, Asst. Principal Nathan Castleman, Student Support Specialist Jennifer Caldwell, District Literacy Coach Writing Teachers Social Studies Teachers Science Teachers</p>	<p>\$0</p> <p>\$100</p>
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<p>#3 Teachers will use a variety of strategies/programs to ensure that Tier I instruction is based on adopted standards. KCWP 2</p>	<p>Through Course Tasks will be utilized (2 per 9 weeks) in 4th, 4th and 11th grade classrooms to ensure rigorous Tier I instruction and use of the 8 science practices. (IP 2.5)</p> <p>Social Studies teachers will attend KDE PD on the new Kentucky Social Studies Standards. (IP 3.1)</p> <p>Intermediate science teachers will attend PIMSER trainings for supplemental professional learning. (IP 3.1)</p> <p>HMH Science Dimensions and HMH Into Social Studies curricula will be purchased for grades 3-5 to allow teachers to effectively teach current content and appropriately align to the NGSS and KAS Social Studies standards. Teachers will receive high quality professional development for implementation. (EBP)</p> <p>*See attached narrative (IP 2.5/2.7)</p>	<p>Completed TCTS</p> <p>Curriculum maps, Pacing guides, Unit plans</p> <p>Student work samples Unit plans</p> <p>Curriculum Maps Pacing Guides Unit plans Lesson plans</p>	<p>Ongoing</p> <p>June 2019</p> <p>June 2019</p> <p>August 2019</p> <p>Responsible: Mancell Elam, Principal Dana Crawford, Asst. Principal Nathan Castleman, Student Support Specialist Jennifer Caldwell, District Literacy Coach Writing Teachers Social Studies Teachers Science Teachers</p>	<p>\$0</p> <p>\$0</p> <p>\$773 (SIGF)</p> <p>\$19621 (SIGF)</p>
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3: Gap

Goal 3 (State your Gap goal): *By 2021, Increase Proficiency Indicator for the Gap Category “Free and Reduced Lunch” for elementary from 46.8 to 66.8; for middle from 53.2 to 73.2; and high from 28.5 to 48.5.*

<p>Which Strategy will the district use to address this goal? <i>(The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)</i></p> <ul style="list-style-type: none"> ● KCWP 1: Design and Deploy Standards ● KCWP 2: Design and Deliver Instruction ● KCWP 3: Design and Deliver Assessment Literacy ● KCWP 4: Review, Analyze and Apply Data ● KCWP 5: Design, Align and Deliver Support ● KCWP 6: Establishing Learning Culture and Environment 	<p>Which Activities will the district deploy based on the strategy or strategies chosen? <i>(The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.</i></p> <ul style="list-style-type: none"> ● KCWP1: Design and Deploy Standards Classroom Activities ● KCWP2: Design and Deliver Instruction Classroom Activities ● KCWP3: Design and Deliver Assessment Literacy Classroom Activities ● KCWP4: Review, Analyze and Apply Data Classroom Activities ● KCWP5: Design, Align and Deliver Support Classroom Activities ● KCWP6: Establishing Learning Culture and Environment Classroom Activities 	<p>In the following chart, identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.</p>
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Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
<p>Objective 1: Increase Reading Proficiency Indicator for Free and Reduced Lunch at the elementary level from 53.0 to 60.0; at the middle school level from 52.7 to 62.0; and at the high school level from 25.0 to 40.0.</p>	<p>#1 Systems are in place to ensure that student data is collected, analyzed, and being used to drive classroom instruction and reduce the number of students scoring novice. (KCWP 4)</p>	<p>RTI will be provided for all students in three separate levels known as Tier 1, Tier 2, and Tier 3 in the areas of Reading (K-12), Math (K-12), Writing (K-12), and Behavior (K-3). Universal screenings will be given three times per year and progress monitoring assessments will be used to gather data that will be used to inform instructional decisions and services for all students. Classified, Certified, and AmeriCorps volunteers will provide RTI services. A written strategic plan will be developed for RTI and shared with stakeholders. Creation of specific use data rooms at Carr Elementary and Fulton High for use by administration and team members to collect, store, and disaggregate data. (IP 2.7/2.11)</p>	<p>-Faculty meeting and PLC agendas -Progression of movement of students from lower tiers to higher -Ongoing data analysis -2018/2019 released K-PREP scores</p>	<p>Ongoing through May 2019</p> <p>Responsible: -Sarah Townsend, DOSS -Mancell Elam, Principal -Dana Crawford, Asst. Principal -Nathan Castleman, Student Support</p>	<p>\$42,000</p>
	<p>#2 Strategies and programs are implemented in classrooms/school to measure effectiveness on student achievement. (KCWP 2)</p>	<p>Extended School Services (ESS) will be provided in grades 3-12. After school tutoring will be provided for referred students in grades 3-5. (Referrals based on teacher recommendation, tier placement, and observations) After school tutoring will be provided for grades 6-12 at Fulton High. (IP 2.7)</p>	<p>Progression of movement of students from lower tiers to higher -Ongoing data analysis -2018/2019 released K-PREP scores</p>	<p>Ongoing through May 2019</p> <p>Responsible: -Kent Green, DPP -Mancell Elam, Principal -Dana Crawford, Asst. Principal -Tammy Malray, Lead Teacher -Nathan Castleman, Student Support</p>	<p>\$25,000</p>
	<p>#3 Processes are in place to promote depth of educator capacity (will and skill) and ensure all educators are successful. (KCWP 6)</p>	<p>FISD will hold four mandatory professional development days for all instructional staff. Topics and activities will be based on educator need and outlined in the FISD Professional</p>	<p>Progression of movement of students from lower tiers to higher -2018/2019 released K-PREP scores. -Agendas/minutes from PLC</p>	<p>Ongoing through May 2020</p> <p>Responsible: -Sarah Townsend, PD Coordinator</p>	<p>\$3000</p>

		Development plan. All classified and certified instructional staff will obtain 24 hours of professional development for the SY 2018/2019 and SY 2019/2020. Development of instructional capacity and rigor will also be provided throughout the year at faculty meetings, during planning periods, at PLC meetings held twice a month, and in job embedded opportunities for teachers. PLCS will have guided, intentional topics to ensure focus on student achievement. Literacy professional development will be offered through the Striving Readers Grant (25% of staff in 2018-2019; 50% in 2019-2020). Consultants from the West Kentucky Educational Coop will be called upon for services. (IP 3.1)	meetings and faculty meetings -PD Plan and evaluations	-Mancell Elam, Principal -Dana Crawford, Asst. Prin.	
Objective 2: Increase Math Proficiency Indicator for Free and Reduced Lunch at the elementary level from 40.5 to 53.5; at the middle school level from 53.7 to 62.0; and at the high school level from 31.9 to 40.0.	#1 Systems are in place to ensure that student data is collected, analyzed, and being used to drive classroom instruction and reduce the number of students scoring novice. (KCWP 4)	RTI will be provided for all students in three separate levels known as Tier 1, Tier 2, and Tier 3 in the areas of Reading (K-12), Math (K-12), Writing (K-12), and Behavior (K-3). Universal screenings will be given three times per year and progress monitoring assessments will be used to gather data that will be used to inform instructional decisions and services for all students. Classified, Certified, and AmeriCorps volunteers will provide RTI services. A written strategic plan will be developed for RTI and shared with stakeholders. Creation of specific use data rooms at Carr Elementary and Fulton High for use by administration and team members to collect, store, and disaggregate data.(IP 2.7/2.11)	-Faculty meeting and PLC agendas -Progression of movement of students from lower tiers to higher -Ongoing data analysis -2018/2019 released K-PREP scores	Ongoing through May 2019 Responsible: -Sarah Townsend, DOSS -Mancell Elam, Principal -Dana Crawford, Asst. Principal -Nathan Castleman, Student Support	(Cost bundled from above)
	#2 Strategies and programs are implemented in classrooms/school to measure effectiveness on student achievement. (KCWP 2)	Extended School Services (ESS) will be provided in grades 3-12. After school tutoring will be provided for referred students in grades 3-5. (Referrals based on teacher recommendation, tier placement, and observations) After school tutoring will be provided for grades 6-12 at Fulton High. (IP 2.7)	-Progression of movement of students from lower tiers to higher -Ongoing data analysis -2018/2019 released K-PREP scores	Ongoing through May 2019 Responsible: -Kent Green, DPP -Mancell Elam, Principal -Dana Crawford, Asst. Principal -Tammy Malray, Lead Teacher -Nathan Castleman, Student Support	(Cost bundled from above)
	#3 Processes are in place to promote depth of educator capacity (will and skill) and ensure all educators are successful. (KCWP 6)	FISD will hold four mandatory professional development days for all instructional staff. Topics and activities will be based on educator need and outlined in the FISD Professional Development plan. All classified and certified instructional staff will obtain 24 hours of	-Progression of movement of students from lower tiers to higher -2018/2019 released K-PREP scores. -Agendas/minutes from PLC meetings and faculty meetings -PD Plan and evaluations	Ongoing through May 2020 Responsible: -Sarah Townsend, PD Coordinator -Mancell Elam, Principal -Dana Crawford, Asst. Prin.	(Cost bundled from above)

		professional development for the SY 2018/2019 and SY 2019/2020. Development of instructional capacity and rigor will also be provided throughout the year at faculty meetings, during planning periods, at PLC meetings held twice a month, and in job embedded opportunities for teachers. PLCS will have guided, intentional topics to ensure focus on student achievement. Consultants from the West Kentucky Educational Coop will be called upon for services. .(IP 2.7/2.11)			
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4: Graduation rate

Goal 4 (State your Graduation Rate goal): **By 2021, graduation rate will increase from 81% to 100%.**

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

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: By 2019, FISD's graduation rate will increase from 81.0 to 87.4.	#1 Systems/Processes are in place to ensure interventions are taking place to meet the needs of all students. (KCWP 5)	School leadership will create individualized plans for students identified by the Persistence to Graduation and Early Warning Tools (IC) to address barriers to graduation. Mentoring program for students grades 9-12 will connect targeted students with community members for mentors and will meet monthly. Community volunteer hours will be required of each senior and monitored by the Community Education Director.	-Ongoing monitoring of credit analysis, volunteer hours accrual, monthly meetings with students. -Graduation rate in May 2019	Ongoing through May 2019 -Mancell Elam, Principal -Dana Crawford, Asst. Principal -Nathan Castleman, Student Support Specialist -Tracy Pulley, FRYSC Director -Karen Dean, Community Education	
	#2 Systems are in place to ensure that students are actively involved in knowing their own data and making decisions about their own learning. (KCWP 4)	ACT preparatory classes offered to juniors and seniors. An in-house academy will continue to offer dual credit and college/career preparatory courses for students. Elective courses in broadcast journalism and computer coding will be offered. Provide more electives through APEX learning systems. Four Rivers Career Academy options are offered to students in high school grades 9-12.	-Ongoing monitoring of credit analysis, volunteer hours accrual, monthly meetings with students. -Graduation rate in May 2019	Ongoing through May 2019 Responsible: -Mancell Elam, Principal -Dana Crawford, Asst. Principal -Nathan Castleman, Student Support -Sarah Townsend, DOSS -Kent Green, DPP -Kathy Thweatt, Teacher	
		Seniors will have opportunities to visit college campuses. They will receive information on available scholarships and assistance in applying to colleges. The GEN101 class at FHS will provide students the opportunity to learn about college admissions procedures, planning for college, career awareness, and life skills. FAFSA classes will provide financial aid information to seniors and their families.	-Ongoing monitoring of credit analysis, volunteer hours accrual, monthly meetings with students. -Graduation rate in May 2019	Ongoing through May 2019 Responsible: -Mancell Elam, Principal -Nathan Castleman, Student Support -Dana Crawford, Asst. Principal	

5: Growth

Goal 5 (State your Growth goal): **Reduce novice scores in reading and math by 15% (Elementary: reading from 24.1 to 11.1, math from 33.3 to 20.2 and Middle: reading from 32.2 to 23.4, math from 18.6 to 9.8) by 2021.**

Which **Strategy** will the district use to address this goal? (*The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.*)

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- [KCWP 2: Design and Deliver Instruction](#)
- [KCWP 3: Design and Deliver Assessment Literacy](#)
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- [KCWP 5: Design, Align and Deliver Support](#)
- [KCWP 6: Establishing Learning Culture and Environment](#)

Which **Activities** will the district deploy based on the strategy or strategies chosen? (*The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.*)

- [KCWP1: Design and Deploy Standards Classroom Activities](#)
- [KCWP2: Design and Deliver Instruction Classroom Activities](#)
- [KCWP3: Design and Deliver Assessment Literacy Classroom Activities](#)
- [KCWP4: Review, Analyze and Apply Data Classroom Activities](#)
- [KCWP5: Design, Align and Deliver Support Classroom Activities](#)
- [KCWP6: Establishing Learning Culture and Environment Classroom Activities](#)

In the following chart, identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.

Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: Reduce novice scores in reading at the elementary level from 24.1 to 19.8 and at the middle school level from 33.3 to 28.9. Objective 2: Reduce novice scores in math at the elementary level from 32.2 to 29.3 and at the middle school level from 18.6 to 15.7.	#1 School/District leadership ensure teachers use data to determine students' needs. KCWP 4	RTI teams will meet quarterly to review student progress in both intervention classes and regular classes. A sign in sheet and minutes will be kept. Intervention instruction is in place for Tier II and Tier III students. AmeriCorps staff and volunteers as well as Certified and Classified staff are involved in interventions. A 100 day interventionist will be hired to administer assessments for tiering and to assist classroom teachers with disaggregating data and implementing instruction. (IP 2.7/2.11/1.3)	-Data from quarterly RTI meetings -Decrease in the percentage of novice reading and math scores on the 2019 K-PREP -Progression of movement of students from lower tiers to higher -2018/2019 released K-PREP scores -Star data analyzed every nine weeks -Tier 3 data analyzed weekly -Tier 2 data analyzed biweekly -Tier 1 data analyzed monthly -Student coaching -Student created goals	Ongoing through May 2019 Responsible: -Mancell Elam, Principal -Dana Crawford, Asst. Principal -Sarah Townsend DOSS -Jennifer Caldwell, District Literacy Coach	\$21,830.26 (SIGF)
	#2 Systems are in place school/district-wide for teachers to monitor students' progress on standards in order to know when	Creation of specific use data rooms at Carr Elementary and Fulton High for use by administration and team members to collect, store, and disaggregate data. (IP 2.7/2.11/1.3)	-Decrease in the percentage of novice reading and math scores on the 2019 and 2020 K-PREP	Ongoing through October 2019 Responsible:	\$100

<p>mastery has been achieved. KCWP 4</p>			<p>-Data from quarterly RTI meetings</p>	<p>-Mancell Elam, Principal -Dana Crawford, Asst. Principal -Kent Green, Facilities Director -Sarah Townsend, DOSS</p>	
<p>#3 A protocol will be developed for ensuring Tier I, Tier II and Tier III instructional needs are met and next steps for improvement are identified. KCWP 2</p>	<p>RTI will be provided for all students in three separate levels known as Tier 1, Tier 2, and Tier 3 in the area of Reading (K-12). Universal screenings will be given three times per year and progress monitoring assessments will be used to gather data that will be used to inform instructional decisions and services for all students. Administration and team members to analyze RTI and screening data quarterly and provide recognition to students who achieve growth in tier progression.(IP 2.7/2.11/1.3)</p>		<p>-Progression of movement of students from lower tiers to higher. -Data from quarterly RTI meetings. -Decrease in the percentage of novice reading and math scores on the 2019 K-PREP.</p>	<p>Ongoing through May 2019 Responsible: -Mancell Elam, Principal -Dana Crawford, Asst. Principal -Sarah Townsend, DOSS -Jennifer Caldwell, District Literacy Coach</p>	
<p>#4 Systems are in place for teachers to readjust the curriculum (content and pacing) to meet student needs based on assessment results (formative and summative). KCWP 4</p>	<p>A longitudinal data excel sheet will be created and faculty trained on usage to analyze student performance (Aimsweb, STAR, iReady). (IP 2.7/2.11/1.3)</p> <p>Faculty will participate in PLCS for classroom assessment data analysis utilizing assessment and data analysis protocols. (2.7/2.11)</p>		<p>Ongoing update of the spreadsheet Updated data walls PLC meeting notes Completed protocols monthly</p>	<p>August 2018 August 2019 Responsible: -Mancell Elam, Principal -Dana Crawford, Asst. Principal -KDE ER Specialists</p>	<p>\$250 (SRCL) \$0</p>
<p>#5 School leadership will ensure that resources are aligned with the needs identified in the CDIP and effectively address those needs. KCWP 5</p>	<p>School and District Leadership will participate in Shipley (System) Training. (IP 3.1)</p> <p>FIS will implement the Shipley System training at the elementary campus. Faculty and staff will be provided 10 afternoons of professional development on the implementing the system in the FIS elementary school. The professional development will be provided by Administrators, Educational Recovery Specialists, and KDE Continuous Improvement Staff that have received the training. Faculty and staff will have the opportunity to determine the programs that the school will begin to evaluate with the Shipley system and sign up to work on the program of their choice. A timeline will be developed by the faculty and staff and implemented. Final reports, including an improvement plan, compiled by the program teams will be presented at a district wide faculty meeting.</p>		<p>Implementation of school wide and district wide systems.</p>	<p>March 2019 August 2019 – June 2020</p>	<p>\$15183 (SIGF)</p>

		The systems improvement plans will be monitored and evaluated with a final report given by each program team to the FIS Board of Education in June 2020. The CDIP / Turnaround Plan will be amended by December 2019 to include these program plans.		Responsible: Deanna Miller, Superintendent Mancell Elam, Principal Dana Crawford, Asst. Principal	
	#6 School/district leadership ensure teachers design lessons that differentiate for all students. KCWP 2	Teachers will participate in professional development on differentiation based on Carol Tomlinson's research in order to better differentiate instruction for all students. (IP 2.7/3.1)	PD Evaluation Documentation of strategies in lesson plans	April 2019 Responsible: Deanna Miller, Superintendent Mancell Elam, Principal Dana Crawford, Asst. Principal Sarah Townsend, Director of Student Services	

6: Transition Readiness

Goal 6 (State your Transition Readiness goal): *By May of 2021, students in the 5th and 8th grades will be at 100% transition ready. By May of 2021, students in the 12th grade will be at 100% transition ready.*

<p>Which Strategy will the district use to address this goal? (<i>The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.</i>)</p> <ul style="list-style-type: none"> ● KCWP 1: Design and Deploy Standards ● KCWP 2: Design and Deliver Instruction ● KCWP 3: Design and Deliver Assessment Literacy ● KCWP 4: Review, Analyze and Apply Data ● KCWP 5: Design, Align and Deliver Support ● KCWP 6: Establishing Learning Culture and Environment 	<p>Which Activities will the district deploy based on the strategy or strategies chosen? (<i>The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.</i>)</p> <ul style="list-style-type: none"> ● KCWP1: Design and Deploy Standards Classroom Activities ● KCWP2: Design and Deliver Instruction Classroom Activities ● KCWP3: Design and Deliver Assessment Literacy Classroom Activities ● KCWP4: Review, Analyze and Apply Data Classroom Activities ● KCWP5: Design, Align and Deliver Support Classroom Activities ● KCWP6: Establishing Learning Culture and Environment Classroom Activities 	<p>In the following chart, identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.</p>
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Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1: By May 2019, transition readiness for 12th grade students will increase from 63.2% to 75.5%.	#1 Systems are in place to ensure that students are actively involved in knowing their own data and making decisions about their own learning. (KCWP 4)	ACT preparatory classes offered to juniors and seniors. An in-house academy will continue to offer dual credit and college/career preparatory courses for students. Elective courses in broadcast journalism and computer coding will be offered. Provide more electives through APEX learning systems. Four Rivers Career Academy options are offered to students in high school grades 9-12.	-Increased number of students meeting college entrance benchmarks and/or completing industry certifications.	Ongoing through May 2019 Responsible: -Mancell Elam, Principal -Dana Crawford, Asst. Principal -Nathan Castleman, Student Support -Sarah Townsend, DOSS -Kent Green, DPP -Kathy Thweatt, Teacher	\$5,000
		All students K-12 will participate in activities during Career Month in order to explore collegiate and career choices. Activities will include college bulletin boards and door decorations, career fair, field trips, and mock interviews.	-Increased number of students meeting college entrance benchmarks and/or completing industry certifications -Increased interest in postsecondary options as evidenced in ILPS	Ongoing through May 2019 Responsible: -Mancell Elam, Principal -Nathan Castleman, Student Support -Karen Dean, Community Education -Sarah Townsend, DOSS -Tracy Pulley, FRYSC Director -Dana Crawford, Asst. Principal -Faculty	\$1,250
		Seniors will have opportunities to visit college campuses. They will receive information on available scholarships and assistance in applying to colleges. The GEN101 class at FHS will provide students the opportunity to learn about college admissions procedures, planning for college, career awareness, and life skills. FAFSA classes will	-Increased number of students meeting college entrance benchmarks and/or completing industry certifications	Ongoing through May 2019 Responsible: -Mancell Elam, Principal -Nathan Castleman, Student Support -Dana Crawford, Asst. Principal	\$1,750

		provide financial aid information to seniors and their families.			
Objective 2: By May of 2019, 50% of 5th and 8th grade students will meet the benchmark composite score for transition readiness (available Fall 2019).	#2 Systems are in place to ensure that students are actively involved in knowing their own data and making decisions about their own learning. (KCWP 4)	RTI will be provided for all students in three separate levels known as Tier 1, Tier 2, and Tier 3 in the area of Math (K-12). Universal screenings will be given three times per year and progress monitoring assessments will be used to gather data that will be used to inform instructional decisions and services for all students. Administration and team members to analyze RTI and screening data quarterly and provide recognition to students who achieve growth in tier progression. (IP 2.7/2.11/1.3)	-2018/2019 released K-PREP scores. -Data from quarterly RTI meetings. -Progression of movement of students from lower tiers to higher -2018/2019 released K-PREP scores -Star data analyzed every nine weeks -Tier 3 data analyzed weekly -Tier 2 data analyzed biweekly -Tier 1 data analyzed monthly -Student coaching -Student created goals	Ongoing through May 2019	\$5,000
		All students K-12 will participate in activities during Career Month in order to explore collegiate and career choices. Activities will include college bulletin boards and door decorations, career fair, Reality Store, field trips, and mock interviews.	-Increased interest in postsecondary options as evidenced in ILPS -2018/2019 released K-PREP scores.	Ongoing through May 2019	\$1,250

7: Other (optional)

Goal 7 (State your goal):

Which **Strategy** will the district use to address this goal? (*The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.*)

- [KCWP 1: Design and Deploy Standards](#)
- [KCWP 2: Design and Deliver Instruction](#)
- [KCWP 3: Design and Deliver Assessment Literacy](#)
- [KCWP 4: Review, Analyze and Apply Data](#)
- [KCWP 5: Design, Align and Deliver Support](#)
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Which **Activities** will the district deploy based on the strategy or strategies chosen? (*The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.*)

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Objective	Strategy	Activities to Deploy Strategy	Measure of Success	Progress Monitoring Date & Notes	Funding
Objective 1					
Objective 2					